SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Edilberto L. Gonzaga, Jr.

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		5.00x0.50=2.50	
b. Students (50%)		3.50x0.50=1.75	
Total for Instruction	90%	4.25	3.825
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Support to Operations	5%	5.00	0.25
5. General Admin. & Support Services	5%	5.00	0.25
TOTAL			4.325

EQUIVALENT NUMERICAL RATING: 4.33
Add: Additional Points, if any: 0
TOTAL NUMERICAL RATING: 4.33

ADJECTIVAL RATING: **Very Satisfactory**

Prepared by:

EDILBERTO L. GONZAGA, JR.
Name of Faculty

Reviewed by:

MAY ANN E. PALEN
Department Head

Recommending Approval:

fr. Gchishin-V
MA. THERESA P. LORETO
Dean, CAS   oIC 8/1/22

Approved:

BEATRIZ S. BELONIAS
fr. Vice President Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, EDILBERTO L. GONZAGA JR., a faculty member of the <u>DEPARTMENT OF STATISTICS, COLLEGE OF ARTS AND SCIENCES</u>, commit to deliver and agree to be rated on the attainment of the following target in accordance with the indicated measures for the period <u>JANUARY 1, 2022</u> to <s>DECEMBER 31, 2022</s>. June 20, 2022 *June 30*

Approved:

EDILBERTO L. GONZAGA, JR.
Instructor II
Date: 07/22/2022

MAY ANN E. PALEN
Head, DepStat
Date: 7/22/2022

MA. THERESA P. LORETO
Dean, CAS
Date: 7/25/2022

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment (As of June 30, 2022)	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Eficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	PI 8: Number of graduate students advised *	A2. Number of students advised								
		A3. Number of students advised on thesis/special problem/dissertation								

		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
	PI 9: Number of instructional materials developed *	**A5**. Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, reading assignments depending on course taught							
		Assessment tools	Prepares assessment tools such as long exams, quizzes, problems sets, etc.							
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom							
	PI 10. Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										

PI	Activity	Description							Remarks
PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	36	30.45	5	5	5	5.00	17 FTE for second semester AY 2021-2022, and 17 FTE for first semester AY 2022-2023
	A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	6	3	5	5	5	5.00	Preparing 3 gradesheets for second semester AY 2021-2022
	A 11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period							
	A12. Number of trainings attended related to instruction	Attend mandated trainings	2	1	5	5	5	5.00	1 training January-June 2022, and 1 training for July-December 2022
	A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	12	9	5	5	5	5.00	6 LEs for second semester AY 2021-2022, and 6 LEs for first semester AY 2022-2023
	A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	12	14	5	5	5	5.00	6 quizzes for second semester AY 2021-2022, and 6 quizzes for first semester AY 2022-2023
	A15. Number of lab reports/exercises and term papers checked and graded	Checks lab exercises submitted as required	18	17	5	5	5	5.00	9 lab exercises for second semester AY 2021-2022, and 9 lab exercises for first semester AY 2022-2023
PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students							

			A17. Number of students advised on thesis/ field practice/special problem:	Advises, and corrects research outline and thesis/SP manuscript						
			As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript						
			As SRC Member	Advises and corrects research outline and thesis/SP manuscript						
			A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	2	3	5	5	5	5.00
		PI 9: Number of student organizations advised/ assisted *	**A19**. Number of Student organizations advised	Advises student organizations recognized by USSO						
			A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities						
		PI 10: Number of instructional materials developed *	**A 21 :** Number of online courseware developed and submitted :	Prepares and submits for review by the Technical Review Panel	1	0	-	-	-	-
			Online ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	0	-	-	-	-
			Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	6	3	5	5	5	5.00	3 for second semester AY 2021-2022, and 3 for first semester AY 2022-2023
			Assessment tools	Prepares assessment tools such as long exams, quizzes, problems sets, etc.	30	26	5	5	5	5.00	15 for second semester AY 2021-2022, and 15 for first semester AY 2022-2023

		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor								
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	6	3	5	5	5	5.00	3 for second semester AY 2021-2022, and 3 for first semester AY 2022-2023	
	PI 11. Additional outputs	**A 25**. Number of Additional outputs accomplished:									
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/ institutional accreditation and/or evaluation								
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU								
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal								
UMFO 3 . RESEARCH SERVICES											
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	**A27.** Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries								
	PI 2. Number of research outputs completed within the year *	**A 28**. Number of research outputs completed within the year *	Conducts and completes research project within the year								

	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication								
		In refereed int'l journals									
		In refereed nat'l/regional journals									
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences								
		In int'l fora/conferences									
		In nat'l/regional fora/conferences									
	PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation								
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)									
		A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper								
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output								

		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	**A 36**. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership							
	PI 2. Number of trainees weighted by the length of training	**A 37**. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	**A 38**. Number of extension programs/projects implemented	Implementes duly approved extension projects							
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	**A 39**. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services							
	PI 5. Number of technical/expert services	**A 40**. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research Mentoring	*Research Mentoring*								
	Peer reviewers/ Panelists	*Peer reviewers/ Panelists*								
	Resource Persons	*Resource Persons*								
	Convenor/ Organizer	*Convenor/ Organizer*								
	Consultancy	*Consultancy*								
	Evaluator	*Evaluator*								

	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *								
		A 43.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 4. Program and Institutional Accreditation Services									
	PI 8.Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	A 44. Compliance to all requirements of theQMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero non-conformity	zero non-conformity	5	5	5	5.00	
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant	100% compliant	5	5	5	5.00	
		On program accreditations								
		On institutional accreditations								
UMFO 6. General Admin. & Support Services (GASS)										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint	Zero % complaint	5	5	5	5.00	

	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performfing functions resulting to best practice									
		A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal									
	Total Over-all Rating										65.00	

Average Rating (Total Over-all rating divided by 4)	5	
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
NUMBERICAL RATING	5	
ADJECTIVAL RATING	Outstanding	

Comments/Suggestions for Improvement:
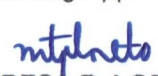
He is easy to work with and has transitioned well to his new workplace. I suggest that he should manage his time wisely to finish his PhD as planned.
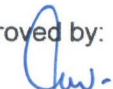
Evaluated & Rated by:

MAY ANN E. PALEN
Department Head
Date: 7/22/2022

Recommending Approval

MA. THERESA P. LORETO
Dean, CAS
Date: 7/25/2022

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 7-26-22

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Mr. Edilberto L. Gonzaga
Performance Rating: Outstanding

Aim: Have him finish his PhD in Statistic degree

Proposed Interventions to Improve Performance:

Date: Target Date: Start of 1st Semester AY 2022-2023

First Step: Provide him underload for 1st Semester 2022-2023 to give more time to make his research proposal of outline of dissertation

Result: Approved research proposal

Date: Target Date: End of 1st Semester AY 2022-2023

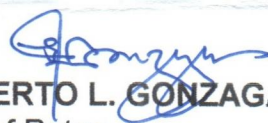Next Step: Writing and submission of dissertation for final defense

Outcome: Approved final defense and dissertation

Final Step/Recommendation: Instruct him to process his clearance for graduation as graduate of PhD in Statistics

Prepared by:

MAY ANN E. PALEN
Head, DepStat

Conforme:

EDILBERTO L. GONZAGA, JR.
Name of Ratee