



Exhibit K

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: **Engr. Vic Angelo L. Impas**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	40%	4.59	1.84
b. Students (50%)	40%	5.00	2.00
Total for Instruction	80%		3.84
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)	10%	5.00	0.50
Total for Research	10%		
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	0		
4. Administration	10%	5.00	0.50
5. Production	0		
TOTAL	100%		4.84

EQUIVALENT NUMERICAL RATING: 4.84
Add: Additional Points, if any: 0.00
TOTAL NUMERICAL RATING: 4.84

ADJECTIVAL RATING: **Outstanding**

Prepared by:


VIC ANGELO L. IMPAS
Name of Faculty

Reviewed by:


RONARD G. PAÑA
Department Head

Recommending Approval:


JANNET C. BENCURE
College Dean

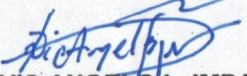
Approved:


BEATRIZ S. BELONIAS
Vice President, Academic Affairs

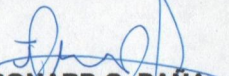
"Exhibit B"

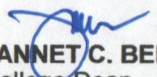
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ENGR. VIC ANGELO L. IMPAS, a faculty member of the DEPARTMENT OF MECHANICAL ENGINEERING commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JULY 1 - DECEMBER 31, 2023.


VIC ANGELO L. IMPAS
 Instructor I
 Date: Jan. 8, 2024

Approved:


RONARD G. PANA
 Department Head
 Date: Jan. 15, 2024


JANNET C. BENCURE
 College Dean
 Date: Jan. 18, 2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams	A1. Percentage of first time takers that passed the licensure exams	Handles and teaches courses assigned	61%	87%	5	5	5	5.00	Feb.2023: 27 out 31
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs	A3. Provide support to RQAT compliance for BSME Program	Follow the CMO for BSME program	100%	100%	5	5	4	4.67	
	PI 4. Percentage of undergraduate programs with accreditations	A4. Percentage of undergraduate programs with accreditations	AACCUP Level I	100%	100%	5	5	4	4.67	effective until April 2024
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	34	31.2	5	5	4	4.67	ESci 122n FTE computed only for 2nd Semester 2022-2023
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline							
		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	1	2	5	5	5	5.00	TOS Workshop Faculty Onboarding
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught							
		A14. Number of quizzes administered	Prepares and checks quizzes for lec							
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required							
	PI 8: Number of	A16. Number of students advised:	Acts as academic adviser to students							
		A17. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	4		4	4	4	4.00	
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	8		4	4	4	4.00	
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	50	26	5	4	4	4.33	as of Midterm of 2nd Sem of AY2022- 2023
	PI 9: Number of student	A19. Number of Student organizations	Advises student organizations							
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities							
	PI 10: Number of	A 21 : Number of on-line course ware	Prepares and submits for review by the							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.		5	5	5	5	5.00	as of Midterm of 2nd sem AY2022-2023
		A 23 : Number of on-line course ware	Submits the course ware duly reviewed							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom							
	PI 11. Additional outputs	A 25. Number of Additional outputs								
		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	A 28. Number of research outputs completed within the year *	Conducts and completes research oroject within the year							
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year	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							
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>								
	PI 4. Number of research outputs presented in regional/national/ int'l	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							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>			1	5	5	5	5.00	IMERC 2023
	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			1	5	5	5	5.00	Best Poster- IMERC
		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	A 37. Number of trainees weighted by	Conducts trainings among							
	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	Implements duly approved extension projects							
	PI 4. Percentage of	A 39. Percentage of beneficiaries who	Provides quality and relevant training							
	PI 5. Number of technical/expert	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research	Research Mentor								
	Peer	Peer reviewers/Panelists								
	Resource Persons	Resource Persons								
		Convenor/Organizer								
	Consultancy	Consultant								
	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								
		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 the QMS 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	100%		5	5	5	5.00	No complaint

		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							
		On program accreditations								
		On institutional accreditations								
UMFO 6. General Admin. & Support Services (GASS)										
	PI 2. Zero percent	A 46. Customerly friendly frontline	Provides customer friendly frontline	100%		5	5	5	5.00	No complaint
	PI 3: Additional Outputs	A 47. Number of /new initiatives	Initiates/introduces improvements in							
		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								61.33	

Average Rating (Total Over-all rating divided by 4)	4.72
Additional Points:	
Approved additional points (with copy of approval)	
FINAL RATING	4.72
ADJECTIVAL RATING	OUTSTANDING

Comments & Recommendations for Development Purpose:
 Engr. Impas is encouraged to attend more trainings, submit research and extension proposal, and present his research outputs.

Evaluated & Rated by:

RONARD G. PANA
 Department Head

Date: Jan. 15, 2024

Recommending Approval

JANNET C. BENCURE
 College Dean, CET

Date: Jan. 18, 2024

Approved by:

BEATRIZ S. BELONIAS
 Vice President for Academic Affairs

Date: 01/22/24



Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **Engr. Vic Angelo L. Impas**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Handles and teaches courses assigned	34	Jan 2023	Dec 2023	Dec 2023	Impressive	Very satisfactory	Exceeds target at 59.3 FTE
2	Attend mandated training	1	Jan 2023	Dec 2023	Dec 2023	Impressive	Very satisfactory	Attended CQI training and faculty onboarding
3	Advises and corrects research outline and thesis/SP manuscript	12	Jan 2023	Dec 2023	Dec 2023	Needs improvement	Satisfactory	No advisory as of this time
4	Entertains students consulting on subject taught, thesis and grades	50	Jan 2023	Dec 2023	Dec 2023	Impressive	Very satisfactory	Consultation of BSME students
5	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	Jan 2023	Dec 2023	Dec 2023	Impressive	Very satisfactory	Complied to all requirements
6	Provides customer friendly frontline services to clients	Zero % complaint	Jan 2023	Dec 2023	Dec 2023	Impressive	Very satisfactory	No complaint received

* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:


RONARD G. PAÑA
Department Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Engr. Vic Angelo L. Impas

Performance Rating: Outstanding

Aim: To be an effective implementer of the new OBEdized four (4) year BSME degree program as provided in the new CMO 97, s. of 2017.

Proposed Interventions to Improve Performance:

Date: January 3, 2024

Target Date: December 2024

First Step:

- Re-orientation on the Outcomes-Based Education principles, provisions of the new Policies, Standards, and Guidelines in the offering of the new BSME curriculum as provided for in CMO 97, s. 2017 will be given.
- Monitoring and coaching on the performance of the faculty member to his committed outputs as reflected on his IPCR.
- To recommend for conferences, conventions, seminars and training aligned to his field of specialization to further strengthen his competencies and qualifications.

Results:

- Engr. Impas was able to prepare and submit approved Outcomes-Based Teaching and Learning (OBTL) Syllabi of his assigned courses for the second semester SY 2022-2023 and for the first semester SY 2023-2024.
- Has performed his duties and responsibilities as faculty member of the Department of Mechanical Engineering.

Next Step:

- Continue monitoring of his accomplishments and performance to his committed outputs as reflected in his IPCR
- Attend a department-based workshop on writing Extension and Research proposals to strengthen the Department's RDE
- To continue to recommend the faculty member to attend relevant training and seminars aligned to his field of specialization

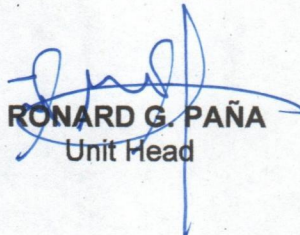
Outcomes:

- Program compliance to CMO No. 97, series of 2017
- Continuously perform his duties and responsibilities
- Draft and submit extension and research proposals aligned to his field of specialization
- Be able to attend relevant training and seminars aligned to his field of specialization

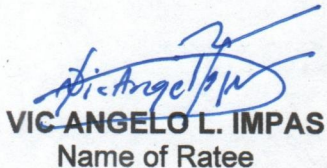
Final Steps / Recommendations:

- Engr. Impas will be encouraged to implement the Department's RDE Agenda. The DME Faculty Development Plan will also be revisited to align the schedule to pursue his study for the Degree of PhD in Mechanical Engineering.

Prepared by:


RONARD G. PAÑA
Unit Head

Conforme:


VIC ANGELO L. IMPAS
Name of Ratee