

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

Name of Faculty Member: Engr. Florentino F. Morales Jr.

Program Involvement	Percentage	Numerical	Equivalent
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		2.38	
b. Students (50%)		2.17	
TOTAL for Instruction	85%	4.55	3.86
2. Research	5%	5.00	0.25
3. Extension	5%	5.00	0.25
4. Administration & Support to Operation	5%	4.67	0.23
5. Production			
TOTAL			4.60

*Assoc. Prof. II - January 1, 2023 to December 31, 2023


EQUIVALENT NUMERICAL RATING: 4.60

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.60

ADJECTIVAL RATING: Outstanding

Prepared by:


FLORENTINO F. MORALES JR.
Assoc. Prof. II

Recommending Approval:


JANNET C. BENCURE
Head, DGE & Dean, CET

Approved:


BEATRIZ S. BELONIAS
VP for Academic Affairs



VISAYAS
STATE UNIVERSITY



**DEPARTMENT OF GEODETIC
ENGINEERING**


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"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, FLORENTINO F. MORALES, JR., a faculty member of the DEPARTMENT OF GEODETIC ENGINEERING commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January 2023-December 2023**.

Approved:


FLORENTINO F. MORALES, JR.
Associate Professor II
Date: 01/18/2024


JANNET C. BENCURE
DGE Head & CET Dean
Date: 01/20/2024

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										
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	Acts as academic adviser to graduate students							
		A3. Number of students advised on thesis/special problem/dissertation								

		<i>As GAC Chairman</i>	Advises and corrects research outline and thesis/SP/dissertation manuscript								
		<i>AS GAC Member</i>	Advises and corrects research outline and thesis/SP/dissertation manuscript								
		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								
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>								
		<i>Supplemental learning resources</i>	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>								
		<i>Assessment tools</i>	<i>Prepares assessment tools such as long exam, quizzes, problems sets, etc.</i>								
		<i>A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor</i>	<i>Submits the course ware duly reviewed by TRP for editing by MMDC editor</i>								
		<i>A 7 : Number of virtual classroom created and operational</i>	<i>Creates virtual classroom using either Moddle or Google Classroom</i>								

	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 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	20	46.10	5	5	5	5.00	GEng 111g (Lec-2), GEng 111 (Lab-1), GEng 146 (1), GEng 199 (1), ESci 121n (1)
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	6	10.00	5	5	4	4.67	Final Grades: GEng 111 (2), GEng 199 (1), GEng 146 (1) ESci 121n (1) Midterm Grades: GEng 111 (2), GEng 199 (1), GEng 146 (1) ESci 121n (1)
		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	20	22.00	5	5	5	5.00	GEng 142 and GEng 112 Students
		A12. Number of trainings attended related to instruction	Attend mandated trainings	2	1.00	5	5	5	5.00	ISO 9001:2015 Awareness and Re-awareness Webinar
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	12	12.00	5	5	4	4.67	GEng 111g (3), GEng 146 (2), GEng 199 (2), ESci 121n (4)
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	18	20.00	5	5	4	4.67	GEng 111g (12), GEng 199 (4), ESci 121n (4)
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	10	13.00	5	5	4	4.67	GEng 111 Lab (12) and GEng 199 (1)
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	30	46.00	5	5	5	5.00	Academic Advising

		A17. Number of students advised on thesis/ field practice/special problem:		8	15.00	4	5	4	4.33	Speical Study (11)- Pepito, Infiesto, Ramilla, Cabangal, Dagwan, Ungab, Noble, Capapas, Maglacion, Escobido, Ordiz, OJT (4)-Cabangal, Bagay, Cahiyang, Escobido, Escarlan
		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	4	5.00	5	5	5	5.00	Lumagud, Daquiado, Pol, Claros, Corcino et al.
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	2	3.00	5	5	4	4.67	Quirong, Casaverde, Buera,
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	38	30.00	4	4	4	4.00	Sudent Advising and Special Study Advising
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO							
		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 on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	3	4.00	5	5	5	5.00	GEng 111g, GEng 146, GEng 199, ESci 121n
		Flexible instructional materials								

		Supplemental learning resources	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	6	11.00	5	5	4	4.67	GEng 111g (4), GEng 199 (3), ESci 121n (4)
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	8	15.00	5	5	5	5.00	GEng 111g (5), GEng 146 (2), GEng 199 (3), ESci 121n (5)
		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	1						
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	4.00	5	5	4	4.67	GEng 111g, GEng 112g, GEng 124n, GEng 142n
	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	1	1.00	4	5	5	4.67	Orillano Engineering and Surveying Services
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
		A 27. Number of Curriculum Reviewed	Reviews curriculum for approval from VSU and CHED		1.00	5	5	5	5.00	BSGE Curriculum
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 or 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							
	<i>In refereed int'l journals</i>		1						
	<i>In refereed nat'l/regional journals</i>								
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 scientific fora/ conferences	1	1.00	5	5	5	5.00	Drone Application for Post Disaster Assessment in Baybay City-GEP Regional Convention
	<i>In int'l fora/conferences</i>								
	<i>In nat'l/regional fora/conferences</i>								
PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	100.00	5	5	5	5.00	Development of Coupled Geotechnical-Hydrometeorological Framework in Risk Management of Soil and Embankment Failures in Leyte, Philippines-Study Leader
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	10	35.00	5	5	5	5.00	Training-Workshop on Plotting and Topographic Map Preparation with Civil 3D through GEP Region 8
	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 Mentor								
	Peer reviewers/Panelists	Peer reviewers/Panelists			1.00	5	5	5	5.00	Reviewed Article in JMSE Journal under MDPI-Scopus
	Resource Persons	Resource Persons		1	1.00	5	5	5	5.00	Training-Workshop on Plotting and Topographic Map Preparation with Civil 3D through GEP Region 8
	Convenor/Organizer	Convenor/Organizer			1.00	5	5	5	5.00	GEC x GISC 2023 (Area Congress for Regions 6, 7, and 8)
	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	1						
	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										

[illegible]

Average Rating (Total Over-all rating divided by 4)			4.75
Additional Points:			
Approved Additional points (with copy of Approval)			
FINAL RATING			4.75
ADJECTIVAL RATING			OUTSTANDING

Comments and Recommendations for Development Purposes:

- Complete your PhD degree.

Evaluated & Rated by:

JCB
JANNET C. BENCURE
DGE Head and CET Dean
Date: 01/20/2024

Approved by:

BSB
BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 01/24/24

1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average

Exhibit I

PERFORMANCE MONITORING FORMName of Employee: **Engr. Florentino F. Morales Jr.**

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	Teach professional/basic courses/subjects (GEng 111g, GEng 146, GEng 199, ESci 121n, GEng 112g, GEng 124n, GEng 142n)	Assessment and students' grade per course taught	August 2023	December 2023	December 2023	impressive	Outstanding	
2	Assist students through advising and consultation	Improved student performance	August 2023	December 2023	December 2023	impressive	Outstanding	
3	Develop/revise syllabus and instructional materials	OBE Syllabus approved by the Dept. Review Committee and verified by the Dean and IMD Head	July 2023	August 2023	August 2023	impressive	Very Satisfactory	
		On-line course ware developed and submitted	August 2023	December 2023	December 2023	impressive	Outstanding	Has uploaded supplemental materials like lab exercise and videos in VSUEE
4	Assess students and submit grades to measure students' performance	Assessment and	August 2023	December 2023	December 2023	impressive	Outstanding	Submitted grades online and hard copy

		Grades submitted to registrar						
5	Participate in all activities conducted by the department, college and the university	<p>CET Strategic Planning and RDE Agenda Setting Workshop 2023</p> <p>Seminar-workshop on TOS Preparation and Tips on Making Examination in VSUEE</p> <p>Celebration of CET Week 2023</p> <p>Training on UAV Operation</p> <p>ISO 9001:2015 Awareness and Re-awareness Webinar</p>	January - December 2023	January - December 2023	January - December 2023	impressive	Outstanding	Participated in all activities conducted by the department, college and the university
6	Perform other functions assign by the head, dean and the university	Chair, Department Instructional Materials Development Committee	January - December 2023	January - December 2023	January - December 2023	impressive	Very Satisfactory	

		Member, Department Personnel Committee						
		Member, Department Curriculum Committee						
		Member, Department Quality Assurance Committee						
		Member, Department Disaster Response Team						

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

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

Prepared by:


JANNET C. BENCURE
 Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Florentino F. Morales, Jr.

Performance Rating: _____

Aim: Engr. Morales as an effective and efficient implementor of the new OBE'dized four (4) year degree program in Bachelor of Science in Geodetic Engineering (BSGE) as provided for in the new CMO 89, s. of 2017 and the department's RDE Agenda in his field of specialization.

Proposed Interventions to Improve Performance:

Date: January 2023

Target Date: December 2023

First Step:

Orientation on the Outcomes-Based Education principles, provisions of the new Policies, Standards, and Guidelines in offering the new BSGE curriculum as provided for in CMO 89, s. 2017 will be given. He should likewise attend trainings, conferences, and conventions to strengthen his competencies and qualifications.

Next Step:

Re-orientation on the Outcomes-Based Education principles, provisions of the new normal Policies, Standards, and Guidelines in offering the new BSGE curriculum as provided for in CMO 89, s. 2017 will be given. He should likewise adopt the new teaching strategies for the new normal scheme. Attend virtual trainings, conferences, and conventions to strengthen her competencies and qualifications.

Outcome:

Finalize and submit the Student Learning Guide (Module) and Outcomes-Based (OBE) Teaching and Learning (OBTL) Syllabus for the new normal scheme in accordance with the minimum requirements provided by the CMO 89, s. 2017 and the university. Likewise, the faculty will implement OBE in all his subjects. The department's instruction, research, and extension activities will be implemented through attending virtual classes, training, seminars, and conferences.

Final Step/Recommendation:

Engr. Morales will be recommended for a one semester leave with pay to finish his doctorate study.

Prepared by:


JANNET C. BENCURE

Head, Dept. of Geodetic Engineering

Conforme:


FLORENTINO F. MORALES, JR.

Name of Ratee Faculty