



Exhibit K

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

Name of Faculty Member: Rev Rhizza L. Aure

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		2.38	
b. Student (50%)		2.50	
Total for Instruction	75%	4.88	3.66
2. Research			
a. Client/Dir. For Research (50%)		0.00	
b. Dept. Head/Center Director (50%)		2.29	
Total for Research	10%	2.29	0.23
3. Extension			
a. Client/Dir. For Extension (50%)		0.00	
b. Dept. Head/Center Director (50%)		0.00	
Total for Extension		0.00	0.00
4. Support to Operation	10%	5.00	0.50
5. General Admin. & Support Services	5%	4.67	0.23
TOTAL			4.62

EQUIVALENT NUMERICAL RATING: 4.62

Add: Additional points, if any:

TOTAL NUMERICAL RATING: 4.62

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

REV RHIZZA L. AURE

Name of Faculty

REV RHIZZA L. AURE

Head, DPhys

Recommending Approval:

MA. THERESA P. LORETO

Dean, CAS

Approved:

BEATRIZ S. BELONIAS

Vice President of Academic Affairs



VISAYAS
STATE UNIVERSITY



DEPARTMENT OF PHYSICS

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"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Rev Rhizza L. Aure, a faculty member of the DEPARTMENT OF PHYSICS commit to the deliver and agree to be rated on the attainment of the following ACCOMPLISHMENTS in accordance with the indicated measures for the period July- December, 2021.

REV RHIZZA L. AURE

Assistant Professor

Date: 16 January 2022

Approved:

(abstain)

REV RHIZZA L. AURE

Department Head

Date: 16 January 2022

MA. THERESA P. LORETO

College Dean

Date: Feb. 10, 2022

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	Handled subjects/ courses	N/A						
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	N/A						
		A3 . Number of students advised on thesis/special problem/dissertation		N/A						
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A						

		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A						
		<u>A4</u> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	N/A						
	<u>PI 9</u> : Number of instructional materials developed *	<u>A5</u> . Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems	N/A						
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	N/A						
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	N/A						
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	N/A						
		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	N/A						
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	N/A						
	<u>PI 10</u> . Additional outputs:	<u>A 8. Other outputs implementing the new normal due to covid 19</u>	Designs experiential learning activities and other outputs to implement new normal	N/A						
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	Teaches PhSc 115 (1 lec); Phys 112 (2 lec);=1st sem AY2021-2022	15	9.9	5	5	5	5.00	1st sem AY2021-2022 PhSc 115 1:00-2:00PM MW-21 students(lec); PhSc 112 8:30- 10:00 MW-30 students (lec); PhSc 112 8:30- 10:00 MW-22 students (lec)
		A 10. Number of gradesheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	3	5	5	4	4.67	1st sem AY2021-2022 PhSc 115 1:00-2:00PM MW-21 students(lec); PhSc 112 8:30- 10:00 MW-30 students (lec); PhSc 112 8:30- 10:00 MW-22 students (lec)
		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	5	10	5	5	4	4.67	
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	2	5	5	5	5.00	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	6	6	5	5	4	4.67	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	18	5	5	4	4.67	
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	0					#DIV/0!	
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	0					#DIV/0!	
		A17. Number of students advised on thesis/ field practice/special problem:							#DIV/0!	
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	N/A					#DIV/0!	

		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation						#DIV/0!	
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU						#DIV/0!	
		Number of OBE course syllabus prepared and approved for use	Prepares OBE Course Syllabus depending on course taught	1	2	5	5	4	4.67	Teaches PhSc 115 (1 lec); PhSc 112(2 lec); = 2nd sem AY2021-2022
		Number of TOS prepared and submitted within prescribed period	Prepares TOS depending on course taught	2	4	5	5	4	4.67	Teaches PhSc 115 (1 lec); PhSc 112(2 lec); = 2nd sem AY2021-2022
		New/ revised PowerPoint lecture presentation (per course)		1	2	5	4	5	4.67	Teaches PhSc 115 (1 lec); PhSc 112(2 lec); = 2nd sem AY2021-2022
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	1	5	4	5	4.67	weekly virtual meeting/online class (synchronous learning)
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							
		<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 fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific for a/conferences							
		<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 of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	5.00%	50.00%	5	5	4	4.67	
	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							
	<i>Research Mentoring</i>	<i>Research Mentor</i>								
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>								
	<i>Resource Persons</i>	<i>Resource Persons</i>								
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>								
	<i>Consultancy</i>	<i>Consultant</i>								
	<i>Evaluator</i>	<i>Evaluator</i>								

	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 (extrn. 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 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	zero non-conformity						
		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						
		On program accreditations								
		On institutional accreditations								
UMFO 6. General Admin. & Support Services										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint						
	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 performing 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					89	87	81	
	Average Rating					4.9	4.8	4.5	4.76
	Adjectival Rating					OUTSTANDING			

Comments and Recommendation: Very commendable performance as head

Evaluated & Rated by:

Recommending Approval

Approved by:

(abstain)
REV RHIZZA L. AURE

Department Head

Date: 18 January 2022

mtplncto
MA. THERESA P. LORETO

Dean, College of Arts and Science

Date: 2/8/2022

Kyr
BEATRIZ S. BELONIAS

Vice President for Instruction

Date: 2/9/22

↓
Accomplishes assigned tasks in the earliest possible time efficiently

PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2 nd	
X	3 rd	
X	4th	

Name of Office: Department of Physics

Head of Office: Dr. Rev Rhizza L. Aure

Name of Faculty: Dr. Rev Rhizza L. Aure

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring		Remind the faculty members during meetings on the submission of OBE Syllabus, grades, and other documents		Notice of Meetings, Minutes of meetings	Faculty members have submitted documents
Coaching	Not Applicable (N/A)				TPES result outstanding

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:
(abstain)

REV RHIZZA L. AURE
Immediate Supervisor

Noted by:

mtplreto
MA. THERESA P. LORETO
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Rev Rhizza L. Aure

Performance Rating: Outstanding

Aim:

Encourage him to do the following:

1. Submit research and extension proposals;
2. Attend seminars, trainings, and conferences; and
3. Pursue his post-doc in physics or allied fields.

Proposed Interventions to Improve Performance:

Date: January 2022 Target Date: Within the year

First Step:

1. Inform him to submit research and extension proposals.
2. Inform him to attend seminars, trainings, and conferences
3. Advise him to pursue Ph.D. in Physics

Result:

Date: _____ Target Date: _____

Next Step:

1. Follow-up the submission of research and extension proposals.
2. Endorse his attendance to seminars, trainings, and conferences
3. Follow-up his application for post-doc.

Outcome/s:

1. Submitted research and extension proposal/s to different funding agencies
2. Attended seminars, trainings, and conferences
3. Pursuing his post-doc

Prepared by:

(abstern)
REV RHIZZA L. AURE
Name of Faculty

Conforme:


REV RHIZZA L. AURE
Name of Faculty