DEPARTMENT OF PHYSICS
1/F Old Library Building
Visca, Baybay City, Leyte, 6521 Philippines
Phone: +63 53-565-0600 Local 1121
Email: dphys@vsu.edu.ph
Website: www.vsu.edu.ph

VISAYAS STATE UNIVERSITY

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: <u>Oliver D.Semblante</u>

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		2.40	
b. Student (50%)		2.00	
Total for Instruction	80%	4.40	3.52
2. Research			
a. Client/Dir. For Research (50%)		0.00	
b. Dept. Head/Center Director (50%)		0.00	
Total for Research		0.00	0.00
3. Extension			
a. Client/Dir. For Extension (50%)		5.00	
b. Dept. Head/Center Director (50%)		0.00	
Total for Extension	10%	5.00	0.50
4. Support to Operation	5%	4.33	0.22
5. General Admin & Support Services	5%	5.00	0.25
TOTAL			**4.49**

EQUIVALENT NUMERICAL RATING: 4.49

Add: Additional points, if any:

TOTAL NUMERICAL RATING: **4.49**

ADJECTIVAL RATING: **Very Satisfactory**

Prepared by: Reviewed by:

OLIVER D. SEMBLANTE   **REV RHIZZA L. AURE**
Name of Faculty   Head, DPhys

Reccomending Approval:

MA. THERESA P. LORETO
Dean, CAS

Approved:

BEATRIZ S. BELONIAS
Vice President of Academic Affairs

DEPARTMENT OF PHYSICS
1/F Old Library Building
VSU, Visca Baybay City, Leyte, 6521 Philippines
Phone: +63 53-565-0600 loc 1121
Email: dphys@vsu.edu.ph
Website: www.vsu.edu.ph

VISAYAS STATE UNIVERSITY

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Oliver D. Semblante, 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.

Approved:

OLIVER D. SEMBLANTE
Asst. Professor 3
Date: 1/21/2022

REV RHIZZA L. AURE
Department Head
Date: 1/26/2022

MA. THERESA P. LORETO
College Dean
Date: 2/8/2022

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jul - Dec)	Actual Accomplishment	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	0	0					
	PI 8: Number of graduate students advised *	**A2**. Number of students advised	Acts as academic adviser to graduate students	0	0					
		A3 . Number of students advised on thesis/special problem/dissertation		0	0					
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	0	0					

	AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	0	0						
	A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	0	0						
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	0	0						
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	0	0						
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	0	0						
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	0	0						
	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	0	0						
	A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	0	0						
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	0	0						
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	15	26.55	5	5	5	5.00	Total units including from July 2021: 2 ScTS 11a (3 units each); 2 PhSc 111n (4 units each)	

PI	Sub-item	Task								Remarks
	A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	4 (on going)	5	4	4	4.33		2nd Sem, AY20-21 2 for ScTS 11a, another 2 from PhSc 111n
	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	5	0					
	A12. Number of trainings attended related to instruction	Attend mandated trainings	2	2	5	5	5	5.00		Faculty On-boarding and Training for Newly Hired Teachers
	A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	6	8	5	5	4	4.67	
	A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	17	5	5	5	5.00	
	A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	10	8	5	4	4	4.33	
PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviserto students	0	0					
	A17. Number of students advised on thesis/ field practice/special problem:		0	0					
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	0	0					
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	0	0					
	A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	23	5	5	5	5.00		Inquiries from VSUEE and email
PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USSO	0	0					
	A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	0	0					

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	0	0						
		On-line ready courseware	*Prepares Instructional module/laboratory guide/workbook or a combination thereof*	2	2	5	5	5	5.00	Prepared 2 sets of lab manuals on physics experiments using either household materials or computer simulations.
		Supplemental learning resources	*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*	10	10	5	4.5	4	4.50	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	20	5	5	5	5.00	
	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	0	0						
	A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle	2	4	5	5	5	5.00	
PI 11. Additional outputs	**A 25**. Number of Additional outputs accomplished:									
	Number of program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	0	0						
	Number of agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	0	0						
	A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	0	0						
									4.80	

UMFO 3 . RESEARCH SERVICES

				0	0					
	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	0	0					
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research oroject within the year	0	0					
	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	0	0					
		In refereed int'l journals		0	0					
		In refereed nat'l/regional journals		0	0					
	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	0	0					
		In int'l fora/conferences		0	0					
		In nat'l/regional fora/conferences		0	0					
	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	0	0					
	PI 6. Additional outputs*	**A 32**. No. of research-related awards (research conducted by faculty or student w/ faculty)		0	0					
		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	0	0					
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0	0					

		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	0	0					

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	0	0					
	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	0	0					
	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	0	0					
	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	0	0					
	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	0	0					
	Research Mentoring	Research Mentor		0	0					
	Peer reviewers/Panelists	Peer reviewers/Panelists		0	0					
	Resource Persons	Resource Persons		0	2	5	5	5	5.00	Resource person for training in patent search and patent drafting within VSU

Convenor/Organizer	Convenor/Organizer		0	0						
Consultancy	Consultant		0	0						
Evaluator	Evaluator		0	0						
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	0	0						
PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *		0	0						
	A 43.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	0	0						
								5.00		

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							Syllabi were found NC during internal quality audit
	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		100% compliance	100% compliance						
	On institutional accreditations		100% compliance	100% compliance						

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	Zero % complaint						

				0	0					
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		0	0					
	A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal		0	0					
	No. of meetings presided	Conducts/presides departmental meetings.		0	0					
	No. of meetings attended	Attend department and other meetings		6	8	5	5	5	5.00	
	No. of request letters submitted			0	0					
									5.00	
	Comments /Recommendation					**Total Over-all Rating**			62.83	
						Average Rating			4.83	
						Adjectival Rating			O	

Comments /Recommendation (handwritten):
- Shows ...
- i. — Quality of work
- — possess a practical approach to solving problems

Evaluated & Rated by:

REV RHIZZA L. AURE
Department Head
Date: 1/26/2022

Recommending Approval

MA. THERESA P. LORETO
Dean, _____
Date: 2/8/2022

Approved by:

BEATRIZ S. BELONIAS
Vice President for Instruction
Date: 2/9/22

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Department of Physics

Head of Office: Dr. Rev Rhizza L. Aure

Name of Administrative Staff: Wenifredo T. Soriano

Activity Monitoring	MECHANISM					Remarks
	Meeting		Memo	Others (Pls. specify)		
	One-on-One	Group				
Monitoring		• Remind the staff during meetings to maintain the cleanliness of DPhys Laboratory Room, Storage Room, and hallway. • Maintaining of Physics laboratory supplies, instruments, and equipment, calibration of laboratory instruments/equipment, among others.		Notice of Meetings, Minutes of meetings		
Coaching		• Recommend the staff to attend trainings/seminars on metrology, calibration, among others				

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

Conducted by:

REV RHIZZA L. AURE
Immediate Supervisor

Noted by:

MA. THERESA P. LORETO
Next Higher Supervisor

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: <u>Oliver D. Semblante</u>
Performance Rating: <u>Very Satisfactory</u>

Aim:

Encourage him to do the following:

1. <u>Submit research and extension proposals;</u>
2. <u>Attend seminars, trainings, and conferences; and</u>
3. <u>Pursue Ph.D. in Physics.</u>

Proposed Interventions to Improve Performance: and/or Competence and Qualification to assume higher responsibilities.

Date: <u>January 24, 2022</u>   Target Date: <u>Within the year</u>

First Step:

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

Result:

Date: <u>January 24, 2022</u> Target Date: _____

Next Step:

1. <u>Follow-up the submission of research and extension proposals.</u>
2. <u>Endorse his attendance seminars, trainings, and conferences.</u>
3. <u>Follow-up his application for Ph.D. in Physics.</u>

Outcome/s:

1. Submitted research and extension proposal/s to different funding agencies.
2. Attended seminars, trainings, and conferences.
3. Pursuing his Ph.D. in Physics.

Prepared by:

REV RHIZZA L. AURE
Head, DPhys

Conforme:

OLIVER D. SEMBLANTE
Ratee