

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%)		4.95 x 0.50 = 2.475	
b. Students (50%)		4.00 x 0.50 = 2.00	
Total for Instruction	85%	4.475	3.80375
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	5%	5.00	0.25
4. Support to Operations	5%	5.00	0.25
5. General Admin. & Support Services	5%	5.00	0.25
TOTAL			4.55375

EQUIVALENT NUMERICAL RATING: 4.55
 Add: Additional Points, if any: 0
 TOTAL NUMERICAL RATING: 4.55

ADJECTIVAL RATING: Outstanding

Prepared by:


EDILBERTO L. GONZAGA, JR.
 Name of Faculty

Reviewed by:


PAULO G. BATIDOR
 Department Head

Recommending Approval:


MA. THERESA P. LORETO
 Dean, CAS

Approved:


BEATRIZ S. BELONIAS
 Vice President Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, EDILBERTO L. GONZAGA JR., a faculty member of the DEPARTMENT OF STATISTICS, COLLEGE OF ARTS AND SCIENCES 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 JANUARY 1, 2023 to JUNE 30, 2023.


EDILBERTO L. GONZAGA, JR.

Asst. Prof. I

Date: July 24, 2023

Approved


PAULO G. BATIDOR

Department Head

Date: July 24, 2023


MA. THERESA P. LORETO

Dean, CAS

Date: July 24, 2023

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	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					

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicator(s)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
		<u>A4.</u> Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	0	0					
	<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	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					
	<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	0	0					
UMFO 2. HIGHER EDUCATION SERVICES										

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicator(s)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
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	34	48.2	5	5	5	5.00	18.35 FTE for first semester AY 2022-2023, and 29.85 FTE for second semester AY 2022-2023
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	6	4	5	5	3	4.33	4 for first semester AY 2022-2023
		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	7	7	5	5	5	5.00	
		A12. Number of trainings attended related to instruction	Attend mandated trainings	2	1	5	5	5	5.00	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	24	24	5	5	5	5.00	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	12	15	5	5	5	5.00	
		A15. Number of lab reports/exercises and term papers checked and graded	Checks lab exercises submitted as required	18	27	5	5	5	5.00	
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	5	8	5	5	5	5.00	
		A17. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP	1	1	5	5	5	5.00	
		As SRC Member	Advises and corrects research outline and thesis/SP	6	6	5	5	5	5.00	
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	2	10	5	5	4	4.67	
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USSO	0	0					

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicator(s)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
		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	0	0					
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	6	5	5	5	5	5.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	30	30	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 Moodle or Google Classroom	6	6	5	5	5	5.00	
	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	0	0					

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						Quality	Efficiency	Timeliness	Average	
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	0	0					
		<u>A 26.</u> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	0	0					
UMFO 3 . RESEARCH SERVICES										
	<u>PI 1.</u> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<u>A27.</u> 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					
	<u>PI 2.</u> Number of research outputs completed within the year *	<u>A 28.</u> Number of research outputs completed within the year *	Conducts and completes research project within the year	0	0					
	<u>PI 3.</u> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<u>A 29.</u> 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					
	<u>PI 4.</u> Number of research outputs presented in regional/national/ int'l fora/conferences	<u>A 30.</u> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences	0	0					
		In int'l fora/conferences		0	0					
		In nat'l/regional fora/conferences		0	0					

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicator(s)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
	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	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										
	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	Implements duly approved extension projects	0	0					

[illegible]


MFO No.	Description of MFO's/PAPs	Success/ Performance Indicator(s)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
	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	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 performing functions resulting to best practice	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						
Total Over-all Rating									94.00	

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicator(s)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	


Average Rating (Total Over-all rating)		4.95
Additional Points:		
Approved Additional points (with copy of approval)		
NUMERICAL RATING		4.95
ADJECTIVAL RATING		Outstanding
	Final Rating	
	Adjectival Rating	

Comments/Suggestions for Improvement:
Allot time to continue working your dissertation in relation to finishing your PhD. Manage your time more productively.


Evaluated & Rated by:


PAULO G. BATIDOR
 Department Head
 Date: July 24, 2023

Recommending Approval


MA. THERESA P. LORETO
 Dean, College of Arts and Sciences
 Date: July 24, 2023

Approved by:


BEATRIZ S. BELONIAS
 Vice President for Academic Affairs
 Date: July 25, 2023

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Mr. Edilberto L. Gonzaga, Jr.

Performance Rating: Outstanding

Aim: Have him finish his PhD in Statistic degree

Proposed Interventions to Improve Performance:

Date:

Target Date: One year from date of interventions

First Step:

Result: Approved research proposal

Date:

Target Date: End of 1st Semester AY 2023-2024

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:



PAULO G. BATIDOR
Head, DStat

Conforme:


EDILBERTO L. GONZAGA, JR.
Name of Ratee