

Exhibit K

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

Name of Faculty Member: Eusebio R. Lina, Jr.

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	4.97	2.49	
b. Student (50%)	4.33	2.17	
Total for Instruction	70%	4.65	3.26
2. Research			
a. Client/Dir. For Research (50%)			
b. Dept. Head/Center Director (50%)		4.67	
Total for Research	5%	4.67	0.23
3. Extension			
a. Client/Dir. For Extension (50%)			
b. Dept. Head/Center Director (50%)		5.00	
Total for Extension	5%	5.00	0.25
4. Support to Operations	10%	5.00	0.50
5. Gen. Admin. & Support Services	10%	5.00	0.50
TOTAL	100%		4.74

EQUIVALENT NUMERICAL RATING: 4.74

Add: Additional points, if any:

TOTAL NUMERICAL RATING: 4.74

ADJECTIVAL RATING: Outstanding

Prepared by:

EUSEBIO R. LINA, JR.

Name of Faculty

Reviewed by:

MA. THERESA P. LORETO

Dean, CAS

Recommending Approval:

N/A

Approved:

BEATRIZ S. BELONIAS

Vice President of Academic Affairs



VISAYAS
STATE UNIVERSITY



DEPARTMENT OF MATHEMATICS

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"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Eusebio R. Lina, Jr., a faculty member of the DEPARTMENT OF MATHEMATICS commit to deliver and agreed to be rated on the following accomplishments in accordance with the indicated measures for the period July - December 2023.

Eusebio R. Lina, Jr.

EUSEBIO R. LINA, JR.

Assoc. Professor IV

Date: 01/22/2024

Approved:

(Abstain)

EUSEBIO R. LINA, JR.

Department Head

Date: _____

MA. THERESA P. LORETO

MA. THERESA P. LORETO

College Dean

Date: JAN 23 2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
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	18	15.45	5	5	5	5.00	V/SL (will be accomplished fully in July-Dec period)
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	8	5	5	5	5.00	2nd Sem., AY 2022-2023, Summer 2023 and 1st Sem., AY 2023-2024
		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	10	15	5	5	5	5.00	Various subjects from the preceding two semesters

		A12 . Number of trainings attended related to instruction	Attend mandated trainings	1	2	5	5	5	5.00	IACP 2023 and In-house Lecture Series
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	6	20	5	5	5	5.00	Math 154, Math 134n, Math 161, Math 125n, Math 181
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	20	5	5	5	5.00	Math 154, Math 134n, Math 161, Math 125n, Math 181
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	0						
	PI 8: Number of students advised: *	A16 . Number of students advised:	<i>Acts as academic advisor to students</i>	N/A						
		A17 . Number of students advised on thesis/ field practice/special problem:		N/A						
		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	N/A						
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	N/A						
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	20	50	4.5	5	5	4.83	
	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	<i>Advises student organizations recognized by USSO</i>		1	4.5	5	5	4.83	Math Majors Society
		A20 . Number of Student organizations assisted on student related activities	<i>Assists student organizations in implementing student related activities</i>		5	4.5	5	5	4.83	CAS-CSSC, VSUMathSoc, MMS 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							
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>	2	5	5	5	5	5.00	Math 122s, Math 154, Math 124

		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	4	8	5	5	5	5.00	Math 122s, Math 154, Math 124
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	6	5	5	5	5.00	Problem sets, quizzes, long exams, group activities, seatworks, boardworks
		A 23 : Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course were duly reviewed by TRP for editing by MMDC editor							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using Moodle	2	3	5	5	5	5.00	Math 122s, Math 154, Math 124
		No. of OBE course syllabi reviewed	Reviews OBE course syllabus as chairperson/member of DIMRC		6	5	5	5	5.00	Math 122s, Math 154, Math 124
		No. of OBE TOS reviewed and approved	Reviews and approves TOS for major examinations		34	5	5	5	5.00	OBE Syllabus for subjects offered in the 2nd semester, AY 2022-2023
		No. of VC evaluated	Evaluates VC classroom in VSUEE		21	5	5	5	5.00	VCs for subjects offered in the 2nd semester, AY 2022-2023
	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		1	5	5	5	5.00	ISO IQA (No NC)
		Number of agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		A 26. Other outputs								
		Number of OBE course syllabus prepared and approved for use		2	1	5	5	5	5.00	Math 181

		Number of TOS prepared and submitted within prescribed period		2	4	5	5	5	5.00	Math 134n, Math 161, Math 125n, Math 181
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 fora/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 research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	50%	100%	4	5	5	4.67	(1) On the Identities and Properties of Certain Classes of Poly-Tangent Polynomials (2) On Galois LCD Codes over Certain Finite Rings
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by								
		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							
		No. of papers published in internationally-refereed or CHED recognized journal								
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	Implements 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>			1	5	5	5	5.00	DMath In-house Lecture Series


	Convenor/Organizer	Convenor/Organizer			2	5	5	5	5.00	(1) MSP @50 Lecture Series Session 4 and (2) DMath In-house Lecture Series
	Consultancy	Consultant								
	Evaluator	Evaluator								
	<u>PI 8.</u> Percent of extension proposals approved *	<u>A 41.</u> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	<u>PI 11.</u> Additional outputs *	<u>A 42.</u> No. of extension-related awards (extrn. conducted by faculty or student & faculty) *								
		<u>A 43.</u> 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										
	<u>PI 8.</u> 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*	<u>A 44.</u> 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	
		<u>A 45.</u> 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										
	<u>PI 2.</u> Zero percent complaint from clients served	<u>A 46.</u> 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							
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
		No. of meetings presided/attended	Attends/presides departmental meetings	6	12	5	5	5	5.00	Department meetings, CAS Execom Meetings, Document Reviews, etc.
		No. of letter requests prepared and submitted for approval	Drafts request letters to Top Management	3	5	5	5	5	5.00	Request for funds, hiring, etc.
	Total Over-all Rating								134.17	
	Average Rating								4.97	
	Adjectival Rating								Outstanding	


Comments/Suggestions:

Improve accomplishments under research and extension services.

Evaluated & Rated by:


MA. THERESA P. LORETO
 Dean, CAS
 Date: JAN 23 2024

Approved by:


BEATRIZ S. BELONIAS
 Vice President for Academic Affairs
 Date: 01/21/24

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Department of Mathematics

Head of Office: Eusebio R. Lina, Jr.

Number of Personnel: 15

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	I reminded Dr. Lina to keep track of his students performance.				Dr. Lina is updated with the academic performance of his students.
Coaching	I reminded Dr. Lina to check regularly if his faculty are holding classes.				Dr. Lina is monitoring the classes of his faculty.

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

Conducted by:

mtloredo

MA. THERESA P. LORETO
Dean, CAS

Noted by:

BE

BEATRIZ S. BELONIAS
VP for Academic Affairs

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Eusebio R. Lina, Jr.
Performance Rating: Outstanding

Aim:

1. Improve the RDE involvement of the faculty
2. Gain competence and qualification to assume higher responsibilities

Proposed Interventions to Improve Performance:

Date: July 2023

Target Date: One year from the date of intervention

First Step:

Advise him to draft and submit a research proposal to OVPREI for approval.

Result:

Approved/registered research project

Next Step:

Advise him to write research manuscripts for submission to reputable journals.

Date: August 2023

Target Date: December 2023

Outcome:

Published research articles


Final Step/Recommendation:

Advise him to initiate department programs and activities to build a research culture at DMath.

Prepared by:


MA. THERESA P. LORETO
Dean, CAS

Conforme:


EUSEBIO R. LINA, JR.
Ratee/Faculty