



Exhibit K

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

Name of Faculty Member: James Roy P. Lesidan

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		2.45	
b. Student (50%)		2.00	
Total for Instruction	85%	4.45	3.78
2. Research			
a. Client/Dir. For Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research		0.00	0.00
3. Extension			
a. Client/Dir. For Extension (50%)			
b. Dept. Head/Center Director (50%)			
Total for Extension		0.00	0.00
4. Support to Operation	10%	4.83	0.48
5. Administration	5%	4.83	0.24
TOTAL			4.51

EQUIVALENT NUMERICAL RATING: 4.51

Add: Additional points, if any:

TOTAL NUMERICAL RATING: **4.51**

ADJECTIVAL RATING: Outstanding

Prepared by:

JAMES ROY P. LESIDAN

Name of Faculty

Reviewed by:

EUSEBIO R. LINA, JR.

Head, DMP

Recommending Approval:

MA. THERESA P. LORETO

Dean, CAS

Approved:

BEATRIZ S. BELONIAS

Vice President of Academic Affairs



VISAYAS
STATE UNIVERSITY



**DEPARTMENT OF
MATHEMATICS AND PHYSICS**

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"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, James Roy P. Lesidan, a faculty member of the DEPARTMENT OF MATHEMATICS AND PHYSICS 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 - June 2021.

JAMES ROY P. LESIDAN

Instructor

Date: 15 Jul 2021

Approved:

Eusebio R. Lina, Jr.

Department Head

Date: 7/26/2021

Ma. Theresa P. Loreto

College Dean

Date: Oct. 12, 2021

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	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 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	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			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 student's 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 Moodle or Google Classroom	N/A						
	<u>PI 10</u> : Additional outputs:	<u>A 8</u> : Other outputs implementing the new normal due to covid 19		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		Handles and teaches courses assigned: Scts 11a (4 lec);Phys 31(1 lab); Phys11 (1 lec); = 2nd Sem SY: 2020-2021	30	26.25	5	5	5	5.00	VSL
		A10. Number of grade sheets submitted within prescribed period	Preparation	Prepares gradesheet and submits on or before deadline	4	5	5	5	5	5.00	1st Sem SY: 2020-2021: Phys 21n (1 lec), ScTS 11a (4 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 prescribed period	10	7	5	5	5	5.00	
		A12. Number of trainings attended related to instruction	Trainings attended	Attend mandated trainings	1	1	4.5	4	5	4.50	Echo-Webinar on the TIEC-CHED Flexible Learning Foundation Virtual Conference
		A13. Number of long examinations administered and checked	exam prep	Administers and checks long examination for subjects taught	6	8	5	4	5	4.67	2nd Sem SY: 2020-2021: Phys 11 (1 lec), ScTS 11a (3 lecs), Phys 31 (2 lab)
		A14. Number of quizzes administered and checked		Prepares and checks quizzes for lec and lab	6	33	5	5	5	5.00	2nd Sem SY: 2020-2021: Phys 11 (1 lec), ScTS 11a (3 lecs), Phys 31 (2 lab)
		A15. Number of lab reports and term papers checked and graded		Checks lab reports and term papers submitted as required	20	12	5	4	5	4.67	2nd Sem SY: 2020-2021: Phys 31 (2 lab)
	PI 8: Number of students advised: *	A16. Number of students advised:		Acts as academic advisor to students	N/A						

		<u>A17</u> . Number of students advised on thesis/ field practice/special problem:			N/A						
		As SRC Chairman	Advising/correction	Advises, and corrects research outline and thesis/SP manuscript	N/A						
		As SRC Member	Advising/correction	Advises and corrects research outline and thesis/SP manuscript	N/A						
		<u>A18</u> . Number of students entertained for consultation purposes		Entertains students consulting on subject taught, thesis and grades	10	18	5	4.5	5	4.83	
	PI 9: Number of student organizations advised/ assisted *	<u>A19</u> . Number of Student organizations advised		Advises student organizations recognized by USSO	N/A						
		<u>A20</u> . Number of Student organizations assisted on student related activities		Assists student organizations in implementing student related activities	N/A						
	PI 10: Number of instructional materials developed *	<u>A21</u> : 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	2	1	4	5	5	4.67	2nd Sem SY: 2020-2021: Phys 31 (1 lab)
		Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	3	5	4	5	4.67	2nd Sem SY: 2020-2021: Phys 11 (lec), ScTS 11a (lec), Phys 31 (lab)
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	3	5	5	4	4.67	2nd Sem SY: 2020-2021: Phys 11 (1 lec), Phys 31 (2 lab)

		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	0	1	5	4	5	4.67	2nd Sem SY: 2020-2021: Phys 31
		A 24 : Number of virtual classroom created and operational		Creates virtual classroom using either Moddle	2	2	4	5	5	5.00	2nd Sem SY: 2020-2021: Phys 11, ScTS 11a (*department)
	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						
		Number of agency/firm/Industry linkages		Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	0						
		Number of OBE course syllabus prepared and approved for use		Prepares OBE Course Syllabus depending on course taught	0						
		Number of TOS prepared and submitted within prescribed period		Prepares TOS depending on course taught	4	4	5	5	4	4.67	2nd Sem SY: 2020-2021: Phys 11 (Lec), ScTS 11a (Lec)
		A 26. Other outputs implementing the new normal due to covid 19		Designs experiential learning activities and other outputs to implement new normal	0						
										4.79	
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	0						

	PI 2. Number of research outputs completed within the year *	A 23. Number of research outputs completed within the year *		Conducts and completes research project within the year	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-referred 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>			0						
		<i>In refereed nat'l/regional journals</i>			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 scientific fora/conferences	0						
		<i>In int'l fora/conferences</i>			0						
		<i>In nat'l/regional fora/conferences</i>			0						
	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						
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by			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						
		A 34. Number of UMs submitted to ITSO, VSU	UM preparation	Prepares and submits application for UM of technology generated out of research output	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						
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						
	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						
	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						
	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						
	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						
	Research Mentoring	Research Mentor			0						
	Peer reviewers/Panelists	Peer reviewers/Panelists			0						

	Resource Persons	Resource Persons			0						
	Convenor/Organizer	Convenor/Organizer			0						
	Consultancy	Consultant			0						
	Evaluator	Evaluator			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						
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *			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						
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		5	5	4	4.67	
		A 45. Compliance to all requirements of the program and institutional accreditations:	Minutes Preparation	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant		5	5	4	4.67	
		On program accreditations	Pilot Plant Manager								
		On institutional accreditations	SSF Rootcrop facility incharge								
										4.67	
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						
		No. of meetings presided		Conducts/presides departmental meetings.	5	5	5	4	5	4.67	
										4.83	
Total Over-all Rating										86.00	
Average Rating										4.76	
Adjectival Rating										O	

Evaluated & Rated by:

Aschikrat
EUSEBIO R. LINA, JR.

Department Head

Date: *7/26/2021*

Recommending Approval

mylento
MA. THERESA P. LORETO

Dean, College of Arts and Sciences

Date: *Oct. 12, 2021*

Approved by:

[Signature]
BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date:

Comments and Recommendations:

*Keep it up. Pursue advanced
study in Physics.*

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: James Roy P. Lesidan

Performance Rating: Outstanding

Aim: Gain competence and qualification to assume higher responsibilities.

Proposed Interventions to Improve Performance:

Date: _____ Target Date: One year from date of intervention

First Step:

1. Encourage him to pursue advanced studies in Physics.
2. Update the department faculty development plan to program his MS study.


Result: Approved faculty development program of the department

Date: _____ Target Date: End of first Semester

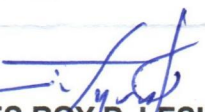
Next Step: To remind him to seek admission prior to the start of his studies.

Outcome: Admission to his chosen university

Prepared by:


EUSEBIO R. LINA, JR
DMP Head

Conforme:


JAMES ROY P. LESIDAN
Ratee