

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

Name of Faculty Member: Engr. Eulalio C. Colubio, Jr.

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		2.44	
b. Students (50%)		1.88	
TOTAL for Instruction	90%	4.32	3.88
2. Research	0%	0.00	0.00
3. Extension	5%	5.00	0.25
4. Administration & Support to Operation	5%	5.00	0.25
5. Production	0%	0.00	0.00
TOTAL			4.38

*Instructor I - July 1, 2022-December 31, 2022

EQUIVALENT NUMERICAL RATING: 4.38

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: 4.38

ADJECTIVAL RATING: Very Satisfactory

Prepared by:


EULALIO C. COLUBIO, JR.
Instructor I


Reviewed by:


MARTIN JAN E. MERCURIO
Head, DGE

Recommending Approval:


JANNET C. BENCURE
Dean, CET

Approved:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs



VISAYAS
STATE UNIVERSITY



**DEPARTMENT OF GEODETIC
ENGINEERING**

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"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **EULALIO C. COLUBIO, JR.**, a faculty member of the DEPARTMENT OF GEODETIC ENGINEERING commit to deliver and agree to be rated on the attainment of the following targets with accomplishments in accordance with the indicated measures for the period **July 1, 2022-December 31, 2022**.

EULALIO C. COLUBIO, JR.
Instructor
Date: *12 January 2023*

Approved:

MARTIN JAN E. MERCURIO
Department Head
Date: *12 January 2023*

JANNET C. BENCURE
College Dean
Date: *13 January 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							
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students							
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							

		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		<u>A4</u> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
	<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							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		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							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom							
	<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							
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	<i>Handles and teaches courses assigned</i>	70	33.75	5	5	5	5.00	<i>January-June: 46.1 Jul-Dec: 33.75 Handles subject GEng 123n</i>
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	6	5	5	4	4.67	<i>January-June: 6 GEng 123n</i>
		A11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade							
		A12. Number of trainings attended related to instruction	Attend mandated trainings	2	3	5	5	5	5.00	<i>January-June: 2 CET Syllabus Preparation, CET TOS preparation, IPCR/OPCR CET Wide Training</i>
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	6	5	5	5	4	4.67	<i>January-June: 6 Module (3), Midterm (1), Practical (1) GEng 123n</i>
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	12	5	5	4	4.67	<i>January-June: 10 GEng 123n</i>
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	10	5	5	5	5	5.00	<i>January-June: 5 GEng 123n</i>
	PI 8: Number of students advised: *	A16. Number of students advised:	<i>Acts as academic adviser to students</i>	78	65	5	5	5	5.00	<i>January-June: 78 All students under my advisee's.</i>
		A17. Number of students advised on thesis/ field practice/special problem:								

		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	3	5	5	5	4	4.67	<i>January-June: 5</i> 3 OJT (Alvero, Velmonte and Asid), 2 Special Study (Seron and Elan) <i>Jul-Dec: 5 OJT</i> (Puzon, Suhillo, Giva, Ablen, Papong)
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	5	4	5	5	4	4.67	4 Special Study (Napoles, Aniban, Alvero and Aniban)
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	40	45	5	5	5	5.00	<i>January-June: 40</i> Majority of the students under GEng 123n
	PI 9 : Number of student organizations	A19 . Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	5	5	5	5.00	GEP-VSUSC
		A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	3	5	5	5	5.00	<i>January-June: 1</i> VSU Intramural Activity, Giving Relief Good during typhoon "Paeng", GIS Month,
	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							
		On-line ready courseware	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>	3	4	5	5	5	5.00	<i>January-June: 4</i> GEng 123n
		Flexible instructional materials		3	3	5	5	5	5.00	<i>January-June: 4</i> GEng 123n
		Supplemental learning resources	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	4	5	5	5	5	5.00	GEng 128a, Geng 128b, & GEng 122n, GEng 146.

		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	13	16	5	5	4	4.67	January-June: 10 GEng 123n
		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							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	3	3	5	5	5	5.00	January-June: 5 GEng 123n, GEng 113, GEng 200a
	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		2	5	5	4	4.67	January-June: 1 AACCUP Level III Area IV, PRC Monitoring
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	2	21	5	5	5	5.00	January-June: 4 Firms (18), Government Agency (3) see OJT report for more details.
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
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 oroject within the year							
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal	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 scienfic 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							
	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							
		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	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	2	21	5	5	5	5.00	Firms (18), Government Agency (3) see OJT report for more details.
	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	125						
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority	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	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of relevance	Provides quality and relevant training courses and advisory services	100	25	5	5	5	5.00	Basic GIS Training for the Department of Biological Sciences (DBS)
	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		1	5	5	5	5.00	Technical Expert and Coordinator for the Relocation Survey of VSU Boundary along Lago-Lago River in Brgy. Guadalupe as requested by the VSU Legal Office.
	Research	Research Mentor								
	Peer	Peer reviewers/Panelists								
	Resource	Resource Persons								
		Convenor/Organizer								

	Consultancy	Consultant								
	Evaluator	Evaluator								
	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 (extn. 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	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					Second ISO surveillance 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			1	5	5	5	5.00	Editing Program Profile of AACUP Level IV accreditation.
		Technical Working Group for Mapping and Surveying Materials			1	5	5	5	5.00	Approving purchase request of Handheld GPS.

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	0	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							117.67	
	Average Rating							4.90	
	Adjectival Rating							0	

Average Rating (Total Over-all rating divided		4.90
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.90
ADJECTIVAL RATING		OUTSTANDING

Comments and Recommendations for Development Purposes:

The faculty is advised to seek mentoring to his senior faculty member. Additionally, the faculty is encouraged to be involved and conduct research + extension activities.

Evaluated & Rated by:

MARTIN JAN E. MERCURIO
Head, DGE

Date: 12 January 2023

Recommending Approval

JANNET C. BENCURE
Dean, CET

Date: 13 January 2023

Approved by:

BEATRIZ S. BELONIAS
VP Academic Affairs

Date: 17 January 2023

1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **Engr. Eulalio C. Colubio, Jr.**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Teach professional/basic courses/subjects (GEng 123n)	Assessment and students' grades per course taught	September 2022	January 2023	Midterm topics were accomplished in November 2022	impressive	Outstanding	Midterm topics were accomplished on November 2022
2	Assist students through advising and consultation	Improved student performance	July 2022	December 2022	December 2022	impressive	Outstanding	Advised students, and advisees, regarding their research study and academic performance
3	Develop/revise the syllabus and instructional materials	OBE Syllabus approved by the Dept. Review Committee and verified by the Dean and IMD Head	August 2022	2 nd week of September 2022	2 nd week of September 2022	impressive	Outstanding	The OBE syllabus was used and discussed on the first day of the class
		TOS approved by the Dept. Review Committee and verified by the	November 2022	2 nd week of November 2022	2 nd week of November 2022	impressive	Outstanding	The TOS of GEng 123n for midterm was approved before the midterm exam

		Dean and IMD Head						
4	Assess students and submit grades to measure students' performance	Assessment and Grades submitted to the registrar (midterm grade)	September 2022	December 2022	December 2022	impressive	Outstanding	Conducted assessments such as term and long exams, quizzes, and practical exams
5	Participate in all activities conducted by the department, college, and the university	Attendance at the BSGE Orientation and Acquaintance Party Attendance at the 1 st Annual GIS Month 2022 Celebration Attendance at CET College-Wide Faculty and Staff Sportsfest 2022 Attendance at University-wide Christmas Party Attendance at University-wide Intramural	July-December 2022	December 2022	December 2022	impressive	Outstanding	Participated in all activities conducted by the department, college, and the university

6	Perform other functions assigned by the head, dean, and the university	OJT Coordinator	July-December 2022	December 2022	December 2022	impressive	Outstanding	Conducted orientation and on-site visits to the students and submitted reports regarding the on-site visit
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* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:


MARTIN JAN E. MERCURIO
Head