



**Exhibit K**

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

**Name of Faculty Member:** Crisanto L. Abas

| Program Involvement<br>(1)             | Percentage<br>Weight of<br>Involvement<br>(2) | Numerical<br>Rating<br>(Rating x %)<br>(3) | Equivalent<br>Numerical<br>Rating<br>(2x3) |
|--|---|--|--|
| 1. Instruction                         |   |  |  |
| a. Head/Dean (50%)                     |   | 2.48                                       |  |
| b. Student (50%)                       |   | 1.50                                       |  |
| Total for Instruction                  | 80%   | 3.98                                       | 3.18                                       |
| 2. Research                            |   |  |  |
| a. Client/Dir. For Research (50%)      |   | 0.00                                       |  |
| b. Dept. Head/Center Director<br>(50%) |   | 0.00                                       |  |
| Total for Research                     |   | 0.00                                       | 0.00                                       |
| 3. Extension                           |   |  |  |
| a. Client/Dir. For Extension (50%)     |   | 0.00                                       |  |
| b. Dept. Head/Center Director<br>(50%) |   | 0.00                                       |  |
| Total for Extension                    |   | 0.00                                       | 0.00                                       |
| 4. Support to Operations               | 10%   | 5.00                                       | 0.50                                       |
| 5. Gen. Admin. & Support Services      | 10%   | 4.83                                       | 0.48                                       |
| <b>TOTAL</b>                           |   |  | <b>4.17</b>                                |

EQUIVALENT NUMERICAL RATING: 4.17

Add: Additional points, if any:

TOTAL NUMERICAL RATING: **4.17**

ADJECTIVAL RATING: Very Satisfactory

Prepared by:

CRISANTO L. ABAS  
Name of Faculty

Reviewed by:

EUSEBIO R. LINA, JR.  
Head, DMath

Recommending Approval:

MA. THERESA P. LORETO  
Dean, CAS

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, CRISANTO L. ABAS, 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 July - December 2021.

  
**CRISANTO L. ABAS**  
Instructor III  
Date: Jan. 24, 2022

Approved:   
**EUSEBIO R. LINA, JR.**  
Department Head  
Date: Jan. 25, 2022

  
**MA. THERESA P. LORETO**  
College Dean  
Date: Jan. 27, 2022

| 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 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 problem/dissertation |   | N/A                 |                       |         |            |            |         |   |



|  |  |  |  |     |  |  |  |  |  |  |
|--|--|--|--|-----|--|--|--|--|--|--|
|  |  | <i>As GAC Chairman</i>   | Advises and corrects research outline and thesis/SP/dissertation manuscript  | N/A |  |  |  |  |  |  |
|  |  | <i>AS GAC Member</i>   | Advises and corrects research outline and thesis/SP/dissertation manuscript  | N/A |  |  |  |  |  |  |
|  |  | <b>A4</b> . Number of students entertained for consultation purposes                   | Entertains students seeking consultation with faculty  | N/A |  |  |  |  |  |  |
|  | <b>PI 9:</b> Number of instructional materials developed * | <b>A5</b> . Number of on-line ready coursewares developed and submitted for review     | Converts the existing instructional materials into flexible learning systems                                       | N/A |  |  |  |  |  |  |
|  |  | <i>On-line ready courseware</i>  | <i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>                            | N/A |  |  |  |  |  |  |
|  |  | <i>Supplemental learning resources</i>   | <i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i> | N/A |  |  |  |  |  |  |
|  |  | <i>Assessment tools</i>  | <i>Prepares assessment tools such as long exam, quizzes, problems sets, etc.</i>                                   | N/A |  |  |  |  |  |  |
|  |  | <i>A 6 : Number of on-line course ware reviewed by TRP &amp; edited by MMDC editor</i> | <i>Submits the course ware duly reviewed by TRP for editing by MMDC editor</i>                                     | N/A |  |  |  |  |  |  |
|  |  | <i>A 7 : Number of virtual classroom created and operational</i>                       | <i>Creates virtual classroom using either Moddle or Google Classroom</i>   | N/A |  |  |  |  |  |  |

|  |   |   |  |     |      |   |   |   |      |  |
|--|---|---|--|-----|------|---|---|---|------|--|
|  | <b>PI 10</b> . Additional outputs:                                | <b>A 8</b> . Other outputs implementing the new normal due to covid 19          | Designs experiential learning activities and other outputs to implement new normal                                       | N/A |      |   |   |   |      |  |
| <b>UMFO 2. HIGHER EDUCATION SERVICES</b>                 |   |   |  |     |      |   |   |   |      |  |
| <b>OVPI UMFO 3. Higher Education Management Services</b> |   |   |  |     |      |   |   |   |      |  |
|  | <b>PI 5</b> : Total FTE, coordinated, implemented and monitored * | <b>A9</b> . Actual Faculty's FTE  | Handles and teaches courses assigned   | 18  | 35.2 | 5 | 5 | 5 | 5.00 |  |
|  |   | <b>A10</b> . Number of grade sheets submitted within prescribed period          | Prepares gradesheet and submits on or before deadline  | 3   |      |   |   |   |      | Deadline has been moved due to typhoon Odette. |
|  |   | <b>A 11</b> . 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 | 3   | 5    | 5 | 5 | 5 | 5.00 |  |
|  |   | <b>A12</b> . Number of trainings attended related to instruction                | Attend mandated trainings  | 0   |      |   |   |   |      |  |
|  |   | <b>A13</b> . Number of long examinations administered and checked               | Administers and checks long examination for subjects taught  | 2   | 8    | 5 | 5 | 5 | 5.00 |  |
|  |   | <b>A14</b> . Number of quizzes administered and checked                         | Prepares and checks quizzes for lec and lab  | 5   | 8    | 5 | 4 | 4 | 4.33 | Problem Sets                                   |
|  |   | <b>A15</b> . Number of lab reports and term papers checked and graded           | Checks lab reports and term papers submitted as required   | N/A | N/A  |   |   |   |      |  |
|  | <b>PI 8</b> : Number of students advised: *                       | <b>A16</b> . Number of students advised:  | Acts as academic advisor to students   | N/A | N/A  |   |   |   |      |  |



|  |  |   |   |     |     |   |   |   |      |         |
|--|--|---|---|-----|-----|---|---|---|------|---------|
|  |  | <b>A17</b> . Number of students advised on thesis/ field practice/special problem:  |   | N/A | N/A |   |   |   |      |         |
|  |  | As SRC Chairman   | Advises, and corrects research outline and thesis/SP manuscript   | N/A |     |   |   |   |      |         |
|  |  | As SRC Member   | Advises and corrects research outline and thesis/SP manuscript  | N/A |     |   |   |   |      |         |
|  |  | <b>A18</b> . Number of students entertained for consultation purposes               | Entertains students consulting on subject taught, thesis and grades   | 15  | 20  | 5 | 5 | 5 | 5.00 |         |
|  | <b>PI 9:</b> Number of student organizations advised/ assisted * | <b>A19</b> . Number of Student organizations advised                                | Advises student organizations recognized by USSO  | 0   | 0   |   |   |   |      |         |
|  |  | <b>A20</b> . Number of Student organizations assisted on student related activities | Assists student organizations in implementing student related activities                                    | 0   | 0   |   |   |   |      |         |
|  | <b>PI 10:</b> Number of instructional materials developed *      | <b>A 21</b> : 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                            | 1   | 0   | 5 | 4 | 4 | 4.33 | Ongoing |
|  |  | Supplemental learning resources   | Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught | 3   | 10  | 5 | 5 | 5 | 5.00 |         |

|                                   |  |   |  |     |    |   |   |   |      |  |
|-----------------------------------|--|---|--|-----|----|---|---|---|------|--|
|                                   |  | <i>Assessment tools</i>   | Prepares assessment tools such as long exam, quizzes, problems sets, etc.  | 3   | 15 | 5 | 5 | 5 | 5.00 |  |
|                                   |  | <b>A 23 :</b> 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   | 0  |   |   |   |      |  |
|                                   |  | <b>A 24 :</b> Number of virtual classroom created and operational   | Creates virtual classroom using either Moddle or Google Classroom  | 1   | 2  | 4 | 5 | 5 | 4.67 |  |
|                                   | <b>PI 11.</b> Additional outputs   | <b>A 25.</b> 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 | N/A |    |   |   |   |      |  |
|                                   |  | Agency/firm/Industry linkages   | Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU                           | N/A |    |   |   |   |      |  |
|                                   |  | <b>A 26.</b> Other outputs implementing the new normal due to covid 19  | Designs experiential learning activities and other outputs to implement new normal   | N/A |    |   |   |   |      |  |
|                                   |  |   |  |     |    |   |   |   | 4.81 |  |
| <b>UMFO 3 . RESEARCH SERVICES</b> |  |   |  |     |    |   |   |   |      |  |
|                                   | <b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries * | <b>A27.</b> 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  |   |   |   |      |  |
|                                   | <b>PI 2.</b> Number of research outputs completed within the year *  | <b>A 28.</b> Number of research outputs completed within the year *   | Conducts and completes research oroject within the year  | 0   | 0  |   |   |   |      |  |





|  |  |  |  |     |     |  |  |  |  |  |
|--|--|--|--|-----|-----|--|--|--|--|--|
|  | <b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities             | <b>A 36.</b> 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   |  |  |  |  |  |
|  | <b>PI 2.</b> Number of trainees weighted by the length of training   | <b>A 37.</b> Number of trainees weighted by the length of training   | Conducts trainings among beneficiaries of technologies for transfer  | 0   | 0   |  |  |  |  |  |
|  | <b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs                                 | <b>A 38.</b> Number of extension programs/projects implemented   | Implementes duly approved extension projects   | 0   | 0   |  |  |  |  |  |
|  | <b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance | <b>A 39.</b> 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                                       | 75% | N/A |  |  |  |  |  |
|  | <b>PI 5.</b> Number of technical/expert services   | <b>A 40.</b> Number of technical/expert services as/in:  | Provides the technical and expert services requested by beneficiaries                                      | 0   | 0   |  |  |  |  |  |
|  | <i>Research Mentoring</i>  | <i>Research Mentor</i>   |  | 0   | 0   |  |  |  |  |  |
|  | <i>Peer reviewers/Panelists</i>  | <i>Peer reviewers/Panelists</i>  |  | 0   | 0   |  |  |  |  |  |
|  | <i>Resource Persons</i>  | <i>Resource Persons</i>  |  | 0   | 0   |  |  |  |  |  |



|   |   |  |   |                     |                     |   |   |   |      |  |
|---|---|--|---|---------------------|---------------------|---|---|---|------|--|
|   | Convenor/Organizer  | Convenor/Organizer   |   | 0                   | 0                   |   |   |   |      |  |
|   | Consultancy   | Consultant   |   | 0                   | 0                   |   |   |   |      |  |
|   | Evaluator   | Evaluator  |   | 0                   | 0                   |   |   |   |      |  |
|   | <b>PI 8.</b> Percent of extension proposals approved *  | <b>A 41.</b> Percent of extension proposals approved *   | Prepares extension project proposals, submits and follow up its approval for immediate implementation                                 | 0                   | 0                   |   |   |   |      |  |
|   | <b>PI 11.</b> Additional outputs *  | <b>A 42.</b> No. of extension-related awards (extn. conducted by faculty or student & faculty) *             |   | 0                   | 0                   |   |   |   |      |  |
|   |   | <b>A 43.</b> Other outputs implementing the new normal due to covid 19                                       | Designs extension related activities and other outputs to implement new normal  | 0                   | 0                   |   |   |   |      |  |
|   |   |  |   |                     |                     |   |   |   |      |  |
| <b>UMFO 5. SUPPORT TO OPERATIONS</b>                                |   |  |   |                     |                     |   |   |   |      |  |
| <b>OVPI MFO 4. Program and Institutional Accreditation Services</b> |   |  |   |                     |                     |   |   |   |      |  |
|   | <b>PI 8.</b> 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* | <b>A 44.</b> 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 | 4 | 4.67 |  |
|   |   | <b>A 45.</b> 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  |  |                  |                  |   |   |   |       |  |
|  |   |  |  |                  |                  |   |   |   | 4.83  |  |
| <b>UMFO 6. General Admin. &amp; Support Services</b> |   |  |  |                  |                  |   |   |   |       |  |
|  | <b>PI 2.</b> Zero percent complaint from clients served | <b>A 46.</b> Customerly friendly frontline services  | Provides customer friendly frontline services to clients                                       | Zero % complaint | Zero % complaint | 5 | 5 | 5 | 5.00  |  |
|  | <b>PI 3:</b> Additional Outputs                         | <b>A 47.</b> 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                | 0                |   |   |   |       |  |
|  |   | <b>A 48.</b> 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 attended   | Attends departmental meetings.   | 3                | 3                | 5 | 5 | 5 | 5.00  |  |
|  |   |  |  |                  |                  |   |   |   | 5.00  |  |
|  | <b>Total Over-all Rating</b>                            |  |  |                  |                  |   |   |   | 63.00 |  |
|  | <b>Average Rating</b>                                   |  |  |                  |                  |   |   |   | 4.88  |  |
|  | <b>Adjectival Rating</b>                                |  |  |                  |                  |   |   |   | O     |  |
| <b>Comments/Recommendations:</b>                     |   |  |  |                  |                  |   |   |   |       |  |
| Engage in RDE activities.                            |   |  |  |                  |                  |   |   |   |       |  |

Evaluated & Rated by:  
*Eusebio R. Lina, Jr.*  
**EUSEBIO R. LINA, JR.**  
 Department Head  
 Date: *01/25/2022*

Recommending Approval  
*MA. Theresa P. Loreto*  
**MA. THERESA P. LORETO**  
 Dean, College of Arts and Sciences  
 Date: *Jan. 27, 2022*

Approved by:  
*Beatriz S. Belonias*  
**BEATRIZ S. BELONIAS**  
 Vice President for Academic Affairs  
 Date: *1/28/22*



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Crisanto L. Abas

Performance Rating: Outstanding

Aim: Gain competence and qualification to assume higher responsibilities

Proposed Interventions to Improve Performance:

Date: March 2021 Target Date: \_\_\_\_\_

First Step: \_\_\_\_\_

1. Encourage him to work on his dissertation to complete his PhD studies.


Result: Completion of his PhD study at the end of the year.

Date: \_\_\_\_\_ Target Date: End of 2021

Next Step: Encourage him to do research, extension and innovation activities.

Outcome: Research proposals

Prepared by:

  
**EUSEBIO R. LINA, JR**  
DMP Head

Conforme:

  
**CRISANTO L. ABAS**  
Ratee