SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Engr. Rex R. Doñoz

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1.　Instruction			
a.　Head/Dean (50%)		2.34	
b.　Students (50%)		1.80	
TOTAL for Instruction	90%	4.14	3.72
2.　Research	0%	0.00	0.00
3.　Extension	5%	4.67	0.23
4.　Administration & Support to Operation	5%	4.50	0.23
5.　Production	0%	0.00	0.00
TOTAL			4.18

*Instructor I - March 7, 2022 to June 30, 2022

EQUIVALENT NUMERICAL RATING:　　　　4.18
Add: Additional Points, if any:
TOTAL NUMERICAL RATING:　　　　　　　4.18

ADJECTIVAL RATING:　　　　Very Satisfactory

Prepared by:

REX R. DOÑOZ
Instructor I

Reviewed by:

FLORENTINO F. MORALES, JR.
Head, DGE

Recommending Approval:

JANNET C. BENCURE
Dean, CET

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

VISAYAS STATE UNIVERSITY

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"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, REX R. DOÑOZ, a faculty member of the DEPARTMENT OF GEODETIC ENGINEERING commit to the deliver and agree to be rated on the attainment of the following targets with accomplishments in accordance with the indicated measures for the period **March 07, 2022-June 30, 2022**.

Approved:

REX R. DOÑOZ	**FLORENTINO F. MORALES, JR.**	**JANNET C. BENCURE**
Instructor I	Department Head	College Dean
Date: July 25, 2022	Date: July 25, 2022	Date: July 25, 2022

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
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							
		A4 *. Number of students entertained for consultation purposes*	*Entertains students seeking consultation with faculty*							
	PI 9: Number of instructional materials developed *	**A5** *. 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 Moddle or Google Classroom*							

PI 10 . Additional outputs:	*A 8. 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	*Handles and teaches courses assigned*	70	43.2	5	5	5	5.00	GEng 112, ESci 121n
	A10 . *Number of grade sheets submitted within prescribed period*	Prepares gradesheet and submits on or before deadline	10	6	5	5	4	4.67	GEng 112 (6), ESci 121n (2)
	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							
	A12 . *Number of trainings attended related to instruction*	Attend mandated trainings	2	2	5	5	4	4.67	CET TOS preparation workshop, DGE VSUEE and OBS workshop
	A13 . *Number of long examinations administered and checked*	Administers and checks long examination for subjects taught	10	7	5	5	4	4.67	GEng 112 (6), ESci 121n (1)
	A14 . *Number of quizzes administered and checked*	Prepares and checks quizzes for lec and lab	8	4	5	5	4	4.67	GEng 112 (4)
	A15 . *Number of lab reports and term papers checked and graded*	Checks lab reports and term papers submitted as required	8	5	5	5	4	4.67	GEng 112 (5)
PI 8: Number of students advised: *	**A16**. Number of students advised:	*Acts as academic adviser to students*							
	A17 . *Number of students advised on thesis/ field practice/special problem:*		2	2	5	4	4	4.33	GEng 200 - Claros, Gopio
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	2	2	5	4	4	4.33	GEng 200 - Claros, Gopio

		As SRC Member	Advises and corrects research outline and thesis/SP manuscript							
		A18. *Number of students entertained for consultation purposes*	Entertains students consulting on subject taught, thesis and grades	40	25	5	5	4	4.67	GEng 112 Students
PI 9: Number of student organizations advised/ assisted *	**A19**. *Number of Student organizations advised*		*Advises student organizations recognized by USOO*							
	A20. *Number of Student organizations assisted on student related activities*		*Assists student organizations in implementing student related 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							
		On-line ready courseware	*Prepares Instructional module/laboratory guide/workbook or a combination thereof*	3	2	5	5	4	4.67	GEng 112 (5)
		Flexible instructional materials		3	2	5	5	4	4.67	GEng 112, ESci 121n
		Supplemental learning resources	*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*	20	10	5	5	4	4.67	GEng 112
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	12	8	5	5	4	4.67	GEng 112 (7), ESci 121n (1)
	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	4	2	5	5	5	5.00	GEng 112, ESci 121n

	PI	A	Description							
	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	1	1	5	5	4	4.67	BSGE Program Accreditation- Area IX
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		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 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							
		In refereed int'l journals								
		In refereed nat'l/regional journals								
	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							
		In int'l fora/conferences								

		In nat'l/regional fora/conferences								
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 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								
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	Implementes 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	4	4	5	5	4	4.67	Drone Survey and Mapping of Landslide affected areas in Baybay (Brgys. Mailhi, Kantagnos, Bunga, Pangasugan, Canipa)
	Research Mentoring	*Research Mentor*							
	Peer reviewers/Panelists	*Peer reviewers/Panelists*							
	Resource Persons	*Resource Persons*							
	Convenor/Organizer	*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						
		Survey and Mapping Activities	Landslide Post Disaster Assessment of Baybay City		4	5	5	4	4.67	Can-ipa, Bunga, Kantagnos, Mailhi Drone and RTK Survey- After Tropical Storm Agaton

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 theQMS 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-comformity					Second ISO Surveliance 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		100% complaint		.			
		On program accreditations		1	1	5	4	4	4.33	DGE Extension Needs-Area I (VMGO Survey Questionnaire)
		On institutional accreditations								
		Additional Outputs								
		Number of Minutes of the Meetings and Proceedings prepared			1	5	5	4	4.67	Proceedings for the Detailed Topographic Map in the proposed site locations of VSU Centennial Landmark and Digital Learning Spaces Center for World-Class

		Detailed Topographic Map in the proposed site locations of VSU Centennial Landmark and Digital Learning Spaces Center for World-Class Education			1	5	5	4	4.67	Requested by Planning and Infrastructure Project Development and Monitoring of VSU
		Number of regular, special and committee meetings attended	As a faculty member		5	5	4	4	4.33	DGE Regular monthly meetings (3), special meetings (2)
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 performfing 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									97.33	
Average Rating									4.63	
Adjectival Rating									O	

Average Rating (Total Over-all rating divided by 4)			O	
Additional Points:				
Approved Additional points (with copy of approval)				
FINAL RATING			O	
ADJECTIVAL RATING			OUTSTANDING	

Comments and Recommendations for Development Purposes:

- Finish MS study
- conduct research

Evaluated & Rated by:

FLORENTINO F. MORALES, JR.
Head, DGE
Date: July 25, 2022

Recommending Approval

JANNET C. BENCURE
Dean, CET
Date: July 25, 2022

Approved by:

BEATRIZ S. BELONIAS
VP Academic Affairs
Date:

1 - Quality   2 - Efficiency   3 - Timeliness   4 - Average

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **Engr. Rex R. Doñoz**

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 112 and ESci 121n)	Assessment and students' grade per course taught	March 2022	June 2022	July 22, 2022	impressive	Outstanding	
2	Assist students through advising and consultation	Improved student performance	March 2022	June 2022	July 22, 2022	impressive	Outstanding	
3	Develop/revise syllabus and instructional materials	OBE Syllabus approved by the Dept. Review Committee and verified by the Dean and IMD Head	March 2022	March 2022	March 2022	impressive	Very Satisfactory	
		on-line course ware developed and submitted	March 2022	June 2022	July 2022	impressive	Outstanding	Has uploaded supplemental materials like lab exercise and videos in VSUEE
4	Assess students and submit grades to measure students' performance	Assessment and Grades submitted to registrar	March 2022	June 2022	July 2022	impressive	Outstanding	Submitted grades online and hard copy
5	Participate in all activities conducted by the	CET Strategic Planning and	March-June 2022	June 2022	June 2022	impressive	Outstanding	Participated in all activities conducted

		department, college and the university	RDE Agenda Setting Workshop 2022 Seminar-workshop on TOS Preparation and Tips on Making Examination in VSUEE Celebration of CET Week 2022 DGE Teambuilding 2022 CET Team Building 2022 Training on UAV Operation						by the department, college and the university
6	Perform other functions assign by the head, dean and the university	Chairman in Dept. 5s Committee	March 2022	June 2022		impressive	Outstanding	

* Either very impressive, impressive, needs improvement, poor, very poor
** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

FLORENTINO F. MORALES, JR.
Head

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Rex R. Doñoz**
Performance Rating: _____

Aim: Engr. Doñoz as an effective and efficient implementor of the new OBEdized four (4) year degree program in Bachelor of Science in Geodetic Engineering (BSGE) as provided for in the new CMO 89, s. of 2017 and the department's RDEI Agenda in his field of specialization.

Proposed Interventions to Improve Performance:
Date: January 2022   Target Date: June 2022

First Step:

Orientation on the Outcomes-Based Education principles, provisions of the new Policies, Standards, and Guidelines in offering the new BSGE curriculum as provided for in CMO 89, s. 2017 will be given. Likewise, he should attend training, conferences, and conventions to strengthen his competencies and qualifications.

Next Step:

Re-orientation on the Outcomes-Based Education principles, provisions of the new typical Policies, Standards, and Guidelines in offering the new BSGE curriculum as provided for in CMO 89, s. 2017 will be given. He should likewise adopt the latest teaching strategies for the new typical scheme. Attend trainings, conferences, and conventions to strengthen his competencies and qualifications.

Outcome:

Finalize and submit instructional materials such as the Outcomes-Based (OBE) Teaching and Learning (OBTL) Syllabus. The department's instruction, research, and extension activities will be implemented through attending virtual classes, training, seminars, and conferences. Likewise, the faculty will implement OBE in all his subjects.

Final Step/Recommendation:

The faculty member should complete his MS degree.

Prepared by:

Florentino F. Morales, Jr.
Head, Dept. of Geodetic Engineering

Conforme:

Rex R. Doñoz
Name of Ratee Faculty