SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Engr. John Allan A. Gulles

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		2.42	
b. Students (50%)		2.09	
TOTAL for Instruction	80%	4.50	3.60
2. Research	10%	5.00	0.50
3. Extension	0%	0.00	0.00
4. Administration & Support to Operation	10%	4.75	0.48
5. Production	0%	0.00	0.00
TOTAL			4.58

*Instructor I - July 1, 2023-December 31, 2023

EQUIVALENT NUMERICAL RATING: 4.58
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.58

ADJECTIVAL RATING: Outstanding

Prepared by:

JOHN ALLAN A. GULLES
Instructor I

Reviewed by:

EPIFANIA G. LORETO
Head, DGE

Recommending Approval:

JANNET C. BENCURE
Dean, CET

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

VISAYAS STATE UNIVERSITY

DEPARTMENT OF CIVIL ENGINEERING

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, <u>JOHN ALLAN A. GULLES</u>, a faculty member of the <u>DEPARTMENT OF CIVIL ENGINEERING</u> commits to deliver and agree to be rated on the attainment of the following targets with accomplishments in accordance with the indicated measures for **July 1, 2023-December 31, 2023**

Approved:

JOHN ALLAN A. GULLES
Instructor
Date: Jan. 23, 2024

EPIFANIA G. LORETO
Department Head
Date: Jan. 23, 2024

JANNET C. BENCURE
Dean, CET
Date: Jan. 23, 2024

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	Eficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPAA 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										
OVPAA UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	**A9**. Actual Faculty's FTE	*Handles and teaches courses assigned*	40	22.55	5	5	5	5	1st Sem, AY 2023-2024 (CEng 111, Esci 123, CEnC 151, CEng 200b) (2nd Sem 2022-2023, 36.55 CEng 114, CEng 146n, CEng 136n, CEnC 155)

		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	10	6	5	5	5	5	1st Sem AY 2023-2024, 2nd Sem, AY 2022-2023 (4-CEng 111, 2-CEng 113n, 2-CEng 133, ESci 143, CEnC 151 11 gradesheets Jan-June 2023)
		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							
		A12 . Number of trainings attended related to instruction	Attend mandated trainings	1	1	5	5	4	4.67	
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	10	10	5	4	5	4.67	All subjects handled in 1st sem 2023-2024
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	15	25	5	5	4	4.67	All subjects handled in 1st sem 2023-2024
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5	5	5	5	4	4.67	All term papers from advisees
	PI 8: Number of students advised: *	A16. Number of students advised:	*Acts as academic adviserto students*	35	42	5	5	5	5	All academic advisees
		A17 . Number of students advised on thesis/ field practice/special problem:								

		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	2	3	5	5	5	5	Research advisees
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	3	5	5	4	4.67	Research advisees
		A18. *Number of students entertained for consultation purposes*	Entertains students consulting on subject taught, thesis and grades	40	40	5	5	5	5	Academic Advisees
	PI 9: Number of student organizations advised/ assisted *	**A19**. *Number of Student organizations advised*	Advises student organizations recognized by USOO	1	1	5	5	4	4.67	PICE-VSUCC
		A20. *Number of Student organizations assisted on student related activities*	Assists student organizations in implementing student related activities	1	1	5	5	4	4.67	Regional Junior Civil Engineer's Convergence
	PI 10: Number of instructional materials developed *	**A 21 :** Number of instructional materials 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	1	5	5	4	4.67	CEng 111

		Flexible Instructional Materials	*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.	10	10	5	5	5	5	All subjects handled in 1st sem 2023-2024
		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	2	2	5	5	5	5	CEng 111, CEng 136n
	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							

		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1	1	5	5	5	5	OJT Coordinator
		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	A	Task							
	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	50%	100%	5	5	5	5	Internationalization Project Proposal
	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							
	Research Mentoring	*Research Mentor*								
	Peer reviewers/Panelists	*Peer reviewers/Panelists*								
	Resource Persons	*Resource Persons*								
	Convenor/Organizer	*Convenor/Organizer*		1						none within the evaluation period
	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	50%						none within the evaluation period
	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										
	OVPAA 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-conformity	zero non-conformity	5	5	5	5	
		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		100% compliant	100% compliant	5	5	5	5	
		On institutional accreditations								
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	
	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						
		A 49. Percentage of instructional laboratory instruments and equipment calibrated and inspected	Monitors compliance and maintenance of laboratory equipments used for instructions and research	50%	70%	4	4	4	4	TriAxial and Direct Shear Apparatus
	Number of Performance Indicators Filled-up						21		
	Total Over-all Rating						101.33		
	Average Rating						4.83		
	Adjectival Rating						O		

Average Rating (Total Over-all rating divided by 4)		4.83
Additional Points:		
Approved Additional points (with copy of		
FINAL RATING		4.83
ADJECTIVAL RATING		OUTSTANDING

Comments and Recommendations for Development Purposes:

He must pursue his MS degree

Evaluated & Rated by:

EPIFANIA G. LORETO
Department Head
Date: Jan. 23, 2024

Recommending Approval:

JANNET C. BENCURE
Dean, CET
Date: Jan. 23, 2024

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: Jan 25/2024

EDGARDO E. TULIN
Vice President for Administration and Finance
Date: Jan. 25, 2024

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **John Allan A. Gulles**
Performance Rating: 4.58 (Outstanding)

Aim: Engr. John Allan A. Gulles is an effective and efficient implementer of the OBEdized four-year BSCE degree program and the department's RDE agenda.

Proposed Interventions to Improve Performance:

Date: July 2023   Target Date: December 2023

First Step:

A review and re-orientation of the principles of Outcomes-Based Education, as well as the provisions of the Policies, Standards, and Guidelines, will be conducted for the offering and implementation of the revised BSCE curriculum as provided in CMO 92, s. 2017. Additionally, it is recommended for him to pursue his master's degree and participate in various trainings, conferences, and conventions to enhance his competencies and qualifications.

Result:

The faculty has successfully created and submitted an Outcomes-Based (OBE) Teaching and Learning (OBTL) Syllabus which meets the minimum requirements of CMO 92, s. 2017 and the university. Additionally, the faculty has implemented OBE in all of their subjects.

Outcome:

Successful implementation of the BSCE curriculum.

Final Step/Recommendation:

Engr. Gulles is starting his preparation for graduate studies to aid in implementing the BSCE curriculum. Additionally, he will conduct continuous quality improvement regularly to enhance the quality of the BSCE curriculum.

Prepared by:

EPIFANIA G. LORETO
Unit Head

Conforme:

JOHN ALLAN A. GULLES
Name of Ratee Faculty/Staff