

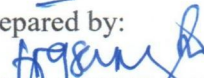
SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS


Name of Faculty Member: JOEL REY U. ACOB

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.80 \times 50\% = 2.40$	
b. Students (50%)		$5.0 \times 50\% = 2.50$	
Total for Instruction	90%	4.90	4.41
2. Research			
a. Dept. Head/Center Director (100%)		$4.80 \times 100\% = 2.40$	
Total for Research	5%	2.40	0.12
3. Extension			
a. Dept Head/Center Director (100%)		$4.80 \times 100\% = 2.40$	
Total for Extension	5%	2.40	0.12
4. Administration	0%	0	0
5. Production	0%	0	0
TOTAL			4.65

EQUIVALENT NUMERICAL RATING: 4.65
 Add: Additional Points, if any: 0
 TOTAL NUMERICAL RATING: 4.65

ADJECTIVAL RATING: Outstanding

Prepared by:

JOEL REY U. ACOB
 Name of Faculty

Reviewed by:

MICHELLE C. TOLIBAS
 Department Head

Recommending Approval:

MICHELLE C. TOLIBAS
 Dean/Director

Approved:

BEATRIZ S. BELONIAS
 Vice President

Number of instructional materials developed	Number of existing instructional materials converted to flexible learning systems		1	2	4.9	4.9	4.9	4.9	(1) NLM learning guide, (2) CHSP learning guide.
	Supplemental learning resources developed			2	4.9	4.9	4.9	4.9	(1) Reading notes for CSHP, (2) Review journal critic guide for NLM.
	Assessment tools			2	4.9	4.9	4.9	4.9	(1) Cooperative exam for CSHP, (2) NLM exam.
Total					4.8	4.8	4.8	4.8	
MFO 3. RESEARCH SERVICES	Research proposals submitted and approved by the college research coordinator	submits research proposal for possible utilization by industry or other beneficiaries							
	Number of research output completed within a year		1	1	4.8	4.8	4.8	4.8	VSU-IP-11 Implications of health crises to HEIs: A Philippine-Indonesian Perspective
		Writes publishable materials out of research outputs and submits for publication		1	4.8	4.8	4.8	4.8	Implications of health crises to HEIs: A Philippine-Indonesian Perspective
	Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as reviewer of journal articles/scientific papers received and duly reviewed paper	1	2	4.9	4.9	4.9	4.9	(2) from Western Visayas State University Journal

“Exhibit B”

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JOEL REY U. ACOB, of the COLLEGE OF NURSING commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period JULY to DECEMBER, 2023.

JOEL REY U. ACOB

Ratee

Approved:

DR. MICHELLE C. TOLIBAS

Dean

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO 1. INSTRUCTION Prepares lectures and plans academic activities of students	FTE	Teaches: (2 ND semester) -Leadership and Management, CSHP, Transcultural Nursing, OBAP1, Community Health Nursing	2	33.59	4.8	4.8	4.8	4.8	Courses taught as assigned and reflected in IFW
	Number of new instructional materials developed: Handouts Slide presentations Course syllabus		2 2 2	2 3 3	4.9 4.9 4.9	4.9 4.9 4.9	4.9 4.9 4.9	4.9 4.9 4.9	Material resources developed based on the courses taught
Student research and field practice advising	No. of student research and field practice advising			10	4.8	4.8	4.8	4.8	Both in the clinical and special areas and case studies.
	No. of case study	Case study adviser		2	4.8	4.8	4.8	4.8	
Student advising and consultation services	No. of hours spent on consultation	Conducts online consultation with students	10 hrs	50 hrs	4.9	4.9	4.9	4.9	Rationalization, processing and output deliberation sessions.
	No. of student related activities assisted	Assists and supervises students' orientation and reorientation on RLE hospital exposure guidelines		3	4.9	4.9	4.9	4.9	(1) Capping Ceremony, (2) NLE November 2023 Takers, (3) RLE rotations

	Research paper published in an international journal			2	4.9	4.9	4.9	4.9	(1) Nursing students facilitating transition from suicidal ideation to action in the rural: A qualitative study, (2) Determinant factors of patient satisfaction among outpatient and inpatient services in Type B Hospital in Indonesia.
Additional output	Number of citations generated in 2023 based on the various indexing firm	1. Google scholar		59	5.0	5.0	5.0	5.0	(1) https://scholar.google.com/citations?view_op=list_works&hl=en&hl=en&user=SALJMXwAAA-AJ
		2. Scopus		18	5.0	5.0	5.0	5.0	(2) https://www.scopus.com/authid/detail.uri?authorId=57204961499
	Inclusion in the 2023 Scientific AD index released				4.8	4.8	4.8	4.8	https://www.adscientificindex.com/scientist/joel-rey-acob/4494731
Total					4.8	4.8	4.8	4.8	

	Focal Person for VSU's Application in Philippine Quality Award (PQA)			1	5	5	5	5	VSU being one of the finalists
	Number of trainings attended for and in preparation for expert services as:								
	ISO 9001:2015 internal quality auditor (IQA) with appointment as observer			1	4.9	4.9	4.9	4.9	ISO 9001:2015 IQA
	AACCUP Accreditor			1	4.9	4.9	4.9	4.9	AACCUP
Total					4.8	4.8	4.8	4.8	
Total Over-all Rating					4.8	4.8	4.8	4.8	

MFO 4. EXTENSION SERVICES	No. of extension proposal made and submitted		1	1	4.8	4.8	4.8	4.8	Joint community extension implementation between Polytechnic Health Malang, Indonesia and VSU CoN
	No. of person-days trained								
	No. of IEC materials/techno guides developed/approved/used								
	Number of beneficiaries served: Groups/ institution Viscares	Project leader	20	46	5.0	5.0	5.0	5.0	(1) Teuku Umar University, (2) Health Polytechnic Malang IND (1)WVSU Iloilo, (2) EVSU Carigara Campus
	Number of trainings conducted			1	4.8	4.8	4.8	4.8	
	Number of extension projects conducted and completed with prescribed period								
	Number of invitations as resource person:	a. International		3	4.9	4.9	4.9	4.9	
		b. Regional		2	4.9	4.9	4.9	4.9	
Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs and other stakeholders	Number of active partnerships with LGUs, industries and other stakeholders facilitated and maintained	Identifies links with probable partners for extension activities and maintains this active partnership	1	1	4.8	4.8	4.8	4.8	Teuku Umar University IND
Number of extension programs organized and supported consistent with the SUCs mandated and priority programs	Number of extension programs/projects implemented	Implements duly approved extension projects	1	1	4.8	4.8	4.8	4.8	VisCARES
Number of technical/expert services	Number of technical/expert services as:	Provides the technical and expert services requested by the beneficiaries.							
	Research mentor			2	4.8	4.8	4.8	4.8	WVSU Journal
	Peer reviewer/panelist			1	4.8	4.8	4.8	4.8	WVSU In-house review
	AACCUP Accreditor			1	4.9	4.9	4.9	4.9	PSV BPED Program in VSU Isabel

Average Rating (Total Over-all rating divided by 4)		
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.8
ADJECTIVAL RATING		

Comments & Recommendations for Development Purpose:

Keep up the good work!

Evaluated & Rated by:

MICHELLE C. TOLIBAS

Dept/Unit Head

Date: 01/08/2024

Recommending Approval:

MICHELLE C. TOLIBAS

Dean/Director

Date: 01/08/2024

Approved by:

BEATRIZ S. BELONIAS

Vice President

Date: 05/20/2024

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

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **ACOB, JOEL REY U.**

Performance Rating: **4.90**

The Performance Rating showed that the concerned faculty obtained an Outstanding performance in the delivery of his job responsibilities as faculty member. As a faculty, he functions as the member of executive committee, research committee, curriculum committee, Honors and Awards, CON Gazette and events committee

Aim(s): 1. To develop own research and extension proposals

Date: February 2023

Target Date: 2nd to 4th quarters of 2023

2. To attend workshops/seminars for professional advancement and development.

Date: February 2023

Target date: 2nd to 4th quarters of 2023

Proposed Interventions to Improve Performance:

First Step:

- Encouraged to engage either research or extension program.
- Encouraged to engage in conferences and symposium for professional growth

Results:

- Working with Indonesian Collaborators on developing research and extension proposals.
- Participated in the nursing webinars both as attendee and speaker.

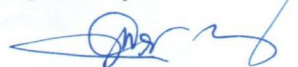
Next Step:

- Follow-up the drafting of research and/or extension proposals

Final Step/Recommendation:

- Finalize proposal for endorsement.

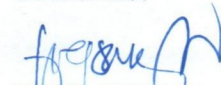
Prepared by:



MICHELLE A. CALDA

Dean

Conforme:



JOEL REY U. ACOB

Faculty