



SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Exhibit

Name of Faculty Member: Dr. Eusebio R. Lina, Jr.

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)		5.00	
b. Students			
Total for Instruction	80%	5.00	4.00
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		0.00	
Total for Research	0	0.00	0.00
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)	0%	5.00	
Total for Extension		5.00	0.25
4. Support to Operation	15%	4.67	0.47
5. Administration	5%	5.00	0.25
TOTAL			4.97

EQUIVALENT NUMERICAL RATING: 4.97

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.97

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

Reviewed by:

EUSEBIO R. LINA, JR.

Name of Faculty

EUSEBIO R. LINA JR.

Department Head

Recommending Approval:

CANDELARIO L. CALIBO

Dean, CAS

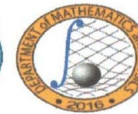
Approved:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs



Visayas State University
College of Arts and Sciences
DEPARTMENT OF MATHEMATICS AND PHYSICS
Visca, Baybay City, Leyte



"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Eusebio R. Lina, Jr., 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 January - June 2020.

Eusebio R. Lina, Jr.
EUSEBIO R. LINA, JR.
Assoc. Professor 1
Date: *11/19/2020*

Approved:
Eusebio R. Lina, Jr.
EUSEBIO R. LINA, JR.
Department Head
Date: *11/19/2020*

Can delario L. Calibo
CANDELARIO L. CALIBO
College Dean
Date: *12/9/20*

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	Timelines	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						
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A						
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A						

		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	N/A						
	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	N/A						
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	N/A						
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	N/A						
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	N/A						
		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	N/A						
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	N/A						
	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	N/A						
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	9	20.1	5	5	5	5.00	(VSL) Math 122s, Math 112, Math 124, Math 114s, Math 190.1
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	4	5	5	5	5.00	Math 122s, Math 112, Math 124, Math 114s

		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 within prescribed period	5	15	5	5	5	5.00	
		A12 . Number of trainings attended related to instruction	Attend mandated trainings	1	2	5	4	5	4.67	webinars on Google Classroom and Moodle
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	6	5	5	5	5.00	
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	15	10	5	5	5	5.00	
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	0	3	5	5	5	5.00	INC Grade Completion requirements in Math
	PI 8: Number of students advised: *	A16 . Number of students advised:	<i>Acts as academic advisor to students</i>	N/A	N/A					
		A17 . 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	N/A					
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	N/A	N/A					
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	30	5	5	5	5.00	
	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	4	5	5	4.67	Math Major's Society
		A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related	1	2	5	5	5	5.00	Acquaintance party and DMP Week Celebration Activities
	PI 10: Number of instructional materials developed *	A21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	1	Ongoing					To be completed in the second half of the year

		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	Ongoing					To be completed in the second half of the year
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	3	6	5	5	5	5.00	Math 122s, Math 112, Math 124, Math 114s
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	10	5	5	5	5.00	Math 122s, Math 112, Math 124, Math 114s
		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	1	Ongoing					To be completed in the second half of the year
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	Ongoing					To be completed in the second half of the year
	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	0	1	5	5	4	4.67	ISO Statge 1 External Audit
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	0	N/A					
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	0	3	5	5	5	5.00	Give take-home examination to students./ Preside virtual faculty and staff meetings.
69.00										
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	0	0					

	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research or project within the year	0	0						
	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	0	0						
		<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 scientific for a/conferences	0	0						
		<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	0	0						
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or		0	0						
		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	0	0						
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0	0						
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	0	0						

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	0	0				
	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	20	Ongoing				To be completed in the second half period
	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	1	1				Enhancement Training for Math/Physics Teachers
	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	75%	Ongoing				To be completed in the second half period
	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	0	0				
	Research Mentoring	Research Mentor		0	0				
	Peer reviewers/Panelists	Peer reviewers/Panelists		0	0				
	Resource Persons	Resource Persons		0	0				
	Convenor/Organizer	Convenor/Organizer		0	0				
	Consultancy	Consultant		0	0				

	Evaluator	Evaluator		0	0					
	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	0	0					
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		0	0					
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	0						
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 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	
		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% compliant	100% compliant	5	4	5	4.67	
		On program accreditations								
		On institutional accreditations								
									9.33	

UMFO 6. General Admin. & Support Services										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complain t		5	5	5	5.00	
	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	0						
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	0						
		No. of meetings presided	Conducts departmental meetings.		4	5	5	5	5.00	
		No. of request letters submitted			5	5	5	4.5	4.83	hire emergency JO, justify the hiring of JO, request to hire part-time instructor, recommendations and endorsements
									14.83	
	Total Over-all Rating								93.17	
	Average Rating								4.90	
	Adjectival Rating								O	
	Average Rating (Total Over-all rating divided by 4)	4.90	Comments & Recommendations for Development Purpose: <i>Keep up the good work & follow up Employee Dev't Plan</i>							
	Additional Points:									
	Punctuality									
	Approved Additional points (with copy of approval)	4.90								
	FINAL RATING	Outstanding								
	ADJECTIVAL RATING									

Evaluated & Rated by:

Eusebio R. Lina, Jr.
EUSEBIO R. LINA, JR.

Department Head

Date: *11/19/20*

Recommending Approval

Candelario L. Calibo
CANDELARIO L. CALIBO

Dean,

Date: *12/9/20*

Approved by:

Beatriz S. Belonias
BEATRIZ S. BELONIAS

Vice President for Instruction

Date: *12/9/20*

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Dr. Eusebio R. Lina Jr.

Performance Rating: Outstanding

Aim: Encourage him to make research proposals and publish papers assist him to pursue doctoral in mathematics or allied fields.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: September 2020
intervention

Target Date: One year from date of

First Step:

1. Advise him to draft research proposals.
2. Endorse his postdoctoral application.

Result:

1. Research proposals, submitted for approval/functions.
2. Accepted in postdoctoral programs.

Date: Throughout the school year


Target Date: End of SY 2019-2020

Next Step: Advise him to start writing research papers


Outcome: Paper ready for submission for publication.

Final Step/Recommendation: Instruct him to write papers for publication.

Prepared by:


CANDELARIO L. CALIBO
Dean, CAS

Conforme:


EUSEBIO R. LINA. JR.
Ratee