

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ELDON P. DE PADUA

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		2.48	
b. Students (50%)		2.13 1.75 <i>gu</i>	
Total for Instruction	60%	4.61 4.23 <i>gu</i>	2.77 2.54 <i>gu</i>
2. Research			
a. Client/Dir. for Research (0%)			
b. Dept Head/Center Director (0%)			
Total for Research	10%	4.83	0.48
3. Extension			
a. Client/Dir. for Extension (0%)			
b. Dept Head/Center Director (0%)			
Total for Extension	10%	5.00	0.50
4. Administration & Support to Operations	20%	5.00	1.00
5. Production			
TOTAL			4.78 4.52 <i>gu</i>

EQUIVALENT NUMERICAL RATING: 4.78 4.52 *gu*

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.78 4.52 *gu*

ADJECTIVAL RATING:

Outstanding

Prepared by:

[Signature]
ELDON P. DE PADUA
Name of Faculty

Reviewed by:

[Signature]
JANNET C. BENCURE
Dean, CET

Recommending Approval:

[Signature]
JANNET C. BENCURE, Ph.D.
Dean/Director

Approved:

[Signature]
BEATRIZ S. BELONIAS, Ph.D.
Vice President



VISAYAS
STATE UNIVERSITY



**DEPARTMENT OF AGRICULTURAL
AND BIOSYSTEMS ENGINEERING**

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"Exhibit B"
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ELDON P. DE PADUA, a faculty member of the DEPARTMENT OF AGRICULTURAL AND BIOSYSTEMS ENGINEERING 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 to June 2022.


ELDON P. DE PADUA

Instructor

Date: 7/8/22

Approved:


JANNET C. BENCURE

Dean, CET

Date: 13 July 2022

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	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							
	PI 8: Number of graduate	A2. Number of students	Acts as academic							

		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertat							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertat							
		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	Creates virtual							
	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		24.1	5	5	5	5.00	
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	6	4	4	5	5	4.67	ABEn 199 (2); ABEn 200b (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 grade within prescribed period		2	5	5	5	5.00	

		A12 . Number of trainings attended related to instruction	Attend mandated trainings	2	2	5	5	5	5.00	Faculty on-boarding; CET OBE Syllabus and TOS Preparation Workshop
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	6	4	4	5	5	4.67	ABEn 199 (1); ABEn 200b (1); ABEn 152 (1); ABEn 172 (1)
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	5	5	5	5	5.00	ABEn 152 (3); ABEn 172 (2)
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5	4	5	5	5	5.00	ABEn 152 (1); ABEn 172 (3)
	PI 8: Number of students advised: *	A16 . Number of students advised:	Acts as academic advisor to students	73	171	5	5	5	5.00	BSABE 2nd Year Students; BSABE 3rd Year Students; 13 Thesis Advisees
		A17 . Number of students advised on thesis/ field practice/special problem:		5	13	5	5	5	5.00	As Thesis Adviser
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript		11	5	5	5	5.00	BSABE Graduating Students

		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	81	210	5	5	5	5.00	BSABE 2nd Year Students; BSABE 3rd Year Students; 4th Year BSABE Students; 13 Thesis 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	5	5.00	PSABE -VSUSC
		A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	1	5	5	5	5.00	PSABE -VSUSC
	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	6	2	5	5	5	5.00	ABEn 152; ABEn 172
		Supplemental learning	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	15	16	5	5	5	5.00	ABEn 152 Reading Assignments and Powerpoint Presentations; ABEn 172 powerpoint presentations and lecture videos on Renewable Energy

		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	15	13	5	5	5	5.00	Aben 152
		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	1	2	5	5	4	4.67	ABEn 152; ABEn 172
	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	3	5	5	5	5	5.00	OBTL Syllabi, TOS, AACCUP Level 4 Compliance Report, AACCUP Level 4 Narrative Report, ISO-related Documentation

		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU		1	5	5	5	5.00	Tottori University
		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 project within the year	1						
	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	1						
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional</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 fora/conferences	2	1	5	4	4	4.33	3rd University Consortium Faculty Forum
		<i>In int'l fora/conferences</i>			1	5	5	5	5.00	3rd University Consortium Faculty Forum
		<i>In nat'l/regional</i>								
	PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	2	2	5	5	5	5.00	(1) Comprehensive Baseline Documentation and Product-Market Profiling of the Jackfruit Industry in Philippines; (2) Product Development and Profiling of Major Jackfruit Production Systems in the Philippines
	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		1	5	5	5	5.00	Science and Humanities Journal

		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	Designs research							
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		56	5	5	5	5.00	(1) In-house Training on the Basics of Solar PV Systems - Installation and Maintenance; (2) Familiarization and Field Management on the Reproductive Biology of Jackfruit
	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		100		5	5	5	5.00	(1) In-house Training on the Basics of Solar PV Systems - Installation and Maintenance(30 out of 30 participants evaluated the training course as satisfactory and above); (2) Familiarization and Field Management on the Reproductive Biology of Jackfruit(33 out of 33 participants evaluated the training course as satisfactory and
	PI 5. <i>Number of</i>	A 40. <i>Number of</i>	Provides the								
	<i>Research Mentoring</i>	<i>Research Mentor</i>									
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>			1	5	5	5	5.00	Science and Humanities Journal	
	<i>Resource Persons</i>	<i>Resource Persons</i>		3	2	5	5	5	5.00	Focus Group Discussion (FGD) of Unlocking Possibilities in Accelerating Biogas Development in the ASEAN Electricity Sector; 3rd UC Faculty Forum	
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>			1	5	5	5	5.00	Seminar-Workshop on Tagging of Jackfruit	
	<i>Consultancy</i>	<i>Consultant</i>		1	1	5	5	5	5.00	PCM for Agricultural and Fishery Commodity Dryer	
	<i>Evaluator</i>	<i>Evaluator</i>		1							
	PI 8. Percent of extension	A 41. Percent of extension	Prepares								

	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	5.00	
	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							
		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								158.33	
	Average Rating								4.95	
	Adjectival Rating								Outstanding	


Comments & Recommendations for Development Purposes:

Keep up the excellent job.

Evaluated & Rated by:


JANNET C. BENCURE
 Dean, CET
 Date: 13 July 2022

Recommending Approval:


JANNET C. BENCURE
 Dean, CET
 Date: 13 July 2022

Approved by:



BEATRIZ S. BELONIAS
 Vice President for Instruction
 Date: 13 July 2022

Exhibit I

PERFORMANCE MONITORING FORM


Name of Employee: **ELDON P. DE PADUA**

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	Advanced Education - evaluating MSAE admission application	-	-	-	-	-	-	Not Teaching MS
2	Higher Education - Teaching BS courses	Virtual classrooms w/ learning materls. & assessments	1-1-2022	6-30-2022	6-30-2022	VI	VS	ABEn 141, ABEn 200b, ABEn 199
3	Research services	Research Conducted	1-1-2022	6-30-2022	6-30-2022	VI	O	VSU Internationalization Program
4	Extension services	Evaluation/ Audit Report	1-1-2022	6-30-2022	6-30-2022	VI	VS	National Agri-Fisheries Investment Audit Team (NAFIAT) of DA-BAFE
5	Support to operations	Varied ISO & acad. documents and services	1-1-2022	6-30-2022	6-30-2022	VI	O	Assigned ISO, acad. documents, etc. done
6	General administration & support services	Varied general documents & services	1-1-2022	6-30-2022	6-30-2022	VI	VS	Assigned gen. docs. & services done

*Either very impressive (VI), impressive (I), needs improvement (NI), poor (P), very poor (VP)

**Outstanding (O), very satisfactory (VS), satisfactory (S), unsatisfactory (US), poor (P)

Prepared by:


JANNET C. BENCURE
 Dean, CET