



Exhibit K

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: **Engr. Ayrton John V. Bantay**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
6. Instruction			
c. Head/Dean (50%)	80%	4.67	3.74
d. Students (50%)	0		0
Total for Instruction	80%		3.74
7. Research			
c. Client/Dir. for Research (50%)			
d. Dept. Head/Center Director (50%)			
Total for Research	0		0
8. Extension			
c. Client/Dir. for Extension (50%)			
d. Dept Head/Center Director (50%)			
Total for Extension	0		0
9. Administration	20%	5.00	1.00
10. Production	0		0
TOTAL	100%		4.74

EQUIVALENT NUMERICAL RATING: 4.74
Add: Additional Points, if any: 0.0
TOTAL NUMERICAL RATING: 4.74

ADJECTIVAL RATING: **Outstanding**

Prepared by:

AYRTON JOHN V. BANTAY
Name of Faculty

Reviewed by:

JUNDY R. CASTIL
Department Head

Recommending Approval:

JANNET C. BENCURE
College Dean

Approved:

BEATRIZ S. BELONIAS
Vice President, Academic Affairs



VISAYAS
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"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ENGR. AYRTON JOHN V. BANTAY, a faculty member of the DEPARTMENT OF MECHANICAL 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 JULY 1 - DECEMBER 31, 2022.

AYRTON JOHN V. BANTAY
Instructor I
Date: 01/02/2023

Approved:

JUNDY R. CASTIL
Department Head
Date: Jan. 9, 2023

JANNET C. BENCURE
College Dean
Date: 10 Jan. 2023

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										
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 1. Percentage of first	A1. Percentage of first time takers that	Handles and teaches courses							
	PI 2. Percentage of	A2. Percentage of graduates (2 years	Conduct graduate tracer study and							
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned		3.33	5	5	4	4.67	MEng 123n, MEng 133n, MEng 139, MEng 141n
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	1	1	5	5	4	4.67	MEng 124n
		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	3	5	5	4	4.67	ISO Awareness/Re-awareness Seminar/Orientation/re-orientation of the Duties and Responsibilities of dDRCs and AdDRCs, Energy Seminar
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught		16	5	5	4	4.67	MEng 124n, ESci 132, ESci 116
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab		20	5	5	4	4.67	MEng 124n, ESci 132, ESci 116
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required							
	PI 8: Number of	A16. Number of students advised:	Acts as academic adviser to students		100	5	5	4	4.67	BSME 1
		A17. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	9	9	5	5	4	4.67	MEng 119a
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	5	32	5	5	4	4.67	MEng 119a
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades							MEng 200b
	PI 9: Number of student	A19. Number of Student organizations	Advises student organizations							
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities							
	PI 10: Number of	A 21 : Number of on-line course ware	Prepares and submits for review by the							
		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	6	20	5	5	5	5.00	MEng 124n, ESci 132, ESci 116
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	20	5	5	5	5.00	MEng 124n, ESci 132, ESci 116
		A 23 : Number of on-line course ware	Submits the course ware duly reviewed							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	3	3	4	4	4	4.00	MEng 124n, ESci 132, ESci 116
	PI 11. Additional outputs	A 25. Number of Additional outputs								

		A 35. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		A 36. 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 37. 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	A 38. Number of trainees weighted by	Conducts trainings among							
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 39. Number of extension programs/projects implemented	Implements duly approved extension projects							
	PI 4. Percentage of	A 40. Percentage of beneficiaries who	Provides quality and relevant training							
	PI 5. Number of technical/expert	A 41. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research	Research Mentor								
	Peer	Peer reviewers/Panelists								
	Resource Persons	Resource Persons								
		Convenor/Organizer								
	Consultancy	Consultant								
	Evaluator	Evaluator								
	PI 8. Percent of extension proposals approved *	A 42. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	PI 11. Additional outputs	A 43. No. of extension-related awards								
		A 44. 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										
	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 45. 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	5	5.00	
		A 46. 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	5	5	5.00	
		On program accreditations								
		On institutional accreditations								
UMFO 6. General Admin. & Support Services (GASS)										
	PI 2. Zero percent	A 47. Customerly friendly frontline	Provides customer friendly frontline	Zero %	Zero % complaint	5	5	5	5.00	
	PI 3: Additional Outputs	A 48. Number of /new initiatives	Initiates/introduces improvements in							
		A 49. 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								4.74	

Average Rating (Total Over-all rating divided by 4)	4.74
Additional Points:	
Approved additional points (with copy of approval)	
FINAL RATING	4.74
ADJECTIVAL RATING	Outstanding

Comments & Recommendations for Development Purpose:
A very talented and intelligent faculty member. Keep it up. Please finish your pending requirements for your MS degree.

Evaluated & Rated by:

JUNDY R. CASTIL

Department Head

Date: Jan. 9, 2023

Recommending Approval

JANNET C. BENCURE

College Dean, CET

Date: 10 Jan. 2023

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 11/16/23



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Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **Engr. Ayrton John V. Bantay**

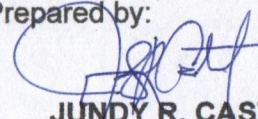
Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Handles and teaches courses assigned		July 2022	December 2022	November 2022	Very impressive	Outstanding	MEng 124n, ESci 132, ESci 116
2	Prepares grade sheet and submits on or before deadline	1	July 2022	December 2022	November 2022	Very impressive	Outstanding	MEng 149, ESci 128n, MEng 199a
3	Attend mandated training	1	July 2022	December 2022	November 2022	Very impressive	Outstanding	ISO Awareness/Re-awareness Seminar/Orientation/re-orientation of the Duties and Responsibilities of dDRCs and AdDRCs, Energy Seminar
4	Administers and checks long examination for subjects taught		July 2022	December 2022	November 2022	Very impressive	Outstanding	MEng 124n, ESci 132, ESci 116
5	Prepares and checks quizzes for lec and lab		July 2022	December 2022	November 2022	Very impressive	Outstanding	MEng 124n, ESci 132, ESci 116
6	Acts as academic adviser to students	10	July 2022	December 2022	November 2022	Very impressive	Outstanding	BSME 1
7	Advises and corrects research outline and thesis/SP manuscript	9	July 2022	December 2022	November 2022	Very impressive	Outstanding	MEng 200, MEng 199a
8	Advises and corrects research outline and thesis/SP manuscript	5	July 2022	December 2022	November 2022	Very impressive	Outstanding	MEng 200, MEng 199a
9	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	6	July 2022	December 2022	November 2022	Very impressive	Outstanding	MEng 124n, ESci 132, ESci 116

10	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	July 2022	December 2022	November 2022	Very impressive	Outstanding	MEng 124n, ESci 132, ESci 116
11	Creates virtual classroom using either Moodle or Google Classroom	3	July 2022	December 2022	November 2022	Very impressive	Outstanding	MEng 124n, ESci 132, ESci 116
12	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	July 2022	December 2022	November 2022	Very impressive	Outstanding	Complied to all requirements
13	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant	July 2022	December 2022	November 2022	Very impressive	Outstanding	Complied to all requirements
14	Provides customer friendly frontline services to clients	Zero % complaint	July 2022	December 2022	November 2022	Very impressive	Outstanding	No complaint received

* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:



JUNDY R. CASTIL
Unit Head



EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Engr. Ayrton John V. Bantay**

Performance Rating: **Outstanding**

Aim: To be an effective implementer of the new OBEdized four (4) year BSME degree program as provided in the new CMO 97, s. of 2017.

Proposed Interventions to Improve Performance:

Date: July 2022

Target Date: December 2022

First Step:

- Re-orientation on the Outcomes-Based Education principles, provisions of the new Policies, Standards, and Guidelines in the offering of the new BSME curriculum as provided for in CMO 97, s. 2017 will be given.
- Monitoring and coaching on the performance of the faculty member to his committed outputs as reflected on his IPCR.
- To recommend for conferences, conventions, seminars and training aligned to his field of specialization to further strengthen his competencies and qualifications.

Results:

- Engr. Bantay was able to prepare and submit approved Outcomes-Based Teaching and Learning (OBTL) Syllabi of his assigned courses for the second semester SY 2021-2022.
- Has performed his duties and responsibilities as faculty member of the Department of Mechanical Engineering.

Next Step:

- Continue monitoring of his accomplishments and performance to his committed outputs as reflected in his IPCR
- Attend a department-based workshop on writing Extension and Research proposals to strengthen the Department's RDE
- To continue to recommend the faculty member to attend relevant training and seminars aligned to his field of specialization

Outcomes:

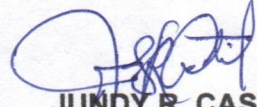
- Program compliance to CMO No. 97, series of 2017

- Continuously perform his duties and responsibilities
- Draft and submit extension and research proposals aligned to his field of specialization
- Be able to attend relevant training and seminars aligned to his field of specialization

Final Steps / Recommendations:

- Engr. Bantay will be encouraged to implement the Department's RDE Agenda. The DME Faculty Development Plan will also be revisited to align the schedule to pursue his study for the Degree of PhD in Mechanical Engineering.

Prepared by:


JUNDY R. CASTIL
Unit Head

Conforme:


AYRTON JOHN V. BANTAY
Name of Ratee