



VISAYAS
STATE UNIVERSITY



DEPARTMENT OF PHYSICS

1/F Old Library Building
VSU, Visca, Baybay City, Leyte, 6521 Philippines
Phone: +63 53-565-0600 loc 1121
Email: dphys@vsu.edu.ph
Website: www.vsu.edu.ph

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

Name of Faculty Member: James Roy P. Lesidan

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		2.34	
b. Student (50%)		2.09	
Total for Instruction	80%	4.43	3.54
2. Research			
a. Client/Dir. For Research (50%)		0.00	
b. Dept. Head/Center Director (50%)		1.50	
Total for Research	5%	1.50	0.08
3. Extension			
a. Client/Dir. For Extension (50%)		0.00	
b. Dept. Head/Center Director (50%)		0.00	
Total for Extension		0.00	0.00
4. Support to Operations	5%	4.75	0.24
5. Administration	10%	5.00	0.50
TOTAL			4.35

EQUIVALENT NUMERICAL RATING: 4.35

Add: Additional points, if any:

TOTAL NUMERICAL RATING: **4.35**

ADJECTIVAL RATING: Very Satisfactory

Prepared by:

JAMES ROY P. LESIDAN
Name of Faculty

Reviewed by:

REV RHIZZA L. AURE
Head, DPhys

Recommending Approval:

MA. THERESA P. LORETO
Dean, CAS

Approved:

BEATRIZ S. BELONIAS
Vice President of Academic Affairs



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"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **James Roy P. Lesidan**, a faculty member of the DEPARTMENT OF PHYSICS commit to the deliver and agree to be rated on the attainment of the following ACCOMPLISHMENTS in accordance with the indicated measures for the period January - June, 2022.

JAMES ROY P. LESIDAN

Instructor

Date: JUL 13, 2022

Approved:

REV RHIZZA L. AURE

Department Head

Date: 25 July 2022

MA. THERESA P. LORETO

College Dean

Date: 7/27/2022

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec 2022)	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	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						

		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 Moodle 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	Teaches: Phys 130 (1 lec); Phys13(1 lec)= 2nd Sem 2021-2022	15	5.8	5	5	5	5.00	2nd sem AY2021-2022 Phys 130- 22 students(lec); Phys 13 - 24 students (lec)
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	2	5	5	4	4.67	Phys 130 (1 lec); Phys13(1 lec)
		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	6	5	5	4	4.67	PhSc 112; PhSc 115; Phys 130; Phys 13
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	6	5	5	5	5.00	1.) Trends in Soft Matter Research and Applications 2.)Orientation-Seminar on Outcomes-Based Education (OBE) Course Syllabus 3.)Physics App. & Teaching Technologies 4.) Microrheology & Microfluidics 5.) White Noise Analysis & its Applications 6.)Introduction to Metrology & Verification of Common laboratory; 7) 2nd USC-TUMSAT Joint Symposium on Food Hydrocolloids and Soft Matter Instruments
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	6	4	5	5	4	4.67	Phys 130 (1 lec); Phys13(1 lec)
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	18	5	5	4	4.67	Phys 130 (1 lec); Phys13(1 lec)
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required							
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students							

		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 Moodle 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 *	PI 1. Number of FTE	Handles and teaches courses assigned:	18	19.75	5	5	5	5.00	N077-Phys10 Lec, ScTS11a (N059,N060,N065,N066) Phys13 Lab.
		PI 2. Number of instructional materials developed								
		New Course Outline	Prepares new course outline	0						
		New syllabi OBE	Prepares new syllabi	0						
		Revised syllabi	Revised syllabi	0						
		New lab. manual	Revises one (1) lecture manual	0						
		Revised Lab. Manual	Revises one (1) laboratory manual	1	0	3	3	3	3.00	In-progress
		New course outline	Prepares and compiles two (2) course outline	0						

		<i>Revised course outline</i>	Prepares and compiles one (1) course outline	0						
		<i>New Lecture manual</i>	Prepares new manual	0						
		<i>New Powerpoint lecture presentation (per course)</i>	Prepares powerpoint	2	10	5	5	5	5.00	2nd Semester 21-22: Phys10 Lec (5), ScTS11a Lec (5)
		PI 3. Additional outputs								
		<i>Numbers of hours checking papers per week</i>	Checks papers	2	2	5	5	4	4.67	
		<i>Numbers of hours class preparation per week</i>	Prepares class lectures	2	3	5	5	5	5.00	
		<i>Numbers of seminar/attended</i>		1	8	5	5	5	5.00	ScienceDirect Articles and Journals: Choosing the Right One for Your Research; Trends in Soft Matter Research and Applications, Physics App. & Teaching Technologies,, White
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	<i>Handles and teaches courses assigned:</i>	18	19.75	5	5	5	5.00	2nd Semester 21-22: N077-Phys10 Lec, ScTS11a (N059,N060,N065,N066) Phys13 Lab.
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	4	5	5	5	5.00	1st Semester: PhSc115 N483, ScTS11a N425 & N469, Phys21n N442
		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	13	5	5	4	4.67	Phys11 (8), ScTS11a (4)
		A12. Number of trainings attended related to instruction	Attend mandated trainings/seminars/lectures/webinars/conferences	1	8	5	5	5	5.00	ScienceDirect Articles and Journals: Choosing the Right One for Your Research: Trends in
		A13. Number of long examinations administered and checked (including term examinations)	Administers and checks long examination for subjects taught (including term examinations)	4	6	5	5	5	5.00	2nd Semester 21-22: Phys10 Lec (3), ScTS11a Lec (2) Phys13 Lab (1)

		A14. Number of quizzes administered and checked (including problem sets)	Prepares and checks quizzes for lec and lab (including problem sets, learning tasks, and assessments)	6	39	5	5	5	5.00	2nd Semester 21-22: Phys10 Lec (13), ScTS11a Lec (25) Phys13 Lab (1)
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	10	4	4	5	5	4.50	2nd Semester 21-22: Phys13 Lab (4)
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	N/A						
		A17. Number of students advised on thesis/ field practice/special problem:		N/A						
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	N/A						
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	N/A						
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	45	5	5	5	5.00	2nd Semester 21-22: Phys10 Lec (7), ScTS11a Lec (33) Phys13 Lab (5)
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USSO	N/A						
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	N/A						
	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	1	0	3	3	3	3.00	In-progress

		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	12	5	5	4	4.67	2nd Semester 21-22: Phys10 Lec (5), ScTS11a Lec (7)
		Assessment tools	Prepares assessment tools such as long exams, quizzes, problems sets, learning tasks/activities, and assessments	2	43	5	5	5	5.00	2nd Semester 21-22: Phys10 Lec (13), ScTS11a Lec (25) Phys13 Lab (5)
		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	0						
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using Moddle	0						
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		Number of program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	0						
		Number of agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	0						
		Number of OBE course syllabus prepared and approved for use	Prepares OBE Course Syllabus depending on course taught	0						
		Number of TOS prepared and submitted within prescribed period	Prepares TOS depending on course taught	2	7	5	5	4	4.67	2nd Semester 21-22: Phys10 Lec, ScTS11a Lec
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	0						
									4.68	
UMFO 3 . RESEARCH SERVICES										

	<u>PI 1.</u> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<u>A27.</u> 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						
	<u>PI 2.</u> Number of research outputs completed within the year *	<u>A 28.</u> Number of research outputs completed within the year *	Conducts and completes research or project within the year	0						
	<u>PI 3.</u> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<u>A 29.</u> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	1	0	3	3	3	3.00	In-progress
		<i>In refereed int'l journals</i>		0						
		<i>In refereed nat'l/regional journals</i>		0						
	<u>PI 4.</u> Number of research outputs presented in regional/national/ int'l fora/conferences	<u>A 30.</u> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific for a/conferences	0						
		<i>In int'l fora/conferences</i>		0						
		<i>In nat'l/regional fora/conferences</i>		0						
	<u>PI 5.</u> Percent of research proposals approved *	<u>A 31.</u> Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	0						
	<u>PI 6.</u> Additional outputs*	<u>A 32.</u> No. of research-related awards (research conducted by faculty or student		0						
		<u>A 33.</u> 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						
		<u>A 34.</u> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0						
		<u>A 35.</u> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	0						
									3.00	
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						
	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	0						
	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	Implements duly approved extension projects	0						
	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	0						
	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						
	<i>Research Mentoring</i>	<i>Research Mentor</i>		0						
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>		0						
	<i>Resource Persons</i>	<i>Resource Persons</i>		0						
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>		0						
	<i>Consultancy</i>	<i>Consultant</i>		0						
	<i>Evaluator</i>	<i>Evaluator</i>		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						
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		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		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		5	5	4.5	4.83	
		On program accreditations								
		On institutional accreditations								
									4.75	
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						
	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 attended	Attend Departmental Meetings	4	8	5	5	5	5.00	Attended Regular and Emergency Meetings
		No. of request letters submitted		0	3	5	5	5	5.00	Communication letters for Study Leave
									5.00	
					Total Over-all Rating				119.09	
					Average Rating				4.58	
					Adjectival Rating				0	
					Comments and Recommendation					
					Continue to be dedicated and efficient at work					

Evaluated & Rated by:

REV RHIZZA L. AURE

Department Head

Date:

25 July 2022

Recommending Approval

MA. THERESA P. LORETO

Dean, College of Arts and Sciences

Date:

7/27/2022

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction

Date:

7-27-22

PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2 nd	
	3 rd	
	4th	

Name of Office: Department of Physics

Head of Office: Dr. Rev Rhizza L. Aure

Name of Faculty: Engr. James Roy P. Lesidan

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring		Remind the faculty members during meetings on the submission of OBE Syllabus, grades, and other documents		Notice of Meetings, Minutes of meetings	Faculty members have submitted documents
Coaching	Not Applicable (N/A)				TPES result Very Satisfactory

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

REV RHIZZA L. AURE
Immediate Supervisor

Noted by:

MA. THERESA P. LORETO
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: James Roy P. Lesidan

Performance Rating: Outstanding

Aim:

1. Encourage him to pursue MS in Physics.
2. Encourage him to attend seminars, trainings, and conferences.

Proposed Interventions to Improve Performance:

Date: January 2022 Target Date: Within the year

First Step:

1. Endorse his application to pursue MS in Physics.
2. Inform him to attend seminars, trainings, and conferences.

Result:

Date: _____ Target Date: _____

Next Step:

1. Follow-up his application for the MS in Physics.
2. Endorse his attendance to seminars, trainings, and conferences.

Outcome: _____

1. Pursuing his MS in Physics.
2. Attended seminars, trainings, and conferences.

Final Step/Recommendation:

Prepared by:

9.
REV RHIZZA L. AURE
Unit Head

Conforme:

JAMES ROY P. LESIDAN
Name of Ratee Faculty/Staff