

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

Name of Faculty Member: Engr. Eulalio C. Colubio, Jr.

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		2.36	
b. Students (50%)		1.88	
TOTAL for Instruction	80%	4.24	3.39
2. Research	5%	4.67	0.23
3. Extension	5%	4.92	0.25
4. Administration & Support to Operation	10%	4.71	0.47
5. Production	0%	0.00	0.00
TOTAL			4.34

*Instructor I - January 1, 2022 to June 30, 2022

EQUIVALENT NUMERICAL RATING: 4.34

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: 4.34

ADJECTIVAL RATING: Very Satisfactory

Prepared by:


EULALIO C. COLUBIO, JR.
Instructor I

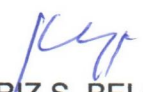
Reviewed by:


FLORENTINO E. MORALES, JR.
Head, DGE

Recommending Approval:


JANNET C. BENCURE
Dean, CET

Approved:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs



VISAYAS
STATE UNIVERSITY



**DEPARTMENT OF GEODETIC
ENGINEERING**

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"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, EULALIO C. COLUBIO, JR., a faculty member of the DEPARTMENT OF GEODETIC ENGINEERING, commit to the deliver and agree to be rated on the attainment of the following targets with accomplishments in accordance with the indicated measures for the period **January 1-June 30, 2022**.

EULALIO C. COLUBIO, JR.

Instructor

Date: *July 25, 2022*

Approved:

FLORENTINO F. MORALES, JR.

Department Head

Date: *July 25, 2022*

JANNET C. BENCURE

College Dean

Date: *July 25, 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 students advised *	A2. Number of students advised	Acts as academic adviser to graduate students							
		A3 . Number of students advised on thesis/special problem/dissertation								

		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		<u>A4</u> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
	<u>PI 9</u> : Number of instructional materials developed *	<u>A5</u> . 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 classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom							

	<u>PI 10</u> . Additional outputs:	<u>A 8. Other outputs implementing the new normal due to covid 19</u>	<i>Designs experiential learning activities and other outputs to implement new normal</i>							
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	<u>PI 5</u> : Total FTE, coordinated, implemented and monitored *	<u>A9</u> . Actual Faculty's FTE	<i>Handles and teaches courses assigned</i>	70	46.1	5	5	4	4.67	Handles subjects such as: GEng 128a, GEng 128b, GEng 122n, & GEng 146
		<u>A10</u> . Number of grade sheets submitted within prescribed period	<i>Prepares gradesheet and submits on or before deadline</i>	4	6	5	5	4	4.67	GEng 123n and GEng 113
		<u>A 11</u> . Number of INC forms with grade submitted within prescribed period	<i>Facilitates students in their completion of the subject and submits completion forms with grade</i>							
		<u>A12</u> . Number of trainings attended related to instruction	<i>Attend mandated trainings</i>	2	2	5	5	5	5.00	VSU Faculty On-Boarding, VSUEE DGE OBS Training, CET TOS preparation
		<u>A13</u> . Number of long examinations administered and checked	<i>Administers and checks long examination for subjects taught</i>	6	6	5	5	4	4.67	2 Module 1 Midterm Exams GEng 128a, 1 Module 1 Midterm Exam GEng 128b, 1 Module Exam GEng 146
		<u>A14</u> . Number of quizzes administered and checked	<i>Prepares and checks quizzes for lec and lab</i>	10	10	5	5	4	4.67	5 GEng 128a, 3 GEng 128b, 2 GEng 146
		<u>A15</u> . Number of lab reports and term papers checked and graded	<i>Checks lab reports and term papers submitted as required</i>	10	5	5	5	4	4.67	3 GEng 128a, 2 GEng 128b,
	<u>PI 8</u> : Number of students advised: *	<u>A16</u> . Number of students advised:	<i>Acts as academic adviser to students</i>	78	78	5	5	5	5.00	All students under my advisee's.

		A17 . Number of students advised on thesis/ field practice/special problem:								
		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	3	5	5	5	4	4.67	3 OJT (Alvero, Velmonte and Asid), 2 Special Study (Seron and Elan)
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	5	4	5	5	4	4.67	4 Special Study (Napoles, Aniban, Alvero and Aniban)
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	40	40	5	5	4	4.67	Majority of the students under my course.
	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	GEP-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	GEP-VSUSC Giving of Relief goods.
	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	3	4	5	5	4	4.67	GEng 128a, Geng 128b, & GEng 122n, GEng 146.
		Flexible instructional materials		3	4	5	5	4	4.67	GEng 128a, Geng 128b, & GEng 122n, GEng 146.

		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	4	5	5	5	4	4.67	GEng 128a, Geng 128b, & GEng 122n, GEng 146.
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	13	10	5	5	4	4.67	GEng 128a, Geng 128b, & GEng 122n, GEng 146.
		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	3	5	5	5	4	4.67	GEng 128a, Geng 128b, GEng 146, GEng 200a.1, GEng 200a.3
	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		1	5	4	4	4.33	AACCUP Level III, Area IV
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	2	4	5	5	4	4.67	(1) Assessor's Office LGU-Abuyog, (2) Bencure Surveying & Engineering Services, (3) P.A. Castañares Surveying Services, (4) Lucero Surveying Office

		Coordinate and Communicate with PAC nominees.		5	5	5	4	4.67	5 Program Advisory Committee Members: (Brian Anos-Anos Land Surveying, Eugene Gonzales-Rinex Surveying, Dinnah Feye Andal-YouthMappers, Ramon S. Unay-DENR Reg-8 SMD, Norelius G. Baloran-NAMRIA)
	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						
	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						
		<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						

		<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		1	5	5	4	4.67	Yuta Ko, Responsibilidad Ko: Awareness on Land Registration Processes 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							
		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 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 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	2						

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	125						
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						
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		5	5	5	5	5.00	Drone Survey and Mapping Landslide affected area in Baybay (Bunga, Mailhi, Canipa, Kantagnus, Pangasugan)
Research Mentoring	Research Mentor								
Peer	Peer reviewers/Panelists								
Resource Persons	Resource Persons								
Convenor/Organizer	Convenor/Organizer								
Consultancy	Consultant								
Evaluator	Evaluator								
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							
PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *								

		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal		1	5	5	4	4.67	Make student advisees excel grade tracker.
		Survey and Drone Mapping Activities	Landslide Post Disaster Assessment of Baybay City		5	5	5	5	5.00	Drone Survey and Mapping Landslide affected area in Baybay (Bunga, Mailhi, Canipa, Kantagnus,
			Flood Assessment of Brgy. Pangasugan		1	5	5	5	5.00	Pangasugan drone survey of the displaced river channel after tropical storm Agaton
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					Second ISO surveillance audit
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as		100%	5	5	4	4.67	Institutional accreditation
		On program accreditations			1	5	5	4	4.67	Request letter to USSO for their reasearch publication conducted for student services

Average Rating								4.74	
Adjectival Rating								O	

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 and Recommendations for Development Purposes:

- Finish Mc study
- conduct research

Evaluated & Rated by:

FLORENTINO F. MORALES, JR.

Head, DGE

Date: July 25, 2011

Recommending Approval

JANNET C. BENCURE

Dean, CET

Date: July 25, 2011

Approved by:

BEATRIZ S. BELONIAS

VP Academic Affairs

Date:

1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average

Exhibit I

PERFORMANCE MONITORING FORMName of Employee: **Engr. Eulalio C. Colubio, Jr.**


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	Teach professional/basic courses/subjects (GEng 128a, GEng 128b, GENf 122, GEng 146)	Assessment and students' grade per course taught	February 2022	June 2022	July 22, 2022	impressive	Outstanding	
2	Assist students through advising and consultation	Improved student performance	February 2022	June 2022	July 22, 2022	impressive	Outstanding	
3	Develop/revise syllabus and instructional materials	OBE Syllabus approved by the Dept. Review Committee and verified by the Dean and IMD Head	January 2022	1 st week February 2022	2 nd week February 2022	impressive	Very Satisfactory	
		on-line course ware developed and submitted	February 2022	June 2022	July 2022	impressive	Outstanding	Has uploaded supplemental materials like lab exercise and videos in VSUEE
4	Assess students and submit grades to measure students' performance	Assessment and Grades submitted to registrar	February 2022	June 2022	July 2022	impressive	Outstanding	Submitted grades online and hard copy

5	Participate in all activities conducted by the department, college and the university	CET Strategic Planning and RDE Agenda Setting Workshop 2022 Seminar-workshop on TOS Preparation and Tips on Making Examination in VSUEE Celebration of CET Week 2022 DGE Teambuilding 2022 CET Team Building 2022 Training on UAV Operation	January-June 2022	June 2022	June 2022	impressive	Outstanding	Participated in all activities conducted by the department, college and the university
6	Perform other functions assign by the head, dean and the university	OJT Coordinator	February 2022	June 2022		impressive	Very Satisfactory	

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

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

Prepared by:


FLORENTINO F. MORALES, JR.
Head

EMPLOYEE DEVELOPMENT PLANName of Employee: **Eulalio C. Colubio, Jr.**

Performance Rating: _____

Aim: Engr. Colubio as an effective and efficient implementor of the new OBE'dized four (4) year degree program in Bachelor of Science in Geodetic Engineering (BSGE) as provided for in the new CMO 89, s. of 2017 and the department's RDEI Agenda in his field of specialization.

Proposed Interventions to Improve Performance:

Date: January 2022

Target Date: June 2022

First Step:

Orientation on the Outcomes-Based Education principles, provisions of the new Policies, Standards, and Guidelines in offering the new BSGE curriculum as provided for in CMO 89, s. 2017 will be given. Likewise, he should attend training, conferences, and conventions to strengthen his competencies and qualifications.

Next Step:

Re-orientation on the Outcomes-Based Education principles, provisions of the new typical Policies, Standards, and Guidelines in offering the new BSGE curriculum as provided for in CMO 89, s. 2017 will be given. Attend virtual training, conferences, and conventions to strengthen his competencies and qualifications.

Outcome:

The faculty will implement OBE in all his subjects. The department's instruction, research, and extension activities will be implemented through attending virtual classes, training, seminars, and conferences.

Final Step/Recommendation:

The faculty member should complete his master's degree. It is also highly recommended that the faculty member propose possible research and/or extension projects in line with his field of interest and the university's RDEI Agenda.

Prepared by:


Florentino F. Morales, Jr.

Head, Dept. of Geodetic Engineering

Conforme:


Eulalio C. Colubio, Jr.

Name of Ratee Faculty