

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Mr. Daniel C. Lor

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		2.30	
b. Students (50%)		2.00	
TOTAL for Instruction	100%	4.30	4.30
2. Research			
3. Extension			
4. Administration			
5. Production			
TOTAL			4.30

EQUIVALENT NUMERICAL RATING: 4.30

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.30

ADJECTIVAL RATING: Very Satisfactory

Prepared by:

*for*  
DANIEL C. LOR  
Name of Faculty

Reviewed by:

ARTHUR T. TAMBONG, FPSAE  
Department Head

Approved by:

*Edgardo E. Tulin*  
EDGARDO E. TULIN, Ph.D.  
President



Visayas State University  
College of Engineering  
**DEPARTMENT OF AGRICULTURAL ENGINEERING**  
Visca, Baybay City, Leyte



### INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, **DANIEL C. LOR\***, Faculty of the Department of Agricultural Engineering, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period July to December, 2016.

*\*started August 2016*

*for*  
**DANIEL C. LOR**  
Instructor I  
Date: 14 December 2016


**ARTHUR IT. TAMBONG, FPSAE**  
Department Head  
Date: 14 December 2016

Rating Equivalents:  
5 - Outstanding  
4 - Very Satisfactory  
3 - Satisfactory  
2 - Fair  
1 - Poor


MFO No.	MFO Description	Success/Performance Indicator (PI)	Program/Activities/Projects	Tasks Assigned	Target	Accomplishment (Sept-Dec 2016)	Rating				Remark
							Quality	Efficiency	Timeliness	Average	
MFO 2	Higher Education Services	PI 1. Number of FTE coordinated and implemented	Teaching	Teaches two (2) BSAE subjects per semester or four (4) subjects per year equivalent to 16 FTE	8.00	21.90	5	5	5	5.0	Teacher's Leave (1st Sem, SY 2016-2017 only)
		PI 11. Number of students advised									
		On consultation	Consultation/Tutorial	Consulting/Tutoring students of courses under DAE	75	84	5	4	5	4.7	Engineering Students and Physics Students

		<b>PI 13.</b> Number of instructional materials developed	Preparation/ Revising/ Encoding/ Printing								
		<i>New syllabi</i>		Prepares syllabi	1	1	5	4	4	4.3	ESci 142 - Strength of Materials
		<i>New Powerpoint lecture presentation (per course)</i>		Preparing powerpoint lecture presentation/s	3	11	5	5	4	4.7	ESci 142 - Strength of Materials (7 pts); PHYS 11 (4 pts)
		<b>PI 14.</b> Additional outputs									
		Number of days of Outcomes-Based Education seminars/trainings/ workshops/reviews attended	Participant	Participates OBE seminars/trainings/workshops/reviews	1	1	5	4	4	4.3	Outcomes-Based Education Seminar Workshop for Newly Hired Faculty by Dr. RC Guarte at POTC, VSU, Baybay City, Leyte
		<b>Best Practices/New Initiatives</b>									
		Number of Level III AACCUP Accreditation applied	Preparation/ Encoding/ Printing	Preparation and printing of documents for AACCUP	1	1	5	5	4	4.7	AACCUP Level III Phase I (Area V - Research, Area VI - Extension, and Area VIII, Plant and Physical Facilities) - Oct. 17-22, 2016
<b>MFO 6</b>	<b>General Admin. &amp; Support Services (GASS)</b>	<b>PI 10.</b> Efficient and customer-friendly frontline service	Supervising	Supervise frontline to served clients with courtesy; immediate response to client needs and inquiries	Zero complaint from clients	Zero complaint from clients	5	5	5	5.0	100% no complaint; served clients with courtesy; immediate response to client needs and inquiries
Number of Performance Indicators Filled-up							7				
Total Over-all Rating							32.667				
Average Rating							4.667				
Adjectival Rating							Outstanding				


Received by:

  
 Planning Officer  
 Date: \_\_\_\_\_


Calibrated by:

  
**REMBERTO A. PATINDOL, Ph.D.**  
 Chairman, PMT  
 Date: \_\_\_\_\_

Recommending Approval:

  
**BEATRIZ S. BELONIAS, Ph.D.**  
 Vice Pres. for Instruction  
 Date: \_\_\_\_\_

Approved:

  
**EDGARDO E. TULIN, Ph.D.**  
 President  
 Date: \_\_\_\_\_

# PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Department of Agricultural Engineering

Head of Office: ARTHUR IT. TAMBONG

Name of Faculty/Staff: DANIEL C. LOR

Signature: 

Date: 12/14/2016

NOTE\*: No direction received from Academic Personnel Board (APB) to coach faculty with negative comments from students.

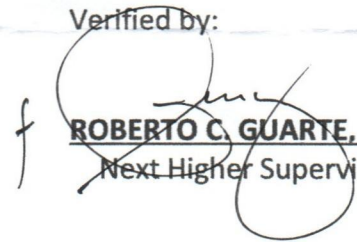
Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring  (see note* above)					
Coaching  (see note* above)					

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

Conducted by:

  
**ARTHUR IT. TAMBONG, FPSAE**  
Immediate Supervisor

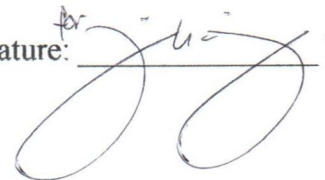
Verified by:

  
**ROBERTO C. GUARTE, Ph.D.**  
Next Higher Supervisor

cc: OVPI  
ODAHRD  
PRPEO

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Daniel C. Lor  
Performance Rating: \_\_\_\_\_

Signature:  Date: 12/14/16

Aim: To further improve performance.

Proposed Interventions to Improve Performance:

Date: Nov. 8, 2016 Target Date: 4th Qtr., 2016

First Step: The faculty was advised to apply for MS in Meteorology  
Admission for August 2017 entry at UP Diliman.  
The faculty is also included in the Meteorology Faculty Development  
Program for 2017 to 2021.

Result: The faculty has started preparing documents needed  
for his MS Application at UP Diliman.

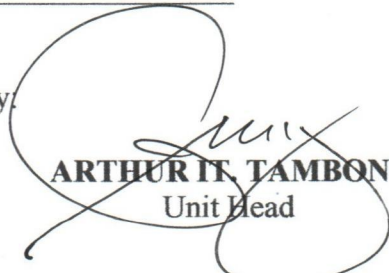
Date: \_\_\_\_\_ Target Date: \_\_\_\_\_

Next Step: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Outcome: \_\_\_\_\_

Final Step/Recommendation: \_\_\_\_\_  
\_\_\_\_\_

Prepared by:

  
**ARTHUR T. TAMBONG, FPSAE**  
Unit Head