

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS
Aug-Dec 2021**

Name of Faculty Member: **RAYMOND JESS G. GOLIAT**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)		4.619x100%= 4.62	
b. Students			
Total for Instruction	95%	4.62	4.39
2. Research			
c. Client/Dir. for Research (50%)			
d. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension			
c. Client/Dir. for Extension (50%)			
d. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration	5%	4.67	0.23
5. Production			
TOTAL			4.62

EQUIVALENT NUMERICAL RATING: 4.62
Add: Additional Points, if any: 0.00
TOTAL NUMERICAL RATING: 4.62

ADJECTIVAL RATING: **Outstanding**


Prepared by:


RAYMOND JESS G. GOLIAT
Name of Faculty


Reviewed by:


DANIEL C. LOR
Department Head

Recommending Approval:


JANNET C. BENCURE
Dean, CET

Approved:


BEATRIZ S. BELONIAS
Vice President, Academic Affairs



VISAYAS
STATE UNIVERSITY



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Exhibit B

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **RAYMOND JESS G. GOLIAT**, faculty of the **Department of Meteorology**, College of Engineering & Technology, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period August - December, 2021.

Approved:

RAYMOND JESS G. GOLIAT

Faculty

Date: _____

DANIEL C. LOR

Head, D Met

Date: 01/24/2022

JANNET C. BENCURE

Dean, CET

Date: 01/24/2022

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE):

Personnel

Department Head

Faculty w/ Univ. Designated Position

Regular Faculty (VSL)*

Regular Faculty (TLS)*

Part time Faculty

Admin Staff Members

Total FTE (1)			RDE Commitments***		
Number (1) in.	FTE (2)		Research	Publication	Extension
-	0	#VALUE!	0.0	0	0
-	0	#VALUE!	0.0	0	0
-	0	#VALUE!	2.0	1	1
-	0	#VALUE!	0.0	0	0
-	0	#VALUE!	0.0	0	0
-	0	#VALUE!	0.0	0	0
TOTAL:			2.0	1	1

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

Note: * On vacation-sick-leave status. Ratio of Instruction and RDE commitments should be determined based on FTE of 18 units

** On Teacher's Leave status. Minimum FTE required is 18 units

*** Professors and Associate Professors are required to commit RDE outputs (Please Performance Indicators under Research (**UMFO 3**) and extension (**UMFO 4**))

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Dep Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accompl	Details of Accompl	Quality	Efficiency	Timeliness	Average		
MFO 1	ADVANCED EDUCATION SERVICES (20%)										
	OVPI MFO 1. Graduate Degree Program Management Services									Not yet applicable	

MFO No.	Success/Performance Indicator (PI)		Units/Persons Responsible	Dep Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
					% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average		
	1	PI 1. Percentage of graduate school faculty engaged in research work applied in any of the following:	Dept. Head & Faculty									4%
		a. pursuing advanced research degree program (Ph.D) *										
		b. actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)										
		c. producing technologies for commercialization or livelihood improvement										
		d. whose research resulted in an extension program										
	OVPI MFO 2. Graduate Student Management Services										Not yet applicable	
		PI 1: Percentage of graduate students enrolled in research degree programs *	Dept. Head & Faculty									2%
		PI 2: Percentage of accredited graduate programs *	Dept. Head & Faculty									2%
		PI 3: Number of graduate degree specializations offered and monitored *	Dept. Head & Faculty									2%
		PI 4: Total FTE coordinated, implemented & monitored*	Dept. Head & Faculty									2%
		PI 5: Percentage increase in number of graduate students enrolled *	Dept. Head & Faculty									2%
		PI 6: Percentage increase in number of students who graduated within prescribed period *	Dept. Head & Faculty									2%
		PI 7: Number of graduate students awarded with honors/distinction *	Dept. Head & Faculty									2%
		PI 8: Number of graduate students advised *	Dept. Head & Faculty									2%
		PI 9: Number of instructional materials developed *	Dept. Head & Faculty									
		On-line ready courseware										
		Flexible instructional materials										
		Assessment tools										
		PI 10: Number of virtual classrooms created and operationalized										
MFO 2	HIGHER EDUCATION SERVICES (50%)											
		PI 1. Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head & Faculty								Not Applicable	7.5%
		PI 2. Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty								Not Applicable	2.5%
		PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty	100%	100%	100%					BS in Meteorology degree program	2.5%

[illegible]

[illegible]

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Dep Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average		
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	80%	100%	75%						0.75%
	PI 6 : Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty									0.25%
	PI 7 : Additional outputs *	Dept. Head & Faculty									
	Number of faculty/staff awards/honors received related to operations support										0.25%
	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*	Dept. Head & Faculty	100%	100%	1	5.0	5.0	5.0	5.00	Zero non-conformity (No NC)	2.50%
MFO 6	General Admin. & Support Services (GASS)										
	PI 1. Submission of College/Department PPMP for the following year within deadline	Dept. Head	1	0%							1%
	PI 2. Zero percent complaint from clients served	Dept. Head & all faculty & staff	1 valid comp		No complain						2%
	PI 3. Number of coaching sessions among faculty & staff**	Dept. Head	1	0%							
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	3	0%						Meeting for the OPCR & IPCR	
	PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	12	0%							
	PI 3: Additional Outputs	Dept. Head & all faculty & staff									
	Attendance to meetings	Dept. Head & all faculty & staff	12	50%	6	5.0	5.0 4	5.0 4	5.00 4.33	Monthly department meeting,	
	Enrolment Focal Person, DMet	Faculty		100%							
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *									explain here briefly why consider said department practice can be considered as a best practice	2%

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Dep Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average		
						35.0	34.0	30.0	33.0		
Total Over-all Rating						32.33	33.000				
Average Rating				79.58%		4.619	4.714				
Adjectival Rating						Outstanding					

Comments & Recommendation for Development Purpose:

Set priorities to finish MS Degree within the year.

Evaluated & Rated by:

DANIEL C. LOR

Head, DMet

Date: 01/24/2022

Recommending Approval:

JANNET C. BENCURE

Dean, CET

Date: 01/24/2022

Approved:

BEATRIZ S. BELONIAS

Vice Pres. for Academic Affairs

Date: 2/4/22

PERFORMANCE MONITORING FORM

July – December, 2021

Name of Employee: Raymond Jess G. Goliat

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	Teaches subjects on:	Meets class regularly (on line); Checked students' outputs; submits grade to registrar's office	August 2021	August – December 2021	August – December 2021	Impressive	Very Satisfactory	Knowledgeable on the subjects taught; needs to make classes discussion more encouraging and livelier.	
	ESci 114								LEC
	ESci 114								LAB
	ESci 114								LEC
	EC 132								LEC
	ESci 114								LEC
	ESci 114								LAB
2	Attends department organized meeting.	Attendance during scheduled meeting	July - December 2021	As Scheduled	Every first Tuesday of the month for regular department meeting & as scheduled for other meetings	Very Impressive	Very Satisfactory	Participates in the discussion during the meeting.	
3	Develops Instructional Materials of the subjects to teach in the semester for flexible learning	Instructional Materials available to students	July – August 2021	August – December 2021	August – December 2021	Impressive	Satisfactory	Very resourceful in developing the IMs.	
4	Participate in activities like webinar; Google meetings & other virtual meeting called by the department, college and university.	Attendance to the virtual activities	July - December 2021	As scheduled	As scheduled	Very Impressive	Outstanding	None	

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

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

Prepared by:

DANIEL C. LOR

Head, Department of Meteorology

EMPLOYEE DEVELOPMENT PLAN
July – December, 2021

Name of Employee: Raymond Jess G. Goliat
Performance Rating:

Aim: Improve Teaching Skills

Proposed Interventions to Improve Performance:

Date: October 2021

Target Date: October 2021

First Step:

Virtual Class Observation

Discussion of TPES Form to be more familiar with the criteria from which he will be evaluated.

Result:

The faculty already develops self-confidence as instructor

Date: _____ Target Date: _____

Next Step:

Outcome:

Final Step/Recommendation:

None.

Prepared by:


DANIEL C. LOR

Head, Department of Meteorology

Conforme:


RAYMOND JESS G. GOLIAT
Faculty