SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS
Jan – June 2021

Name of Faculty Member:　**Mr. Daniel C. LOR** (Department Head from January – June 2021)

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.67x50%=2.335	
b. Students (50%)		4.75x50%= 2.375	
Total for Instruction	75%	4.71	3.5325
2. Research	NA		
3. Extension	5%	4.67	.2333
4. Administration	20%	5.61	.9120
5. Production	NA		
TOTAL			4.6775

EQUIVALENT NUMERICAL RATING:　　　　4.6775
Add: Additional Points, if any:
TOTAL NUMERICAL RATING:　　　　　　4.6778

ADJECTIVAL RATING:　　　　**Outstanding**

Prepared by:

DANIEL C. LOR
Faculty & Head, DMet

Reviewed by:

ROBERTO C. GUARTE
Dean, Col of Engineering & Technology

Recommending Approval:

ROBERTO C. GUARTE
Dean, Col of Engineering & Technology

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

VISAYAS STATE UNIVERSITY

DEPARTMENT OF METEOROLOGY
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INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **DANIEL C. LOR** , faculty & head 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 January - June 2021.

Approved:

DANIEL C. LOR
Faculty & Department Head
Date: 7-21-21

ROBERTO C. GUARTE
College Dean
Date: 7-23-21

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

Personnel	Number (1)	Total FTE (1x. Min. FTE (2)		RDE Commitments*** Research	Publication	Extension
Department Head	-	0	#VALUE!	0.0	0	0
Faculty w/ Univ. Designated Position	-	0	#VALUE!	0.0	0	0
Regular Faculty (VSL)*	-	0	#VALUE!	2.0	1	1
Regular Faculty (TLS)*	-	0	#VALUE!	0.0	0	0
Part time Faculty	-	0	#VALUE!	0.0	0	0
Admin Staff Members	-	0				
TOTAL:				2.0	1	1

Note:
   * On vacation-sick-leave status. Ratio of Instruction and RDE commitmtents should 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 % Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted output indicators with **)	% weight
MFO 1		**ADVANCED EDUCATION SERVICES (20%)**										
		OVPI MFO 1. Graduate Degree Program Management Services									Not yet applicable	
	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) *										

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		
	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%	5	5	4	4.67	BS in Meteorology degree program	2.5%
	PI 4. Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty								Not Applicable	2.5%

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: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	12	80%	9.6	5	5	4	4.67	Teaches the ff subjects: Mete 136 (lec); Esci 114 (Lab -	20%
	PI 8: Number of students advised: *	Dept. Head & Faculty									
	On thesis/ field practice/special problem										1%
	No. of approved manuscript submitted within prescribed period										1%
	On consultation										0.5%
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty									
	Student organizations advised		2	50%	1	4.0	5.0	5.0	4.67	MetSoc;	1.25%
	Student organizations assisted on student related activities										1.25%
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty									Title and name of faculty	10%
	On-line ready courseware	Dept. Head & Faculty	8	25%	2	5.0	5.0	4.0	4.67	**Lor**: Mete 136 (lec); Esci 114 (Lab - sec.).	
	Flexible instructional materials	Dept. Head & Faculty	8	25%	2	5.0	5.0	4.0	4.67		
	Assessment tools	Dept. Head & Faculty	8	25%	2	5.0	5.0	4.0	4.67		
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	8	25%	2	5.0	5.0	4.0	4.67		
	PI 11: Additional Outputs	Dept. Head & Faculty									
MFO 3	**RESEARCH SERVICES (10%)**										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Dept. Head & Faculty									needs project titles	2%
	PI 2. Number of research outputs completed within the year *	Dept. Head & Faculty	1		0						needs project titles	2%
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	Dept. Head & Faculty									needs title of publication, name of journal and where published	
	In refereed int'l journals										1.50%
	In refereed nat'l/regional journals										0.50%
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *	Dept. Head & Faculty									title of paper, what for a/conference, where and when presented	
	In int'l fora/conferences										1.50%
	In nat'l/regional fora/conferences										0.50%

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. Percent of research proposals approved *	Dept. Head & Faculty									0.5%
	PI 6. Additional outputs*	Dept. Head & Faculty									
	No. of research-related awards (research conducted by faculty or student w/ faculty)										1.50%
MFO 4	EXTENSION SERVICES (10%)										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	Dept. Head & Faculty	3		0						2.0%
	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty	25	100%	25	4.0	5.0	5.0	4.67	25pax with 2 days of training (8 hours per day)	2%
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	1								2%
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	Dept. Head & Faculty	80%	100%	80%	5.0	5.0	4.0	4.67	World Meteorological Day (Webinar)	1%
	PI 5. Number of technical/expert services *	Dept. Head & Faculty									1%
	Research Mentoring										
	Peer reviewers/Panelists										
	Resource Persons										
	Convenor/Organizer										
	Consultancy										
	Evaluator										
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty	100%		0%						0.5%
	PI 11. Additional outputs *	Dept. Head & Faculty									
	No. of extension-related awards (extn. conducted by faculty or student & faculty) *										1.5%
MFO 5	Support to Operations										
	OVPI MFO 1. Faculty Development Services										
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty									0.625%
	OVPI MFO 2. Faculty Recruitment/Hiring Services										
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Dept. Head & Faculty									0.125%
	OVPI MFO 3. Faculty Evaluation Services										
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty									0.25%

| 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 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty									0.25%
	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%	80%	4.0	4.0	5.0	4.33	TPES on line for the faculty	0.75%
	PI6 : 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%	100%	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 as prescribed by BAC*	Dept. Head	1	100%	1	5.0	5.0	4.0	4.67		1%
	PI 2. Zero percent complaint from clients served	Dept. Head & all faculty & staff	1 valid complain	No complain							2%
	PI 3. Number of coaching sessions among faculty & staff**	Dept. Head	1	300%	3	4.0	5.0	5.0	4.67		
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	3	67%	2	5.0	4.0	4.0	4.33	Meeting for the OPCR & IPCR	
	PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	12	100%	12	4.0	5.0	5.0	4.67	Monthly department meeting, every first Tuesday of the Month; Special meetings: Enrollment; Curriculum; Instructional; Meteorology Building;	
	PI 3: Additional Outputs	Dept. Head & all faculty & staff									

LOR Jan-June2021

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		
	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%
						70.0	73.0	66.0	69.7		
Total Over-all Rating									69.667		
Average Rating				86.44%					4.644		
Adjectival Rating									Outstanding		

Comments & Recommendation for Development Purpose:

He is performing very well as a faculty member and as Department Head of Dept. of Meteorology. He should be supported to finish his Masteral Degree.

Evaluated & Rated by:

ROBERTO C. GUARTE
Dean, CET
Date: 7-23-21

Recommending Approval:

ROBERTO C. GUARTE
Dean, CET
Date: 7-23-21

Approved:

BEATRIZ S. BELONIAS
Vice Pres. for Academic Affairs
Date: 7/26/21

*   To indicate in the remarks column the details of the targetted outputs for easy review and calibration.

**   No percentage weight for ranking purposes since these are activities only expected to be performed at the department level

LOR Jan-June2021

Exhibit L

VISAYAS
STATE UNIVERSITY

College of Engineering and Technology
Visca, Baybay City, Leyte 6521-A, Philippines
Email Address: roberto.guarte@vsu.edu.ph
Website: www.vsu.edu.ph

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Daniel C. Lor**
Performance Rating: Outstanding

Aim: Mr. Lor as an effective and efficient implementor of the new OBEdized four (4)-year degree program in Bachelor of Science in Meteorology as provided for in the CMO no. 20 s. 2013

Proposed Interventions to Improve Performance:
Note: **Mr. Lor** will be developed into an effective implementor of the new OBEdized four (4)-year BSMet Program as he leads the Department of Meteorology.

Date: January 2021   **Target Date**: June 2021

First Step
- Reorientation on the Outcomes-Based Education principles, orientation of the provisions of the new Policies, Standards, and Guidelines (PSG) in the offering of the new BSMet as provided for in CMO 20, s. 2013, and the implementation of the new VSU BSMet Curriculum.

Results:
- Mastery on the provisions of CMO 20, s. 2013
- Mastery on the preparation of an OBTL Syllabus Course Content and Plan

Prepared by:

ROBERTO C. GUARTE
Dean, CET

Conforme:

DANIEL C. LOR
Head, DMet