SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: __Edilberto L. Gonzaga, Jr.__

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%)		2.25	
	Total for Instruction	80%	4.59	3.67
2. Research				
	a. Client/Dir. For Research (50%)		0.00	
	b. Dept. Head/Center Director (50%)			
	Total for Research		0.00	0.00
3. Extension				
	a. Client/Dir. For Extension		0.00	
	b. Dept. Head/Center Director (100%)		5.00	
	Total for Extension	5%	5.00	0.25
4. Suppor to Operations		10%	4.52	0.45
5. General Admin. & Support Services		5%	4.00	0.20
	TOTAL			4.57

EQUIVALENT NUMERICAL RATING: 4.57

Add: Additional points, if any:

TOTAL NUMERICAL RATING: **4.57**

ADJECTIVAL RATING: Outstanding

Prepared by: Reviewed by:

EDILBERTO L. GONZAGA, JR.   **PAULO G. BATIDOR**

Faculty   DStat, Head

Reccomending Approval:

GLENN G. PAJARES

Dean, CAS

Approved:

ROTACIO S. GRAVOSO
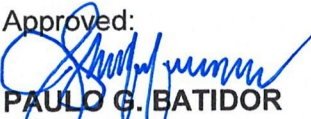
Vice President of Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **EDILBERTO L. GONZAGA, JR.**, a faculty member of the **DEPARTMENT OF STATISTICS** commit to the deliver and agree to be rated on the the following accomplishments in accordance with the indicated measures for the period **January - June 2024**.

EDILBERTO L. GONZAGA, JR.
Assistant Professor I
Date: 07/12/2024

Approved:

PAULO G. BATIDOR
Head, DStat
Date: 07/19/2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	Actual Accomplishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 1: Total FTE monitored*	**A1.** Actual Faculty's FTE	Handles subjects/courses assigned	0	1	5	5	5	5.00	
	PI 10. Additional outputs:	**A3** . Number of students advised on thesis/special problem/dissertation		0						
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	0						
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	2	2	5	5	5	5.00	
		Number of instructional materials developed		0						

UMFO 2. HIGHER EDUCATION SERVICES

OVPI MFO 3. Higher Education Management Services

PI 6: Number of programs accredited	**A 1**. Number of programs accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	1	1	5	4	3	4.00	
PI 10: Total FTE, coordinated, implemented and monitored *	**A 2**. Actual Faculty's FTE	Handles and teaches courses assigned	36	25.35	5	5	5	5.00	To be completed until December 2024
PI 11: Number of new revised curricular proposals submitted	**A 3**. Number of new revised curricular proposals submitted	Contributes to the submission of a new revised curricular proposals	0						
PI 13: Percentage of courses offered with approved course syllabi	**A 4**. Percentage of courses offered with approved course syllabi	Teaches subjects with approved course syllabi	100%	100%	5	5	5	5.00	
PI 14: Percentage of courses offered with IMs	**A 5**. Percentage of courses offered with approved IMs	Teaches subjects with approved IMs	100%	100%					
PI 15: Number of Instructional Materials approved	**A 6**. Number of Instructional Materials approved	Prepares and submits IMs for review and approval	0						
PI 16: Percentage of courses offered with final grades submitted within the allowable period	**A 7**. Percentage of courses offered with final grades submitted within the allowable period	Submits grade sheets within allowable period	90%	90%	5	4	3	4.00	
PI 18: Percentage of courses rated atleast VS in the Teaching Performance Evaluation by Students (TPES)	**A 8**. Percentage of courses rated atleast VS in the Teaching Performance Evaluation by Students (TPES)		100%	90%	4	4	4	4.00	
PI 19: Additional Outputs	**A 10**. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	24	10	5	5	4	4.67	12 LEs for second semester AY 2023-2024, and 12 LEs for first semester AY 2024-2025

		A 11 . *Number of quizzes administered and checked*	Prepares and checks quizzes for lec and lab	12	10	5	5	5	5.00	6 quizzes for second semester AY 2023-2024, and 6 quizzes for first semester AY 2024-2025
		A 12 . *Number of lab reports and term papers checked and graded*	Checks lab reports and term papers submitted as required	18	13	5	5	5	5.00	9 lab exercises for second semester AY 2023-2024, and 9 lab exercises for first semester AY 2024-2025
		A 14 . *Number of Student organizations assisted on student related activities*	*Assists student organizations in implementing student related activities*	0						

UMFO 3 . RESEARCH SERVICES

PI 1: Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A 15. 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						
PI 2: Number of research outputs completed within the year *	A 16. Number of research outputs completed within the year *	Conducts and completes research project within the year	0						
PI 3: Number of research outputs presented in regional/national/ int'l fora/conferences	A 17. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic fora/conferences	0						
	a. *International*								
	b. *National*								
	c. *Regional or Institutional Conferences*								
PI 7: Amount of research money obtained from external sources	A 21. Amount of research money obtained from external sources	Requests for research money from external sources	0						

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 (MOUs/MOAs)	**A 32**. 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 33**. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	0							
PI 3: Number of extension programs and projects	**A 34.** Number of extension programs and projects		0							
PI 4: Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	**A 35.** Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses	0							
PI 5: *Number of technical/expert services rendered*	**A 36**. *Number of technical/expert services rendered as/in:*	Provides the technical and expert services requested by beneficiaries								
	a. Peer reviewer of journal/book		0							
	b. Review of research and extension proposal		0							
	c. Resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, facilitator)		2	3	5	5	5	5.00		
	d. accreditor		0							
	e. consultancy		0							
PI 6: Number of extension proposals submitted	**A 37.** Number of extension proposals submitted	Prepares extension project proposals and submits for review	0							

PI	A	Description							
PI 7: Number of extension proposals approved	**A 38.** Number of extension proposals approved	Follow ups submitted and reviewed extension proposals	0						
PI 8: Number of extension proposals implemented	**A 39.** Number of extension proposals implemented	Implements duly approved extension projects	0						
PI 9: Number of extension outputs presented in int'l, national, regional or institutional conferences	**A 40.** Number of extension outputs presented in:	Prepares, submits and presents extension paper in conferences	0						
	a. *International*								
	b. *National*								
	c. *Regional or Institutional Conferences*								
PI 10: Number of extension actvities conducted	**A 41.** Number of extension activities conducted	Conducts extension program activities	0						

UMFO 5. SUPPORT TO OPERATIONS

OVPI MFO 1. Faculty Development Services

PI	A	Description							
PI 7: Number of trainings, seminars, and conferences attended	**A 50.** Number of training, seminars, and conferences attended (international, national, regional/institutional)	Attends training, seminars, and conferences attended (international, national, regional/institutional)	2	1	5	5	5	5.00	
	International								
	National								
	Regional/Institutional								

OVPI MFO 3. Registration Services

PI	A	Description							
PI 9: Percentage of students enrolled and validated within the registration period	**A 51.** Percentage of students enrolled and validated within the registration period	Validates students within the registration period	100%	100%	5	5	5	5.00	
PI 10. Number of students advised during the registration period	**A 52.** Number of students advised during the registration period	Acts as academic adviser	15	15	5	5	5	5.00	

OVPI MFO 4. Curricular Program Management Services

PI 12: Number of IMs reviewed by the DIMRC	A 53. Number of IMs reviewed by the DIMRC	Submits IMs for review	0						
PI 13: Number of course syllabi and TOS reviewed and approved	A 54. Number of course syllabi and TOS reviewed and approved	Submits course syllabi and TOS for approval	6	12	5	5	5	5.00	
PI 16: Number of student thesis advised:	A 57. Number of students advised on thesis/field practice/special problem:								
	As SRC Chairman	Advises and corrects research outline and thesis/SP manuscript	2	2	4	3	3	3.33	
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	6	6	4	3	3	3.33	
PI 18: Number of students from other schools having summer program supervised	A 59. Number of students from other schools having summer program supervised	Acts coordinator/facilitator for students from other schools having summer program in VSU	0						
PI 19: Number of external institutions/agencies conducting benchmarking activities served	A 60. Number of external institutions/agencies conducting benchmarking activities served	Facilitates in assisting of the external institutions/agencies conducting benchmarking activities	0						
PI 20: Number of students from other academic departments conducting research activities served	A 61. Number of students from other academic depts conducting research activities served	Facilitates in assisting students from other academic depts conducting research activities	0						
PI 21: Additional outputs	A 62. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	5	15	5	5	5	5.00	

UMFO 6. GENERAL ADMINISTRATIVE AND SUPPORT SERVICES

PI 1: Number of departments/institutes/offices supervised	A 65. Number of departments/institutes/offices supervised	Acts as head of office	0						

	PI	A	Task	Value							
	PI 2: Number of management meetings conducted	A 66. Number of management meetings conducted	Presides departmental meetings	0							
	PI 3: Number of committee meetings conducted	A 67. Number of committee meetings conducted	Acts as committee chairman	0							
	PI 4: Number of routinary documents acted	A 68. Number of routinary documents acted	Signs documents	0							
	PI 5: Number of requests acted	A 69. Number of requests acted	Approves requests	0							
	PI 6: Number of memoranda prepared	A 70. Number of memoranda prepared	Issues memoranda	0							
	PI 7: Percentage of IFWs submitted to OVPAA before deadline	A 71. Number of IFWs submitted to OVPAA before deadline	Monitors submission of IFWs before deadline	0							
	PI 8: Percentage of Report of Actual Teaching Load submitted to OVPAA 30 days after the start of classes	A 72. Percentage of Report of Actual Teaching Load submitted to OVPAA 30 days after the start of classes	Monitors submission of ATL 30 days after start of classes	0%							
	PI 9: Percentage of submitted DTR within 20 days after the last day of the month	A 73. Percentage of submitted DTR within 20 days after the last day of the month	Submits DTR within 20 days after the last day of the month	100%	95%	4	4	4			
	PI 10: Percentage of complaints, if any, addressed on time	A 74. Percentage of complaints, if any, addressed on time	Addresses complaints on time (if any)	0%							
	PI 11: Percentage of action plans implemented and monitored as scheduled	A 75. Percentage of action plans implemented and monitored as scheduled	Implements and monitors action plans as scheduled	0%							
	PI 12: Percentage of monthly accomplishment report submitted	A 76. Percentage of monthly accomplishment report submitted	Submits monthly accomplishment report	0%							
	PI 13: Number of classroom and lab rooms constructed and renovated	A 77. Number of approved and implemented requests for classroom and lab rooms construction and renovation	Requests and monitors approval and implementation of requests classrooms and lab rooms construction and renovation	0							

	PI 14: Percentage budget utilization (GAA)	A 78. Percentage budget utilization (GAA)		0%						
	PI 15: Percentage budget utilization (STF)	A 79. Percentage budget utilization (STF)		0%						
	PI 17: Additional Outputs	A 80. Number of meetings attended	Attends meetings (departmental/institutional)	10	3	4	4	4	4.00	
		A 81. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performfing functions resulting to best practice	0						
	Total Over-all Rating								87.33	

			Comments/Suggestions for Improvement:
Average Rating		4.6	Start working with research extension initiatives related to your specialization.
Additional Points:			
Approved Additional points (with copy of approval)			
NUMBERICAL RATING			
ADJECTIVAL RATING			
Final Rating		4.6	
Adjectival Rating		Outstanding	

Evaluated & Rated by:

PAULO G. BATIDOR
Head, DStat
Date: 07/19/2024

Recommending Approval

GLENN G. PAJARES
Dean, College of Arts and Sc
Date: 07/29/2024

Approved by:

ROTACIO S. GRAVOSO
Vice President for Academic Affairs
Date: 07/31/2024

INSTRUCTION AND EVALUATION OFFICE
VISAYAS STATE UNIVERSITY
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VISAYAS STATE UNIVERSITY

TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: GONZAGA Jr., EDILBERTO L.

Department: Dept. of Statistics

College: College of Arts and Sciences

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
ESci 117	ENGINEERING DATA ANALYSIS	LEC	5.00	Outstanding	100.0%
ESci 117	ENGINEERING DATA ANALYSIS	LEC	4.00	Very Satisfactory	80.0%
STAT 103	STATISTICAL BIOLOGY	LEC	4.00	Very Satisfactory	80.0%
STAT 103	STATISTICAL BIOLOGY	LAB	4.00	Very Satisfactory	80.0%
STAT221	SOCIAL SCIENCE STATISTICS	LEC	5.00	Outstanding	100.0%
STAT221	SOCIAL SCIENCE STATISTICS	LAB	5.00	Outstanding	100.0%
	Average Rating		4.50	Outstanding	90.00%

Source: Results of Teaching Performance Evaluation by Students filed at ODIE
Legend:
1.00 – 1.49 Poor (P)
1.50 – 2.49 Fair (F)
2.50 – 3.49 Satisfactory(S)
3.50 – 4.49 Very Satisfactory(VS)
4.50 – 5.00 Outstanding(O)

Prepared by:

VANESSA W. NAZAL
TPES in-Charge
Date: April 19, 2024

Attested by:

MA. RACHEL KIM L. AURE
Director, Instruction and Evaluation
Date: April 19, 2024

Received by:

GONZAGA Jr., EDILBERTO L.
Name and Signature of Faculty
Date: 5/21/2024

Distribution of copies: ODIE, College, Department, Faculty

Vision: A globally competitive university for science, technology, and environmental conservation.

Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

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FM-ODI-04

1st23-24sDSTAT-02

VISAYAS STATE UNIVERSITY

DEPARTMENT OF STATISTICS

PERFORMANCE MONITORING & COACHING JOURNAL

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

QUARTER

Name of Office: Department of Statistics

Office: College of Arts and Sciences

Number of Personnel: ___9___

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
Monthly meeting (Regular)		Remind the faculty members during monthly meetings on the submission of OBE syllabi, TOS, final grades, and other documents		Notice of Meetings, minutes of meetings	Faculty members have submitted the documents.
Office Attendance				Logbook, DTR's	DStat Faculty and Staff
Coaching					

Conducted by:

PAULO G. BATIDOR
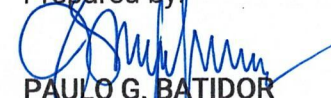Head, DStat

Noted by:

GLENN G. PAJARES
Dean, CAS

TRACKING TOOL FOR MONITORING TARGETS

Major Final Output/Performance Indicator	TASK	ASSIGNED TO	DURATION	TASK STATUS			REMARKS
				Jan-Feb	Mar-Apr	May-June	
MFO1. Advanced Education Services							
PI 10. Additional Outputs	Number of students advised on thesis/special problem/dissertation	Norberto E. Milla, Jr.	January-June 2024	10%	60%	100%	
MFO 2. Higher Education Services							
PI 10. Number of FTE coordinated and implemented	Teaches service and major courses in statistics	Paulo G. Batidor Edilberto L. Gonzaga, Jr. May Ann E. Palen Norberto E. Milla, Jr. Donna C. Cuyno Sweet Charish G. Godinez	January-June 2024	50%	75%	100%	The topics stated in the course syllabi for the service and major courses in statistics were mostly discussed completely
PI 4. Number of Instructional Materials approved	Prepares and submits IMs for review and approval	Norberto E. Milla, Jr.	January-June 2024	40%	60%	100%	Prepare courseware for service and major courses
MFO 3. Research Services							
PI. 5 Number of research proposals approved	Follow ups submitted proposal and reviewed by TWG	Norberto E. Milla, Jr. Paulo G. Batidor	January-June 2024	40%	60%	100%	

MFO 4. Extension Services							
PI 5. Number of technical/expert services	Provides the technical and expert services requested by beneficiaries	Paulo G. Batidor Norberto E. Milla, Jr. Edilberto L. Gonzaga, Jr Sweet Charish G. Godinez	January-June 2024	40%	60%	100%	Served as resource persons to trainings/seminars and served as data analyst tor researchers.
MFO 5. Support to Operations							
PI 6.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	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	Paulo G. Batidor Edilberto L. Gonzaga, Jr. May Ann E. Palen Norberto E. Milla, Jr. Donna C. Cuyno Sweet Charish G. Godinez	January-June 2024	100%	100%	100%	
PI 19. Number of student thesis advised	Number of students advised on thesis/field practice/special problem	Paulo G. Batidor Edilberto L. Gonzaga, Jr. May Ann E. Palen Norberto E. Milla, Jr. Donna C. Cuyno Sweet Charish G. Godinez	January-June 2024	40%	60%	100%	The faculty provides interventions for the improvement of the students' performance
MFO 6. General Administration and Support Services (GASS)							
PI 7. Zero percent complaint from client served	Monitors complaints	May Ann E. Palen	January-June 2024	100%	100%	100%	

Prepared by:

PAULO G. BATIDOR
DStat Head

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **Edilberto L. Gonzaga, 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	Teaches assigned subjects and performs other teaching related functions such as; prepares and revises teaching materials, prepares and gives examinations, checks test papers and returns to students one week after, submits grades sheets within the prescribed period, and makes herself available for student consultations during consultation hours.	Very Impressive	January 2024	June 2024	June 8, 2024	Impressive	Very Satisfactory	Address the concerns of advisees during enrollment process.
2	Performs other functions such as; Statistical Consulting Unit In-Charge, Graduation Focal Person, and Tree Planting Coordinator	Very Impressive	January 2024	June 2024	June 8, 2024	Impressive	Very Satisfactory	Good work
3	Attends seminar/workshops, serves training and workshops.	Very Impressive	January 2024	June 2024	June 8, 2024	Very Impressive	Very Satisfactory	Encouraged to attend more trainings

Prepared by:

PAULO G. BATIDOR
DStat Head

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Mr. Edilberto L. Gonzaga, Jr.
Performance Rating: Outstanding

Aim: Have him finish his PhD in Statistic degree

Proposed Interventions to Improve Performance:

Date: Target Date: One year from date of interventions

First Step:

Result: Approved research proposal

Date: Target Date: End of 1st Semester AY 2024-2025

Next Step: Writing and submission of dissertation for final defense

Outcome: Approved final defense and dissertation

Final Step/Recommendation: Instruct him to process his clearance for graduation as graduate of PhD in Statistics

Prepared by:

PAULO G. BATIDOR
Head, DStat

Conforme:

EDILBERTO L. GONZAGA, JR.
Name of Ratee