SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: BERT C. PENALOSA

July - December 2019

Program Involvement (1)	Percentage Weight of Involve- ment		Numerica (Rating	x%)	Equivalent Numerical Rating (2 X 3)
1. Instruction					
a. Head/Dean (50%)		4.8	50%	2.40	
b. Students (50%)		4.67	50%	2.33	
Total for Instruction	80%			4.73	3.79
2. Research					
a. Client/Dir. For Research (50%)					
b, Dept. Head/Center Director (50%)					
Total for Research					
3. Extension			+	***************************************	
a. Client/Dir for Extension (50%)			1		
b. Dept. Head/Center Director (50%)					
Total for Extension	10%			4.89	0.49
4. Administration	10%			4.78	0.48
5. Production					1
TOTAL	100%		+		4.75

Add: Additional Points, if any:	4.7
TOTAL NUMERICAL RATING:	0

ADJECTIVAL RATING:

Prepared by:

Reviewed by:

alah

Wand D

Recommending Approval:

BERT C. PEÑALOSA Name of Faculty

ANALITA A. SALABAO

Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President

INDIVIDUAL PERFORMNACE COMMITMENT AND REVIEW FORM (IPCR)

I, BERT C. PEÑALOSA, Instructor of the Department of Business and Management commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July 2019 - December 2019

Approved:

ANALITA A. SALABAO

Head, DBM

BERT C. PEÑALOSA Ratee

¥ **		Tasked		Percentage of			Percentage of		Rating				Remarks
MFOs/PAPs	Success Indicators	Assigned	Target	Actual Accomplish	Accomplishme nt	Q1	E2	Т3	A4	P			
Advanced Education Services	1. Graduate Degree Program Management Services	2											
	PI1: Number of graduate degree specializations offered and monitored												
	PI2: Total FTE monitored	Teaching											
	PI3: Percentage increase in number of graduate students enrolled PI4: Percentage increase in the number of students who												
	graduated within prescribed period												
Higher Education Services	Full Time Equivalent (FTE)	Teaching	20	170%	34.05	5	5	5	5.00				
	Vacation/Sick Leave						-						
	Number of Graduates:						-			***************************************			
	Baccalaureate												
	Number of IMs Dev/Rev & Utilized	Compiler											
	Revised IM's within the last 3 years		1	200%	2	5	4	5	4.67				
1	Advising		-0										
mar.	Approved case study manuscript	Adviser	. 2	150%	3	5	5	4	4.67	1			
	Approved thesis outline												
	Approved thesis manuscript												
	Student Advising and Consult Services:			-									
	Number of student org advised	Adviser	1	100%	1	5	4	5	4.67				
	Student-related activities assisted	Adviser	1	100%	1	5	5	4	4.67				
	Student advised as academic adviser	Adviser	10	300%	30	5	5	5	5.00				
	Academe/Industry Linkage established:												

	International								
	National								
	Local/Regional								
	Awards/Honors received by students/faculty:								
	Awards received by students								
	Number of awards received by faculty		_						T
	Number of Professorial Chair awardee								T
	Number of Scholarships availed								T
Advanced education								20.	T
	Number of Graduates within prescribed period:								T
	Masters								
	Diploma								
	IMs Developed/Revised and Utilized								Τ
	Revised IM's within the last 3 years								
	Number of Student Research Advising		7						T
,									
	Approved special problem manuscript								T
	Approved research outline								
	Student Advising and Consult Services:								
	Number of student organizations advised		1.						
	Number of student-related activities assisted								
		4 4							
Research Services	journals/internationally indexed journals:								
	In Ref Interntl Journals								+
	In Ref Natl Journals		 			-			+
	In Institutional Journals								+
	International		-				-		+
			 			-			+
	Number of papers published in other	-	-			-			\vdash
	peer-reviewed publications		<u> </u>						-
	(proceedings, monographs, etc.)								1
	Regional/National/International Fora /Conferences:								L
	In International				-				L
	In National								
	In Regional					1			
	In Local								

	Percentage of Research Projects Conducted	T		T		T	T	T	I
	and Completed on Schedule								
	Number of scientific fora coordinated/facilitated					1			
	Number of linkages forged:					1			
	International					1			
	National								
	Regional								
Extn Services	Number of person-days trained	Trainor				1			
	Number of trainings conducted	RP	1	100%	1	5	4	5	4.67
	Number of beneficiaries served:				*				
	Groups/ Institutions	RP	1	100%	1	5	4	5	4.67
	Individuals	RP							
	Awards recv (inter, natl, local):					1			
	Individual					1			
	Unit (Center, College, Department)								
	Technical/ Expert services								
	Consultancy	Consultant							
	Commodity teams								
	RDE reviewer/ panelist					1			
	Resource person	Resource person							
Seminars/symposium/	· · · · · · · · · · · · · · · · · · ·								
conference attended	International							-	-
	National								
	Local/Regional	Participant		· ·	2	5	5	5	5.00
Admin Support		2							
Services	No. of department meetings attended		3	233%	7	5	5	5	5.00
	Membership in University committees	Member							
	Membership in College committees	Member				:			
	Membership in the Department committees	Member	2	100%	2	5	5	4	4.67
Department Head	Number of department meetings presided								
	Number of execom meetings attended								
	Number of UAC mtgs attended	0							
	Membership in university committees								
	Prompt submission of required documents								

			The state of the s			T		-		
	Annual Report									
	Procurement Plan								-	
	Staff Development Plan									
	Number of FacultyMentored									
	Number of department activities supervised									
	Number of faculty members for study leave									
Total Over-all Rating									52.67	
Average Rating (Total	overall rating divided by 4)		4.79			Comme	nts & R	ecomme	endations	
Additional Points:					for Development Purpose:					
Approved Additional point	s (with copy of approval)			nga rapa ana dan mana di Nawa, pyaka di Nawa Pina di Nawa					kills. Mus business	st get
FINAL RATING	,		4.79		,	related	to agril	business	5.	
ADJECTIVIAL RATING			0							
Evaluated & Rated by:		Recommending	Approval:				Approv	ed by:	,	
ANALITA A. SALABAO Dept/Unit Head		ANALITA A. S	SALABAO				/	RIZ S. I	BELONIA	ŝ
Date:		Date	-				Date: _			

1 - Quality 2 - Efficiency 3 - Timeliness 4- Average

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Dept. of Business and Management

Head of Office: Analita A. Salabao

Number of Personnel: BERT C. PENALOSA

Activity							
Activity Monitoring	Meeting		Memo	Others (Pls.	Remarks		
	One-on-One Group		Wichio	specify)			
Monitoring	Observing him in the classroom and providing feedback	Sharing information and advice about policies, procedures, curriculum, instructional strategies etc.		Following up the progress of extension involvement of DBM	Very productive discussion		
Coaching		How to develop teaching guides and tips for teaching effectively			Effective and successful		

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

Conducted by:

ANALITA A.SALABAO Immediate Supervisor Noted by:

1.3ALADAU

Dean, CME

EMPLOYEE DEVELOPMENT PLAN

Name of Employee:

Bert C. Peñalosa

Performance Rating:

July-December 2019

Aim: To enhance extension services, research and innovative teaching skills.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July, 2019

Target Date: December, 2019

First Step:

To attend extension service trainings, seminars and workshop activities related to research program.

Result:

Active participation in extension services and research workshop activities.

Date:

Target Date:

Next Step:

Serve as a resource person on extension seminars and workshop necessary for the association and members. Provide innovative teaching skills designed for agribusiness students.

Outcome:

Improved capability in extension service and research skills

Final Step/Recommendation:

To continue participating extension programs and research activities to upgrade competency to perform instruction and services.

Prepared by:

Unit Head

Conforme:

BERT C. PEÑALOSA

Ratee

cc: ODA-HRD