SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **ANALITA A. SALABAO**

January-June 2018

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical (Rating (3)	-	Equivalent Numerical Rating (2 X 3)
1. Instruction				
a. Head/Dean (50%)		4.92x50%	2.46	
b. Students (50%)		5.0x50%	2.50	
Total for Instruction	70%		4.96	3.47
2. Research	15%		5.00	0.75
a. Client/Dir. For Research (50%)				
b, Dept. Head/Center Director (50%)				
Total for Research				
3. Extension	5%		4.95	0.25
a. Client/Dir for Extension (50%)				
b. Dept. Head/Center Director (50%)				
Total for Extension				
4. Administration	10%		5.00	0.50
5. Production				
TOTAL	100%			4.97

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EQUIVALENT NUMERICAL RATING:	<u>4.97</u>
Add: Additional Points, if any:	<u>0</u>
TOTAL NUMERICAL RATING:	<u>4.97</u>

ADJECTIVAL RATING:

Outstanding

Prepared by:

Name of Faculty

Reviewed by:

ANTONIO P. ABAMO

Head, DBM

Recommending App

ANTONIO P. ABAMO Dean/Director

Approved:

BEATRIZ \$. BELONIAS

Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ANALITA A. SALABAO, Assoc. Professor 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 January 2018 to June 2018

ANALITA A. SALABAO

Ratee

Approved:

ANTONIO P. ABAMO
Head, DBM

MFOs/PAPs	Success Indicators	Tasked	T1	Percentage of	A-61 A		R	ating		Remarks
MFUSIPAPS	Success Indicators	Assigned	Target	Actual Accomplish ment	Actual Accomplishment	Q1	E2	Т3	A4	
Advanced Education Services	Graduate Degree Program Management Services									
	PI1: Number of graduate degree specializations offered and monitored									
	PI2: Total FTE monitored		2.00	250%	5.00	5	5	5	5.00	
	PI3: Percentage increase in number of graduate students enrolled									
	PI4: Percentage increase in the number of students who graduated within prescribed period						ANA PART ESSENTIAL PROPERTY OF THE PROPERTY OF THE PARTY			
Higher Education Services	Full Time Equivalent (FTE)	Teaching	3.00	300%	9.00	5	5	5	5.00	
	Vacation/Sick Leave							- Control of the Cont		
	Number of Graduates:									
	Baccalaureate									
	Number of IMs Dev/Rev & Utilized	Compiler								
	Revised IM's within the last 3 years Number of Student Research and Field Practice Advising		3	167%	5	5	5	4	4.67	
	Approved case study manuscript	Adviser					THE RESERVE OF THE PERSON OF T			

	Approved thesis outline									
	Approved thesis manuscript		†					1		
	Student Advising and Consult Services:									
	Number of student org advised	Adviser								
	Student-related activities assisted	Adviser	1	500%	5	5	5	5	5.00	
	Student advised as academic adviser	Adviser	50	200%	100	5	5	4	4.67	
	Academe/Industry Linkage established:									
	International		1	100%	1	5	5	4	4.67	
	National		2	500%	10	5	5	5	5.00	
	Local/Regional		3	667%	20	5	5	5	5.00	
	Awards/Honors received by students/faculty:									
	Awards received by students									
	Number of awards received by faculty									
	Number of Professorial Chair awardee									
	Number of Scholarships availed									
Advanced education services										
	Number of Graduates within prescribed period:								1	
	Masters		1	500%	5	5	5	5	5.00	
	Diploma									
	IMs Developed/Revised and Utilized	i i								
	Revised IM's within the last 3 years		1	300%	3	5	5	5	5.00	
	Number of Student Research Advising									
	Approved special problem manuscript		1	500%	5	5	5	5	5.00	
	Approved research outline					5	5	5	5.00	
	Student Advising and Consult Services:									
	Number of student organizations advised									
	Number of student-related activities assisted		2	100%	2	5	5	5	5.00	
Research Services	Number of Outputs Published in CHED accredited journals/internationally indexed journals:									
	In Ref Internti Journals									
	In Ref Natl Journals		1							

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	In Institutional Journals									
	International									
	Number of papers published in other									
	peer-reviewed publications									
	(proceedings, monographs, etc.)									
	Number of Outputs Presented in									
	Regional/National/International Fora /Conferences:									
	In International									
	In National									
	In Regional		1	200%	2	5	5	5	5.00	
	In Local		1	200%	2	5	5	5	5.00	
	Percentage of Research Projects Conducted									
	and Completed on Schedule		1%	600%	6%	5	5	5	5.00	
	Number of scientific fora coordinated/facilitated									
	Number of linkages forged:									
	International		1	100%	1	5	5	5	5.00	
	National		1	100%	1	5	5	5	5.00	
	Regional		1	600%	6	5	5	5	5.00	
Extn Services	Number of person-days trained	Trainor								
	Number of trainings conducted	RP	1	100%	1	5	5	5	5.00	
	Number of beneficiaries served:								<u> </u>	
	Groups/ Institutions	RP	1	100%	1	5	5	5	5.00	
	Individuals	RP	30	117%	35	5	5	5	5.00	
	Awards recv (inter, natl, local):									
	Individual							1		
	Unit (Center, College, Department)					5	4	5	4.67	
	Technical/ Expert services									
	Consultancy	Consultant								
	Commodity teams		1	100%	1	5	5	5	5.00	
	RDE reviewer/ panelist									
	Resource person	person	2	50%	1	5	5	5	5.00	
Seminars/symposium/				 		1				
conference attended	International			1000		1				
	National	Dorticinani	1	100%	1	5	5	5	F 83	
	Local/Regional	Participant	2	100%	2	5	5	5	5.00	
Admin Support				 		 		 		
Services	Number of department mtgs attended		5	140%	7	5	5	5	5.00	
	Membership in University committees	Member	1	200%	2	5	5	5	5.00	
	Membership in College committees	Member				1		 		

	Membership in the Department committees	Member	6	100%	6	5	5	5 5.00	
Department Head	Number of department meetings presided				Considerate a part of a transfer of the second seco			0.00	
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	Number of UAC mtgs attended				AND THE RESIDENCE OF THE PROPERTY OF THE PROPE				
	Membership in university committees	The second contract of				-			
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	Annual Report	The second secon			CONTRACTOR OF THE PROPERTY OF				
	Procurement Plan	The second secon				-			
	Staff Development Plan					$\neg \vdash \neg$			
	Number of Faculty+B216 Mentored	The grantest and the street school that the control of the street of the							
	Number of department activities supervised								
	Number of faculty members for study leave					-			
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Average Rating (Total overall rating divided by 4)				4.95			ents &		
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Dept/Unit Head		Dean		\			Vice Pre		

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PERFORMANCE MONITORING & COACHING JOURNAL

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Name of Office: Dept. of Business and Management

Head of Office: Antonio P. Abamo

Number of Personnel: ANALITA A. SALABAO

A salinitar		MECH	ANISM			
Activity Monitoring	Meet	ing	Memo	Others (Pls.	Remarks	
Montoning	One-on-One	Group	Mellio	specify)		
Monitoring	BSAB Curricular revision!!	Discuss the specific points of revision during the meeting		Use the IP to communicate directly and check the progress	Very effective	
Coaching	Administrative procedures of the department and addressing solution		OlCship assignment. She is the first choice before others during my absence.	Request her to countersign some documents before I sign	Seems to working very well	

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

Conducted by:

ANTONIO P. ABAMO

Immediate Supervisor

Noted by:

ANTONIO P. ABAMO

Dean, CME

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Conducted by:

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C.MARK. TOMOTONE S

EMPLOYEE DEVELOPMENT PLAN

Name of Employee:	ANALITA A. SALABAO
Performance Rating:	January-June 2018
Aim: <u>To acquire knowledge</u> <u>development</u>	and skills on technology/product commercialization and enterprise
Proposed Interventions to assume higher responsibilit	Improve Performance and/or Competence and Qualification to es:
Date: January 2018	Target Date: June 2018
First Step: Attend trainings/workshop development	on technology/product commercialization and enterprise
Result:	
development with topics o and farmer adoption (stage	pps on technology/product commercialization and enterprise product concepts, new product development, public acceptance gating), regulatory frameworks for safety, intellectual property approvals; and technology transfer/exchange mechanism.
Date:	Target Date:
Next Step:	
	oduct commercialization and enterprise development to the public

Outcome:

seminars etc.)

Final Step/Recommendation:

Acquired and shared new knowledge on product commercialization and enterprise development to the public (investors, researchers, entrepreneurs, and SMEs).

(investors, researchers, entrepreneurs, and SMEs by serving as Resource Person in trainings,

Prepared by:

ANTONIO P. ABAMO

Unit Head

cc: ODA-HRD

EMALOYEE DEVELOPMENT PLANT

Paine of Employee: Performance Rating:

A CANDA A SALABAD A CUETA GOR 2012

Atm: 73 accute traviledes sad stills on technology/product commercialistics and commercialise development.

Improved Interventions to Improve Parform has and Competence and Qualification to assume higher responsibilities:

Date: January 2018

Target Date: June 2018

igaic segi:

Attend trainings/workshops on technology converged commercialization, a converge converged training of the converge converged training of the conver

HESDIT

Attended trainings/workshaps on technology/product commercialization and enterprise development with training an acceptance and product development with training an acceptance and farmer adoption (state gating), regulatory frame/vorks for safety, intellectual production and town nertial approvals, and technology transfer/exchange mechanism

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Target Date:			:9360
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Next Step:

Share new knowledge on product commercialization and ordered a cerebrate Person in Calmoss. (myethors, created or the Maria of Course of Course Person in Calmoss.) (myethors, created or the Course of Course

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Acquired and shared new browledge on auduct commercialization and enterprise development to the public (investor, resemblers entrepresents and SMTs.

Propared hy:

ONA VACOROTER

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