

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 (Rating x%) (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

EQUIVALENT NUMERICAL RATING:

4.97

Add: Additional Points, if any:

0


TOTAL NUMERICAL RATING:

4.97

ADJECTIVAL RATING:

Outstanding


Prepared by:

  
**ANALITA A. SALABAO**  
Name of Faculty

Reviewed by:

  
**ANTONIO P. ABAMO**  
Head, DBM

Recommending Approval:

  
**ANTONIO P. ABAMO**  
Dean/Director

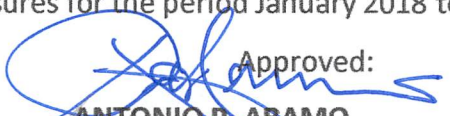
Approved:

  
**BEATRIZ S. 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 Assigned	Target	Percentage of Actual Accomplish ment	Actual Accomplishment	Rating				Remarks
						Q1	E2	T3	A4	
<b>Advanced Education Services</b>	<b>1. Graduate Degree Program Management Services</b>									
	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									
<b>Higher Education Services</b>	<b>Full Time Equivalent (FTE)</b>	Teaching	3.00	300%	9.00	5	5	5	5.00	
	Vacation/Sick Leave									
	<b>Number of Graduates:</b>									
	Baccalaureate									
	<b>Number of IMs Dev/Rev &amp; Utilized</b>	Compiler								
	Revised IM's within the last 3 years		3	167%	5	5	5	4	4.67	
	<b>Number of Student Research and Field Practice Advising</b>									
	Approved case study manuscript	Adviser								



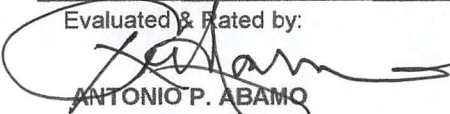
	In Institutional Journals									
	International									
	Number of papers published in other									
	peer-reviewed publications									
	(proceedings, monographs, etc.)									
	Number of Outputs Presented in									
	Regional/National/International Fora /Conferences:									
	In International									
	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	Trainer								
	Number of trainings conducted	RP	1	100%	1	5	5	5	5.00	
	Number of beneficiaries served:									
	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									
	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/ conference attended	International									
	National		1	100%	1	5	5	5		
	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								



	Membership in the Department committees	Member	6	100%	6	5	5	5	5.00	
Department Head	Number of department meetings presided									
	Number of execom meetings attended									
	Number of UAC mtgs attended									
	Membership in university committees									
	Prompt submission of required documents									
	Annual Report									
	Procurement Plan									
	Staff Development Plan									
	Number of Faculty+B216 Mentored									
	Number of department activities supervised									
	Number of faculty members for study leave									
Total Over-all Rating									143.67	

Average Rating (Total overall rating divided by 4)		4.95
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.95
ADJECTIVIAL RATING		0

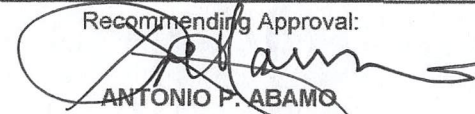
Evaluated & Rated by:

  
ANTONIO P. ABAMO  
Dept/Unit Head

Date: \_\_\_\_\_

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

Recommending Approval:

  
ANTONIO P. ABAMO  
Dean


Date: \_\_\_\_\_

Comments &

for Development Purpose:

*Very experience-rich teacher! Must package teaching materials/guides for the undergrad or graduate*

Approved by:

  
BEATRIZ S. BELONIAS  
Vice President

Date: \_\_\_\_\_

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95

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DATE \_\_\_\_\_

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THE UNIVERSITY OF CHICAGO

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CONFIDENTIAL

1. The first part of the paper is devoted to a review of the literature on the topic. It starts with a general introduction to the concept of "the right to life" and then moves on to a more detailed discussion of the various theories and approaches that have been developed in the field.

1957 Census of Japan		1957	
1	Male	1,000,000	100.0
2	Female	1,000,000	100.0
3	Total	2,000,000	200.0
4	Male	1,000,000	100.0
5	Female	1,000,000	100.0
6	Total	2,000,000	200.0
7	Male	1,000,000	100.0
8	Female	1,000,000	100.0
9	Total	2,000,000	200.0
10	Male	1,000,000	100.0
11	Female	1,000,000	100.0
12	Total	2,000,000	200.0
13	Male	1,000,000	100.0
14	Female	1,000,000	100.0
15	Total	2,000,000	200.0
16	Male	1,000,000	100.0
17	Female	1,000,000	100.0
18	Total	2,000,000	200.0
19	Male	1,000,000	100.0
20	Female	1,000,000	100.0
21	Total	2,000,000	200.0
22	Male	1,000,000	100.0
23	Female	1,000,000	100.0
24	Total	2,000,000	200.0
25	Male	1,000,000	100.0
26	Female	1,000,000	100.0
27	Total	2,000,000	200.0
28	Male	1,000,000	100.0
29	Female	1,000,000	100.0
30	Total	2,000,000	200.0
31	Male	1,000,000	100.0
32	Female	1,000,000	100.0
33	Total	2,000,000	200.0
34	Male	1,000,000	100.0
35	Female	1,000,000	100.0
36	Total	2,000,000	200.0
37	Male	1,000,000	100.0
38	Female	1,000,000	100.0
39	Total	2,000,000	200.0
40	Male	1,000,000	100.0
41	Female	1,000,000	100.0
42	Total	2,000,000	200.0
43	Male	1,000,000	100.0
44	Female	1,000,000	100.0
45	Total	2,000,000	200.0
46	Male	1,000,000	100.0
47	Female	1,000,000	100.0
48	Total	2,000,000	200.0
49	Male	1,000,000	100.0
50	Female	1,000,000	100.0
51	Total	2,000,000	200.0
52	Male	1,000,000	100.0
53	Female	1,000,000	100.0
54	Total	2,000,000	200.0
55	Male	1,000,000	100.0
56	Female	1,000,000	100.0
57	Total	2,000,000	200.0
58	Male	1,000,000	100.0
59	Female	1,000,000	100.0
60	Total	2,000,000	200.0
61	Male	1,000,000	100.0
62	Female	1,000,000	100.0
63	Total	2,000,000	200.0
64	Male	1,000,000	100.0
65	Female	1,000,000	100.0
66	Total	2,000,000	200.0
67	Male	1,000,000	100.0
68	Female	1,000,000	100.0
69	Total	2,000,000	200.0
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71	Female	1,000,000	100.0
72	Total	2,000,000	200.0
73	Male	1,000,000	100.0
74	Female	1,000,000	100.0
75	Total	2,000,000	200.0
76	Male	1,000,000	100.0
77	Female	1,000,000	100.0
78	Total	2,000,000	200.0
79	Male	1,000,000	100.0
80	Female	1,000,000	100.0
81	Total	2,000,000	200.0
82	Male	1,000,000	100.0
83	Female	1,000,000	100.0
84	Total	2,000,000	200.0
85	Male	1,000,000	100.0



# PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2 <sup>nd</sup>	
	3 <sup>rd</sup>	
	4th	

Name of Office: Dept. of Business and Management

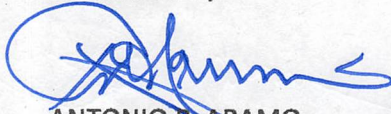
Head of Office: Antonio P. Abamo

Number of Personnel: ANALITA A. SALABAO

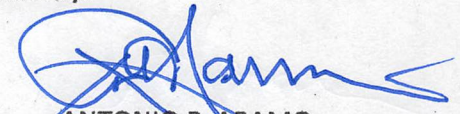
Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	BSAB Curricular revision!!	Discuss the specific points of revision during the meeting		Use the IP to communicate directly and check the progress	Very effective
Coaching	Administrative procedures of the department and addressing solution		OICship 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

# PERFORMANCE MONITORING & COACHING JOURNAL

1	2	3	4	5
6	7	8	9	10
11	12	13	14	15
16	17	18	19	20
21	22	23	24	25
26	27	28	29	30
31	32	33	34	35

Name of Office: Dept. of Business and Management

Head of Office: Antonio P. Alarcon

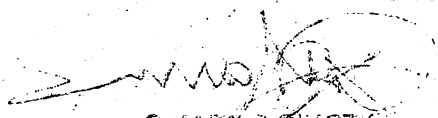
Number of Personnel: ANALITA A. SALASO

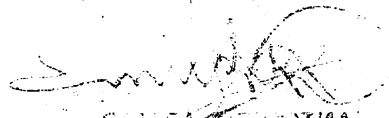
Remarks	MECHANISMS				Activity
	Individual	Group	One-on-One	Self	
Very effective	Use the 15 to 20 minutes to communicate directly and check the progress		Discuss the specific points of revision during the meeting	33AS Conduct revision	Monitoring
Seems to be working very well	Request her to communicate some documents before sign	Request her to communicate some documents before sign	Discuss the specific points of revision during the meeting	Administrative procedures of the department and addressing solution	Coaching

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

Noted by:

Conducted by:

  
ANTONIO P. ALARCON  
Dean CME

  
ANALITA A. SALASO  
Immediate Supervisor



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ANALITA A. SALABAO  
Performance Rating: January-June 2018

Aim: To acquire knowledge and skills on technology/product commercialization and enterprise development

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

Date: January 2018

Target Date: June 2018

### First Step:

Attend trainings/workshops on technology/product commercialization and enterprise development

### Result:

Attended trainings/workshops on technology/product commercialization and enterprise development with topics on product concepts, new product development, public acceptance and farmer adoption (stage gating), regulatory frameworks for safety, intellectual property production and commercial approvals; and technology transfer/exchange mechanism.

Date: \_\_\_\_\_

Target Date: \_\_\_\_\_

### Next Step:

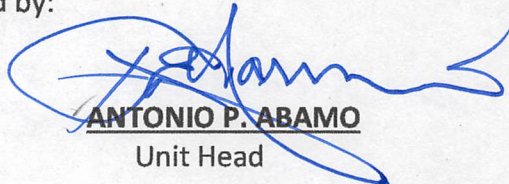
Share new knowledge on product commercialization and enterprise development to the public (investors, researchers, entrepreneurs, and SMEs by serving as Resource Person in trainings, seminars etc.)

### Outcome:

Final Step/Recommendation:

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

Prepared by:

  
**ANTONIO P. ABAMO**  
Unit Head

cc: ODA-HRD

EMPLOYEE DEVELOPMENT PLAN

NAME: A. SALAS  
PERIOD: June 2018

Name of Employee:  
Performance Rating:

Aim: To acquire knowledge and skills on technology/product commercialization and enterprise development

Proposed interventions to improve performance and/or competence and qualification to assume higher responsibilities

Target Date: June 2018

Date: January 2018

First Step:  
Attend trainings/workshops on technology/product commercialization and enterprise development

Results:  
Attended trainings/workshops on technology/product commercialization and enterprise development with focus on product concepts, new product development, viable acceptance and market adoption (see Rating), regulatory framework for safety, intellectual property protection and formal approval, and technology transfer/exchange mechanism

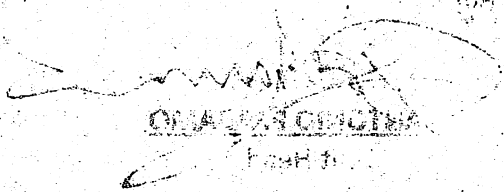
Target Date:

Date:

Next Step:  
Share new knowledge on product commercialization and enterprise development to the public (investor, researchers, entrepreneurs, and other relevant persons) through seminars, symposia, etc.

Outcome:  
First step: Product commercialization  
Acquired and shared new knowledge on product commercialization and enterprise development to the public (investor, researchers, entrepreneurs, and SMEs)

Prepared by:

  
A. SALAS  
Head