SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: __DORYN JAN L. AVILA__

JANUARY-JUNE 2021

Program Involvement (1)	Percentage Weight of Involve-ment (2)	Numerical Rating (Rating x%) (3)		Equivalent Numerical Rating (2 X 3)
1. Instruction				
a. Head/Dean 100%)			4.46	2.23
b. Students (0%)			4.00	2.00
Total for Instruction	90%			3.81
2. Research				
a. Client/Dir. For Research (50%)				
b, Dept. Head/Center Director (50%)				
Total for Research	5%		5.00	0.25
3. Extension				
a. Client/Dir. for Extension (50%)				
b. Dept. Head/Center Director (50%)				
Total for Extension				
4. Administration	5%		5.00	0.25
5. Production				
TOTAL	100%			

EQUIVALENT NUMERICAL RATING: 4.31

Add: Additional Points, if any: 0

TOTAL NUMERICAL RATING: 4.31

ADJECTIVAL RATING: **VERY SATISFACTORY**

Prepared by: Reviewed by:

DORYN JAN L. AVILA   **ANALITA A. SALABAO**

Name of Faculty   Dept. Head

Recommending Approval:

MOISES NEIL V. SERIÑO
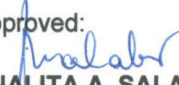Dean, CME

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, DORYN JAN L. AVILA, a faculty member of the DEPARTMENT OF BUSINESS ANGD MANAGEMENT commit to the 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:

DORYN JAN L. AVILA
Instructor I
Date: 7/30/21

ANALITA A. SALABAO
Department Head
Date: 7/30/21

MOISES NEIL V. SERIÑO
College Dean
Date: 8/4/21

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Eficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	**A1.** Actual Faculty's FTE	Handles subjects/courses assigned							
	PI 8: Number of graduate students advised *	**A2.** Number of students advised	Acts as academic adviser to graduate students							
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							

		A4. *Number of students entertained for consultation purposes*	*Entertains students seeking consultation with faculty*									
	PI 9: Number of instructional materials developed *	*A5*. *Number of on-line ready coursewares developed and submitted for review*	*Converts the existing instructional materials into flexible learning systems*									
		On-line ready courseware	*Prepares Instructional module/laboratory guide/workbook or a combination thereof*									
		Supplemental learning resources	*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*									
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.									
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	*Submits the course ware duly reviewed by TRP for editing by MMDC editor*									
		A 7 : Number of virtual classroom created and operational	*Creates virtual classroom using either Moddle or Google Classroom*									
	PI 10 . *Additional outputs:*	*A 8. Other outputs implementing the new normal due to covid 19*	*Designs experiential learning activities and other outputs to implement new normal*									
UMFO 2. HIGHER EDUCATION SERVICES												
OVPI UMFO 3. Higher Education Management Services												

PI 5: Total FTE, coordinated, implemented and monitored *		A9. Actual Faculty's FTE	*Handles and teaches courses assigned*	31.5	37.5	5	5	5	5.00	
		A10. *Number of grade sheets submitted within prescribed period*	Prepares gradesheet and submits on or before deadline	7	16	5	5	5	5.00	
		A 11. *Number of INC forms with grade submitted within prescribed period*	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	1	2	4	4	4	4.00	
		A12. *Number of trainings attended related to instruction*	Attend mandated trainings	1	4	5	5	5	5.00	
		A13. *Number of long examinations administered and checked*	Administers and checks long examination for subjects taught	1	2	4	4	4	4.00	
		A14. *Number of quizzes administered and checked*	Prepares and checks quizzes for lec and lab	2	3	4	4	4	4.00	
		A15. *Number of lab reports and term papers checked and graded*	Checks lab reports and term papers submitted as required	3	5	5	5	5	5.00	
PI 8: Number of students advised: *		A16. Number of students advised:	*Acts as academic adviserto students*	27	30	5	5	5	5.00	
		A17. *Number of students advised on thesis/ field practice/special problem:*		5	10	5	5	5	5.00	
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	5	9	5	5	4	4.67	
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	5	28	5	5	4	4.67	

		A18. *Number of students entertained for consultation purposes*	Entertains students consulting on subject taught, thesis and grades	14	85	5	5	5	5.00	
PI 9: Number of student organizations advised/ assisted *	*A19*. *Number of Student organizations advised*	*Advises student organizations recognized by USOO*							
	A20. *Number of Student organizations assisted on student related activities*	*Assists student organizations in implementing student*	1	1	4	4	4	4.00	
PI 10: Number of instructional materials developed *	**A 21 :** Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
	On-line ready courseware	*Prepares Instructional module/laboratory guide/workbook or a combination thereof*	3	3	4	4	4	4.00	
	Supplemental learning resources	*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*	1	2	5	5	5	5.00	
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets,	2	4	5	5	5	5.00	
	A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	3	0	0	0	0	0.00	
	A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	3	3	4	4	4	4.00	
PI 11. Additional outputs	**A 25.** Number of Additional outputs accomplished:								
	Program accreditation/evaluation	Prepares documents and /or							
	Agency/firm/Industry linkages	Coordinates with potential firms							
	A 26. Other outputs implementing	Designs experiential learning							

UMFO 3 . RESEARCH SERVICES									
PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. 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		1	5	5	5	5.00	
PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research oroject within the year							
PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
	In refereed int'l journals								
	In refereed nat'l/regional journals								
PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences							
	In int'l fora/conferences								
	In nat'l/regional fora/conferences								
PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by								

		A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper								
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output								
		A 35.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal								
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	**A 36**. 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								
	PI 2. Number of trainees weighted by the length of training	**A 37**. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer								
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority	**A 38**. Number of extension programs/projects implemented	Implementes duly approved extension projects								
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	**A 39**. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services								

	PI 5. *Number of technical/expert services*	**A 40**. *Number of technical/expert services as/in:*	Provides the technical and expert services requested by beneficiaries						
	Research Mentoring	*Research Mentor*							
	Peer reviewers/Panelists	*Peer reviewers/Panelists*							
	Resource Persons	*Resource Persons*							
	Convenor/Organizer	*Convenor/Organizer*							
	Consultancy	*Consultant*							
	Evaluator	*Evaluator*							
	PI 8. Percent of extension proposals approved *	**A 41.** Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation						
	PI 11. Additional outputs *	**A 42**. No. of extension-related awards (extn. conducted by faculty or student & faculty) *							
		A 43.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal						

UMFO 5. SUPPORT TO OPERATIONS

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*	**A 44**. Compliance to all requirements of theQMS core processes of the university 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	zero NC	zero NC	5	5	5	5.00	

		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the	100%	100%		5	5	5	5.00	
		On program accreditations									
		On institutional accreditations									

UMFO 6. General Admin. & Support Services

PI 2. Zero percent complaint from clients served	**A 46**. Customerly friendly frontline services	Provides customer friendly frontline services to clients		zero NC		5	5	5	5.00	
PI 3: Additional Outputs	**A 47**. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *									
	A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other								

Total Over-all Rating				98.33		Comment: Need,to come up with more
Average Rating				4.47		virtually challenging teaching strategies
Adjectival Rating				VS		

Evaluated & Rated by:

ANALITA A. SALABAO
Department Head
Date: 7/30/21

Recommending Approval

MOISES NEIL V. SERIÑO
Dean, CME
Date: 8/4/21

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 8/6/21

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: DORYN JAN L. AVILA
Performance Rating: January-June 2021

Aim: To finish Master's Degree in Business Administration and acquire in-depth knowledge and skills in business and management.

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

Date: January 2021   Target Date: June 2021

First Step:
Oral defense in MBA at University of San Carlos, Cebu City, attend trainings and seminars in related fields of business and management, and be involved in business and management - related projects

Result:
Completion of the MBA degree and acquire knowledge in business-related fields in business and management for the development of new materials and proposals in teaching and in research.

Date: Jan 15, 2021   Target Date: June 15, 2021

Next Step:
Share knowledge and skill to students and other stakeholders through trainings and seminars

Outcome:
Acquired knowledge will be used in the teaching field and in research activities.

Prepared by:

ANALITA A. SALABAO
Immediate Supervisor

Conforme:

DORYN JAN L. AVILA
Ratee

cc: ODA-HRD