SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: BERT C. PENALOSA

January-June 2019

Program Involvement (1)	Percentage Weight of Involve-ment (2)	(Rating x%) (3)		Equivalent Numerical Rating (2 X 3)
1. Instruction				
a. Head/Dean (50%)		4.80x50%	2.40	
b. Students (50%)		4.33x50%	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%)				
b. Dept. Head/Center Director (50%)				
Total for Extension	10%		4.89	0.49
Administration	10%		4.78	0.48
5. Production			1.70	3.10
TOTAL	100%			4.75
OUIVALENT NUMERICAL RATING:			A 7E	1

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.75

0

4.75

Outstanding

ADJECTIVAL RATING:

Prepared by:

Reviewed by:

A. SALABAO

Head, DBM

Name of Faculty

BERT C. PEÑALOSA

Recommending Approval:

Dean/Director

Approved:

BEATRIZ S. BELONIA

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

BERT/Z. PEÑALOSA

rated on the attainment of the following targets in accordance with the indicated measures for the period January 2019 - June 2019

Approved:

ANALITA A. SALABAO

Head, DBM

MFOs/PAPs Advanced Education Services	Success Indicators	Tasked	Tasked Target		Actual	Rating				Remarks
	Success indicators	Assigned	rarget	Actual Accomplish ment	Accomplishme nt	Q1	E2	Т3	A4	
	Graduate Degree Program Management Services									
	PI1: Number of graduate degree specializations offered and monitored									
	PI2: Total FTE monitored									
	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	20.00	133%	26.55	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	4	5	5	4.67	
	Advising									
	Approved case study manuscript	Adviser	10	220%	22	5	5	5	5.00	
	Approved thesis outline									
	Approved thesis manuscript									
	Student Advising and Consult Services:									
	Number of student org advised	Adviser								
	Student-related activities assisted	Adviser	1	200%	2	5	5	4	4.67	

	Student advised as academic adviser	Adviser	10	220%	22	5	5	4	4.67	
	Academe/Industry Linkage established:									
	International								1000	
	National									
	Local/Regional									
	Awards/Honors received by students/faculty:									
1 / 1 1 / 1 / 1 / 1 / 1 / 1 / 1 / 1 / 1	Awards received by students									
	Number of awards received by faculty								1	
	Number of Professorial Chair awardee							47.7	-	
	Number of Scholarships availed									
Advanced education		1 2 20 0 0								1
	Number of Graduates within prescribed period:									
	Masters							7	1 1 1 1	
	Diploma									
	IMs Developed/Revised and Utilized									
	Revised IM's within the last 3 years									
	Number of Student Research Advising									
	Approved special problem manuscript									
	Approved research outline		4.71							
	Student Advising and Consult Services:						100			
	Number of student organizations advised									
	Number of student-related activities assisted									
Research Services	journals/internationally indexed journals:								- :	
	In Ref Internti Journals									
	In Ref Natl Journals									
	In Institutional Journals									
	International									
	Number of papers published in other									
ALL ALL STATES	peer-reviewed publications									
	(proceedings, monographs, etc.)					8 19				
And the state of t	Regional/National/International Fora /Conferences:		The second second							
	In International						4.1.19			

	Number of execom meetings attended								
Department Head	Number of department meetings presided								
	Membership in the Department committees	Member	ı	700%	7	9	g	Þ	79.4
	Membership iin College committees	Member	l l	%00T	ı	g	g	ç	00.8
	Membership in University committees	Member							
ervices	Number of department mtgs attended		Þ	%0ST	9	g	g	7	79.4
hoqqu2 nimb/					100				
	Local/Regional	Participant	ı	%00T	Į.	G	g	g	00.8
	lsnoitsM								00 -
onference attended	International								
Seminars/symposium/		100 100 100 100 100 100 100 100 100 100							
	Resonuce between	Resource person							
	RDE reviewerl panelist								
	Commodify teams								
	Consultancy	Consultant	u Po						
	Technical/ Expert services								
	Unit (Center, College, Department)								
	lsubivibri								
	Awards recv (inter, natl, local):								
	sleubivibul								
	Groups/ Institutions								
	Number of beneficiaries served:								
	Number of trainings conducted	48	ı	%00Z	2	g	ç	g	00.8
Extn Services	Number of person-days trained	TonistT	ı	%00Z	2	g	7	g	79.4
	Regional							-	237
	Isnoits/								
	International								
	Number of linkages forged:								-
	Number of scientific fora coordinated/facilitated								
	and Completed on Schedule								-
	Percentage of Research Projects Conducted								
	lu Focsi								-
	In Regional								
	lisnoitisM nl								-

	Number of UAC mtgs attended							
	Membership in university committees							
	Prompt submission of required documents							
	Annual Report							
	Procurement Plan							
	Staff Development Plan							
	Number of Faculty Mentored							
	Number of department activities supervised							
	Number of faculty members for study leave							
Total Over-all Rating					53.00			
Average Rating (Total overall rating divided by 4) Additional Points: Approved Additional points (with copy of approval)				for Development Purpose: Dependable teaching skills. Must get				
FINAL RATING			4.82	related to agri	business.			
ADJECTIVIAL RATING			0		4.00			
Evaluated & Rated by: ANALITA A. SALABAO Dept/Unit Head		ANALITA A.S ALABAO		Approved by: BEATRIZ S. BELONIAS Vice President				
Date:		Date		Date:				

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

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Dept. of Business and Management

Head of Office: Analita A. Salabao

Number of Personnel: BERT C. PENALOSA

A sale days						
Activity Monitoring		eting	Memo	Others (Pls.	Remarks	
	One-on-One	Group		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:

Immediate Supervisor

Noted by:

EMPLOYEE DEVELOPMENT PLAN

Name of Employee:

Bert C. Peñalosa

Performance Rating:

January-June 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: January 2019

Target Date: June 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. PENALOSA

cc: ODA-HRD