



# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **FE M. GABUNADA**

Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2X3)
1. Instruction			
a. Head/Dean (50%)		4.625 x 50%	2.313
b. Students (50%)		5.000 x 50%	2.500
<b>Total Instruction</b>	<b>25%</b>	<b>4.813</b>	<b>1.203</b>
2. Research			
* Dept. Head/Center Directors		4.500 x 100%	4.500
<b>Total for Research</b>	<b>50%</b>	<b>4.50</b>	<b>2.250</b>
3. Extension			
* Dept. Head/Center Directors		4.500 x 100%	4.500
<b>Total for Extension</b>	<b>15%</b>	<b>4.500</b>	<b>0.675</b>
4 Production	10%	4.500	0.450
<b>TOTAL</b>	<b>100%</b>		<b>4.578</b>
<b>EQUIVALENT NUMERICAL RATING</b>			<b>4.578</b>
Add: Additional Points, if any			
<b>TOTAL NUMERICAL RATING</b>			<b>4.578</b>
<b>ADJECTIVAL RATING</b>			<b>Outstanding</b>

Prepared by:  
  
**FE M. GABUNADA**  
 Name of Faculty

Reviewed by:  
  
**ROMEL B. ARMECHIN**  
 Director, Eco-FARM


Approved:


  
**OTHELLO B. CAPUNO**  
 VP for Research & Extension

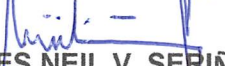
**VISAYAS STATE UNIVERSITY**  
Visca, Baybay City, Leyte, Philippines

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

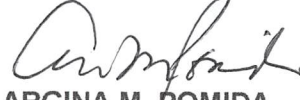
I, FE M. GABUNADA, Professor VI of the Ecological Farm and Resource Management Institute (Eco-FARMI), Visayas State University and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June 2018.

  
FE M. GABUNADA  
Ratee

Approved:   
ROMEL B. ARMECIN  
Director, Eco-FARMI

  
MOISES NEIL V. SERINO  
Head, Department of Economics

  
ANABELLA B. TULIN  
Dean, Graduate School

  
ARGINA M. POMIDA  
Director, IGR

MFO No.	MFO Description	Success/ Performance Indicators	Task Assigned	Target	Accomplishment		Rating				Remarks
					Actual	Details of Accomplishment	Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
MFO 1	Advanced Education Services	PI 1: Total FTE monitored	Conducts graduate lecture classes, prepares exams, checks papers, computes grades and submits to UR office	1	1.67	Handled 2 graduate courses - ECON 214 (National Income and Employment) and ECON 231 (Project Feasibility Studies) with 3 and 2 students, respectively	✓	✓	✓	✓	
		PI 2: Number of graduate students advised	Advise graduate students	2	2	Advised graduate students who enrolled Master's Thesis	4.5	4.5	4.5	4.5	

[illegible]





[illegible]

Average Rating (Total Over-all rating divided by 4)		54.5/12
Additional Points:		
Punctuality	N/A	
Approved Additional points (with copy of approval)	XX	
FINAL RATING		454
ADJECTIVAL RATING		

**Comments & Recommendations  
for Development Purpose:**

Needs some re-tooling  
and advanced studies  
related to socio-economy

Evaluated and Rated by:

  
ROMEL B. ARMECHIN  
Unit Head

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


1 – quality  
2 – Efficiency  
3 – Timeliness  
4 – Average

Recommending Approval:

  
EFREN B. SAZ  
Director for Extension

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

Recommending Approval:

  
JOSE L. BACUSMO  
Director for Research

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

Approved by:

  
OTHELLO B. CAPUNO  
VP for Research & Extension

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

# **PERFORMANCE MONITORING & COACHING JOURNAL**

**Rating Period: January - June 2018**

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

Name of Officer : **FE M. GABUNADA**  
 Head of Office : **ROMEL B. ARMECIN**  
 Number of Personnel: 1

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. Specify)	
	One-on-One	Group			
<b>Monitoring</b> -conducts meeting and revisit EcoFARMI research agenda with the core staff -review and updates of researches on socio-economics	Feb. 2018	Jan. 2018			
<b>Coaching</b> -conducted consultations	May 2018				

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

Conducted by:

  
**ROMEL B. ARMECIN**  
 Immediate Supervisor

Noted by:

  
**OTHELLO B. CAPUNO**  
 Next Higher Supervisor

cc: OVPI  
 ODAHRD  
 PRPEO



**EMPLOYEE DEVELOPMENT PLAN**  
**Rating Period: January - June 2018**

**Name of Employee:** FE M. GABUNADA  
**Performance Rating:** \_\_\_\_\_

**Aim:** To enhance the knowledge of staff on research development related to socio-economics.

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

**Date:** January 2018 **Target Date:** 1st Quarter

**First Step:** \_\_\_\_\_

Allow the staff to attend/participate in seminars, training/symposiums on research related to socio-economics

**Result:** \_\_\_\_\_

The staff served as resource speaker on different trainings on research and extension.

**Date:** April 2018 **Target Date:** 2nd Quarter

**Next Step:** \_\_\_\_\_

Allow the staff to attend/participate in seminars, training related to research and extension for continued updates

**Outcome:** \_\_\_\_\_

The staff attended seminar related to research and extension

**Final Step/Recommendation:** \_\_\_\_\_

Prepared by:

*Conforme:*

*myall*  
FE M. GABUNADA  
*Ratlee*

ROMEL B. ARMECIN

Unit Head