

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **DR. ULDERICO B. ALVIOLA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		5.0x50%= 2.50	
b. Students (50%)		4.50x50% = 2.25	
Total for Instruction	45%	4.75	2.14
2. Research			
a. Client/Dir. for Research (50%)		5.0x 50% = 2.50	
b. Dept. Head/Center Director (50%)		5.0x 50% = 2.50	
Total for Research	30%	5.0	1.50
3. Extension			
a. Client/Dir. for Extension (50%)		5.0x 50% = 2.50	
b. Dept Head/Center Director (50%)		5.0x 50% = 2.50	
Total for Extension	15%	5.0	0.75
4. Administration	10%	5.0	0.50
TOTAL			4.89

EQUIVALENT NUMERICAL RATING: 4.89

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.89

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

ULDERICO B. ALVIOLA

Name of Faculty

Reviewed by:

CHRISTINA A. GABRILLO

Department Head

Recommending Approval:

VICTOR B. ASIO

College Dean

Approved:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

ULDERICO B. ALVIOLA

8/8/24

CHRISTINA A. GABRILLO

8/8/24

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO 1. HIGHER EDUCATION MANAGEMENT SERVICES									
Curricular Program Management Services	PI 1. Total Full-time Teaching Equivalent (FTE)	Handles subjects/courses assigned	5.72	15	5	5	5	5	DevC 128, DevC 143 subjects
	PI 2. Number of students advised on thesis/ field practice/special problem:								
	2.1 On thesis/ field practice		8	8	5	5	5	5	Thesis advisees
	PI 3. Student organizations assisted on student related activities		2	3	5	5	5	5	Mabolo Dorm, UISB, Amaranth
	PI 4. Revised Powerpoint lect. presentation (per course)		2	5	5	5	5	5	DevC 128, DevC 143 subjects
Total Rating for Instruction								20	
Average Rating for Instruction								5.0	

MFO 2: RESEARCH SERVICES									
Number of research outputs presented in regional/national/ int'l fora/conferences	PI 5. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific for a/conferences	2	4	5	5	5	5	AMIC, PACE, ADCEP , FRAMEWork
Total Rating for Research								5	
Average Rating for Research								5.0	
MFO 3. EXTENSION SERVICES									
Number of trainees weighted by the length of training	PI 6. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	10	250	5	5	5	5	All trainings conducted and as resource speaker from July-December 2023
Total Rating for Extension								5	
Average Rating for Extension								5.0	
MFO 4. GENERAL ADMIN. & SUPPORT SERVICES (GASS)									
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*	PI 7. Compliance to all requirements of the QMS 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 non-conformity	zero non-conformity	5	5	5	5	zero non-conformity
	PI 8. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	zero compliant	zero compliant	5	5	5	5	zero compliant
Number of monthly/special & staff meetings conducted	PI 9. Number of monthly/special staff meetings conducted**	As UIMC, Web team and Printing Press Head	3	5	5	5	5	5	As Unit Head in UIMC, Web team and Printing press


Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of the Office targets	PI 10. Number of planning sessions, tracking and monitoring of targets, obelisk stories, newsletter published in VSU page	As UIMC, Web team and Printing Press Head	5	15	5	5	5	5	As Unit Head in UIMC, Web team and Printing press
Zero percent complaint from clients served	PI 11. Customarily friendly frontline services	Provides customer friendly frontline services to clients	100% zero compliant	100% zero compliant	5	5	5	5	100% zero compliant
Total Rating for GASS									25
Average Rating for GASS									5.0
Total Over-all Rating									55

Average Rating (Total Over-all rating divided by 4)		5.0
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		5.0
ADJECTIVAL RATING		OUTSTANDING


Comments & Recommendations for Development Purpose:

Good job!

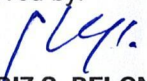
Evaluated & Rated by:


CHRISTINA A. GABRILLO
 Immediate Supervisor
 Date: 8/8/24

Recommending Approval:


VICTOR B. ASIO
 Dean/Director
 Date: 8/9/24

Approved by:


BEATRIZ S. BELONIAS
 Vice President for Academic Affairs
 Date: 8/9/24

PERFORMANCE MONITORING FORM

Name of Employee: **DR. ULDERICO B. ALVIOLA**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Continue to conduct classes for undergraduate and graduate subjects and check exams and requirements; submit grades	Very Satisfactory to Outstanding teaching performance as evaluated by students.	August 2023	December 2023	December 2023	Very impressive	Outstanding	Keep it up!
2	Update Syllabi and PowerPoints presentations of the undergraduate and graduate subjects and teach those subjects.	Very Satisfactory to Outstanding teaching performance as evaluated by students.	August 2023	December 2023	December 2023	Very Impressive	Outstanding	Keep it up!
4	Conduct research and extension activities and present papers in RDE reviews and/or scientific conferences.	Research and extension activities undertaken and papers presented.	January 2023	December 2023	December 2023	Very Impressive	Outstanding	Keep it up!
5	Serve as Unit head of the following offices: UIMC, Web team, Printing press	Expected deliverables of the office are met.	January 2023	December 2023	December 2023	Very Impressive	Outstanding	Keep it up!

* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:


CHRISTINA A. GABRILLO
 Immediate Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **DR. ULDERICO B. ALVIOLA**

Performance Rating: **OUTSTANDING**

Aim: To maintain, if not improve, outstanding performance in instruction, research, extension and administration

Proposed Interventions to Improve Performance:

Date: **July 2023**

Target Date: **December 2023**

First Steps:

1. Attend trainings intended to enhance instruction, research, extension and administration skills
2. Continue to implement research and extension projects
3. Write articles for possible publication in refereed journals
4. Continue linkages with other stakeholders in the promotion of culture and the arts events and activities
5. Continue with professional advancement by completing PhD in DevCom

Results

1. Enhanced capabilities to:
 - a. Prepare OBE syllabi and instructional materials that can be used for the flexible learning system implemented by VSU during this pandemic
 - b. Facilitate students learning under the new learning modality
 - c. Organize and coordinate culture and the arts events and activities within and outside the university with various stakeholders
2. Participated in the implementation of research and extension projects
3. Conducted dissertation research and started analysis of collected research data
4. Wrote drafts of scientific articles and submitted for publication in refereed journals

Date: **January 2024**

Target Date: **June 2024**

Next Step:

1. Continue preparing learning materials and conduct classes for the courses taught during the semester;
2. Continue implementing research and extension projects;
3. Write research reports for presentation in the VSU In-house Research Review
4. Continue writing research papers for possible publication in refereed journals
5. Continue to organize and coordinate culture and the arts events and activities within and outside the university with various stakeholders

Outcomes:

1. Enhanced implementation of the instruction-related activities under the new normal;
2. Continued implementation and monitoring of research and extension projects despite the limitation imposed by the COVID-19 pandemic;
3. Professional advancement and self-satisfaction
4. Drafts of scientific articles written and ready for submission to refereed journals
5. Implemented activities on university events after organizing and coordinating them along various stakeholders within and outside of the university.

Final Step/Recommendation

1. Continue the preparation of learning materials for the flexible learning system implemented by VSU under the new normal;
2. Continue the conduct of research and extension projects, and use knowledge generated in R & E as input to enhance instruction.
3. Continue writing articles for publication in refereed journals
4. Continue organizing and coordinating culture and the arts events and activities within and outside the university with various stakeholders

Prepared by:


CHRISTINA A. GABRILLO
Department Head

Conforme:


ULDERICO B. ALVIOLA
Name of Ratee Faculty/Staff