

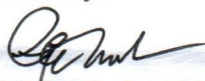
SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: GLORIA E. BANCALE

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.5x50%= 2.25	
b. Students (50%)		4.33x50% = 2.16	
Total for Instruction	40%	4.25 x .40	1.7
2. Research			
a. Client/Dir. for Research (50%)		5 x 50% = 2.5	
b. Dept. Head/Center Director (50%)		5 x 50% = 2.5	
Total for Research	30%	5	1.5
3. Extension			
a. Client/Dir. for Extension (50%)		5.0 x 50%) = 2.5	
b. Dept Head/Center Director (50%)		5.0 x 50% = 2.5	
Total for Extension	30%	5	1.50
4. Administration	N/A		
5. Production	N/A		
TOTAL			4.25

EQUIVALENT NUMERICAL RATING: 4.70
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.70

ADJECTIVAL RATING: Outstanding
Prepared by: Reviewed by:



GLORIA E. BANCALE
Name of Faculty


ROSARIO A. SALAS
Department Head

Recommending Approval:


VICTOR B. ASIO
Dean/Director

Approved:


BEATRIZ S. BELONIAS
Vice President

Visayas State University
OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, GLORIA E. BANCALE Assistant Professor, 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 to June 2019.


GLORIA E. BANCALE
Ratee

Date: _____


ROSARIO A. SALAS, Ph.D.
Head, DOH

Date: _____

MFOs and Performance indicators	Success Indicator (SI)	Task Assigned	Target	Actual Accomplishment	Quality	Efficiency	Timelines	Average	Remark
MINIMUM Pis PER MFO FOR ACADEMIC DEPARTMENT'S OPCR									
UFMO 1	ADVANCED EDUCATON SERVICES		Advise grad. Students						
	OVPI MFO 1	Graduate Degree Program Management Services							
	PI 1	Graduate deree program monitored							
	PI 2*	Total Graduate FTE monitored							
	PI 3.	Percentage increase in number of graduate students enrolled							
	PI 4	Percentage increase in number of graduate students who graduated within prescribed period							
	OVPI MFO 2	Graduate Student Managemet Services	Teach undergraduate courses and advise thesis students						
	PI 1	Number of graduate students awarded with scholarships/ assistantships							
	PI 2	Percentage of graduate students awarded with scholarship/ assistantship who graduated within the prescribed period							
	PI 3	Number of graduate students awarded with honor/distinction upon graduation							
	PI 4	Number of graduate students advised							
UMFO 2	HIGHER EDUCATION SERVICES		as SRC member	10	22	5	5	5	5
	OVPI MFO 1	Curriculum Program Management Services							
	PI 1*	Total Undergraduate FTE monitored							
	PI 2	Number of undergraduate curricular programs compliant to CMO approved and offered							
	PI 3	Averaged passing percentage in licensure examinations in mandated program							
	PI 4	Number of undergraduate graduates in mandated programs graduated within the prescribed period							
	PI 5	Percentag increase in the number undergrad students who graduated withinn the prescribed period							
	PI 6	Percentage increase in the number undergrad students enrolled							
	PI 7	Number of academe/industry linkage established							
	PI 8	Number of students advised							
	PI 9	Number of student organizations advised/assisted							
	PI 10	Number of instructional materials developed							

36.88 5 5 5 5

Pls. refer to Table 1

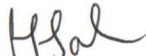
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	PI 1*	Number of published papers in internationally indexed journals <i>refereed int'l journals</i> <i>refereed nat'l journals</i> <i>institutional journals</i>							
	PI 2*	Number of research outputs presented in regional/national/ international for a/conferences <i>international for a/conferences</i> <i>national for a/conferences</i> <i>institutional for a/conferences</i>							
	PI 3	Number of research projects conducted and/or completed on scheduled							
	PI 4	Number of research proposals submitted							
	PI 5	Percent of research proposals approved							
	PI 6	Amount of research money generated from external funding							
	PI 7	Amount of research money generated from institutional funding							
	PI 8	Additional outputs <i>Number of research-related awards (faculty & student/faculty)</i>							
UMFO 4	EXTENSION SERVICES		Make extension proposals, implement extension project Conduct trainings, make extension						
	PI 1	Number of person-days trained weighted by length of training							
	PI 2	Number of trainings conducted							
	PI 3	Number of IEC materials/technoguides developed/used							
	PI 4	Number of beneficiaries served <i>Groups</i> <i>Individuals</i>							
	PI 5	Number of technical/expert services <i>Research Mentoring</i> <i>Peer reviewers/Panelist</i> <i>Resource Persons</i> <i>Convener/Organizer</i> <i>Consultancy</i> <i>Evaluator</i>	walk-in	1 45	1 45	5 5 4.5 4.5 4.67	5 5	5 5	5 5
UMFO 5	SUPPORTING TO ORGANIZATIONS								
	OVPI MFO 1	Faculty Development Services							
	PI 1	Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored & assisted							
	OVPI MFO 2	Faculty Recruiting/Hiring Services							
	PI 1	Number of faculty recruited/hired aligned with ISO standard							
	OVPI MFO 3	Faculty Evaluations Services							
	PI 1	Number of seminars/trainings/conventions/workshops coordinated for entire university							
	PI 2	Number of seminars/trainings/conventions/workshops coordinated							

		outside of the university				
	PI 3	Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated				
	PI 4	Number of in-house seminars/trainings/workshops/reviews conducted attended				
	PI 5	Additional outputs Number of faculty/staff awards/honors received related to operations support				
	OVPI MFO 4	Program and institutional Accreditation Services				
	PI 1	Number of degree programs which passed accreditation/evaluation at least Level 1				
	PI 2	QMS on faculty recruitment, development				
	PI 3	Percentage of degree program compliant with CHED				
	PI 4	Additional Outputs Number of activities organized/attended/assisted/participated/facilitated				
UMFO 6	GENERAL ADMINISTRATION & SUPPORT SERVICES					
	PI 1	Zero complaints from clients	0	5	5	5
	PI 2	Additional Outputs/Best Practices				
	TOTAL OVER-ALL RATING					29.67
	AVERAGE RATING					4.94
	ADJECTIVAL RATING					


* on per capita basis

Evaluated and rated by:


ROSARIO A. SALAS
Head, DOH


Date _____

Recommending Approval:


VICTOR B. ASIO
Dean, CAFS

Date _____

Approved by:


BEATRIZ S. BELONIAS
Vice President for Instruction

Date _____

Comments & Recommendations for Development purposes

should finish PhD
this semester

Table 1. FTE Computation
Courses handled: 2nd Sem

	Con	No. weeks/ sem	No. of student	Denominator	FTE
January 2019 -June 2019					
Hort 121 lec	2		37	20	3.7
Hort 121 lab	3		27	20	4.05
AgSc 114 lab	3		157	20	23.55
			221		
Hort 200 (adviser)				20	0
Hort 200 (SRC-member)	3		22	12	5.50
Hort 300 (GAC Member)	1		1	12	0.08
Sub-ITotal					
Grand Total					36.88

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: GLOARIA E. BANCALE

Performance Rating: OUTSTANDING

Aim: Maintain the Outstanding rating

Proposed Interventions to Improve Performance:

Date: January, 2019 Target Date: December 2019

First Step: To publish scientific paper in referred journal

To finish my Ph.D studies

To attend and participate in conference and scientific forum both national and international

Write and submit research proposal to funding agencies

Result: Has updated instructional materials

Has attended/participated in conferences and scientific forum

Date: January 2020

Target Date: December 2020

Next Step:

To publish scientific paper in referred journal

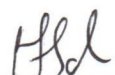
To attend trainings/seminars, scientific conference related to agriculture

To graduate this SY 2019-2020

Outcome: _____

Final Step/Recommendation:

Prepared by:


ROSARIO A. SALAS
Unit Head

Conformer 

GLORIA E. BANCALE

Name of Ratee Faculty/Staff