

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Ma. Salome B. Bulayog

| Program Involvement | Percentage Weight of Involvement | Numerical Rating (Rating x %) | Equivalent Numerical Rating |
|-----------------------|----------------------------------|-------------------------------|-----------------------------|
| (1) | (2) | (3) | (2 x 3) |
| 1. Instruction | | | |
| a. Head/Dean (50%) | | 2.38 | |
| b. Students (50%) | | 2.34 | |
| TOTAL INSTRUCTION | 60% | 4.72 | 2.83 |
| 2. Research | 20% | 4.28 | 0.86 |
| 3. Extension | | | |
| 4. Support Operations | 20% | 4.63 | 0.93 |
| 5. Production | | | |
| TOTAL | | | 4.61 |
| | | | |
| | | | |

EQUIVALENT NUMERAL RATINGS:4.61

Add: Additional Points, if ny:

TOTAL NUMERICAL RATING:4.61

ADJECTIVAL RATING:

Outstanding

Prepared by:

MA. SALOME B. BULAYOG

Name of Faculty

Reviewed by:

ANALITA A. SALABAO

College Dean


Approved:

BEATRIZ S. BELONIAS


Vice President for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MA. SALOME B. BULAYOG** of the Department of Economics commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **July-December 2019**.


MA. SALOME B. BULAYOG
 Ratee

Approved:


ANALITA A. SALABAO
 Head of Unit

| MFO & PAPs | Success Indicators | Tasks Assigned | Target | Actual Accomp. | Rating | | | | Remarks |
|---------------|--------------------------------------------------------------------------------------------------|-----------------------------|--------|----------------|--------|-----|-----|-------------|-------------------------------|
| | | | | | Q1 | E2 | T3 | A4 | |
| UMFO 1 | ADVANCED EDUCATION SERVICES | | | | | | | | |
| | Graduate Degree Program Management Services | | | | | | | | |
| | Number of graduate degree specializations offered & monitored | | | | | | | | |
| | Fulltime Teaching Equivalent for Graduate | Teaching graduate courses | 2.00 | 2.33 | 5 | 5 | 5 | 5.00 | ECON 213, AGECE 235, LAMP 225 |
| | Percentage of students who graduated within the prescribed period | | | | | | | | |
| | Graduate Student Management Services | | | | | | | | |
| | Percentage of students awarded with honors/distinction | | | | | | | | |
| | Percentage of graduate students advised who rated the adviser/GAC at least very satisfactory | | | | | | | | |
| | Percentage of graduate school faculty engaged in research work applied in any of the following: | | | | | | | | |
| | Pursuing advanced research degree program | | | | | | | | |
| | Actively pursuing in the last three years (investigative research, basic and applied scientific) | | | | | | | | |
| | Whose research work resulted in an extension | | | | | | | | |
| | | Average Rating | | | | | | | |
| UMFO 2 | HIGHER EDUCATION SERVICES | | | | | | | 5.00 | |
| | Fulltime Teaching Equivalent Under graduate courses | Teaching Undergrad. courses | 4.00 | 4.86 | 5 | 5 | 5 | 5.00 | Econ 101b |
| | Number of Thesis/Special Problems Advised: | | | | | | | | |
| | * Advised thesis student/SP | | 1 | 1 | 4 | 4 | 4 | 4.00 | |
| | Number of Student Research Advised | | | | | | | | |
| | * Approved thesis outline | | 1 | 1 | 4.5 | 4.5 | 4.5 | 4.50 | |

| | | | | | | | | | |
|---------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|---|---|-----|-----|-----|-------------|------------------|
| | * Approved manuscript | | | | | | | | |
| | * Approved as SRC Chairman | | | | | | | | |
| | * Approved as SRC Member | | 1 | 1 | 4.5 | 4.5 | 4.5 | 4.50 | |
| | Number of student organization advised | | | | | | | | |
| | Number of Instructional Materials Developed and Revised | | | | | | | | |
| | a. OBE-compliant syllabi | | 1 | 2 | 4.5 | 4.5 | 4.5 | 4.50 | |
| | b. Teaching guides/student guides/lab. Manuals | | | | | | | | |
| | c. Complete sets of teacher-developed audio visual materials (powerpoint, videos, computer games, etc.) | | 2 | 3 | 5 | 5 | 5 | 5.00 | |
| | d. On-line interactive learning resources per subject | | | | | | | | |
| | Number of instruction-related awards | | | | | | | | |
| | Periodic revision of OBE syllabi | | 1 | 1 | 4 | 4 | 4 | 4.00 | |
| | Submission of Student Performance Based on Course Outcomes (CQI Form 6) | | | | | | | | |
| | Group consultation of Student Advisees by their academic adviser | | | | | | | | |
| | Number of National Student Awards | | 1 | 1 | 4.5 | 4.5 | 4.5 | 4.50 | |
| | Number of honor graduates | | | | | | | | |
| | | Average Rating | | | | | | 4.50 | |
| UMFO 3 | RESEARH SERVICES | | | | | | | | |
| | Number of research proposals submitted | | 1 | 1 | 4 | 4 | 4 | 4.00 | |
| | Number of research proposals approved | | 1 | 1 | 4.5 | 4.5 | 4.5 | 4.50 | |
| | Number of research studies conducted | | 1 | 1 | 4.5 | 4.5 | 4.5 | 4.50 | |
| | Number of research projects/studies completed within the year | | 1 | 1 | 4.5 | 4.5 | 4.5 | 4.50 | |
| | Number of research papers (oral presentation, posters, keynote speaker, plenary speaker) presented in regional/national/int'l scientific/professional for a and conferences | | | | | | | | |
| | In int'l fora/conferences | | | | | | | 0.00 | |
| | In nat'l for a/conferences | | 1 | 1 | 4.5 | 4.5 | 4.5 | 4.50 | DOST Nat. Summit |
| | In reg'l for a/conferences | | 1 | 1 | 4 | 4 | 4 | 4.00 | |
| | In institutional for a/conferences | | 1 | 1 | 4 | 4 | 4 | 4.00 | RDE Inhouse |
| | Number of paper submitted for publication in internationally indexed journals | | | | | | | | |
| | Number of published papers in peer-reviewed journals | | | | | | | | |
| | In refereed int'l journals | | | | | | | | |

| | | | | | | | | | |
|---------------|----------------------------------------------------------------------------------------------------|----------------|----------|----------|---|---|---|-------------|------|
| | In refereed nat'l journals | | | | | | | | |
| | In institutional journals | | | | | | | | |
| | Number of Patents/Utility Models/copyrights filed and registered | | | | | | | | |
| | Amount of research money generated from external funding (Thousand PHP) | | P500,000 | P500,000 | 5 | 5 | 5 | 5.00 | BFAR |
| | Amount of research money generated from institutional funding (Thousand PHP) | | | | | | | | |
| | Number of research outputs in the last three years utilized by the industry or other beneficiaries | | 1 | 1 | 5 | 4 | 4 | 4.33 | |
| | Number research-related awards (research conducted by faculty or students with faculty) | | 1 | 1 | | | | | |
| | | Average Rating | | | | | | 4.28 | |
| UMFO 4 | EXTENSION SERVICES | | | | | | | | |
| | Number of trainees weighed by the length of training | | | | | | | | |
| | Number of trainings conducted | | | | | | | | |
| | Number of EIC materials/techno-guides developed/used | | | | | | | | |
| | Number of beneficiaries served | | | | | | | | |
| | Groups | | | | | | | | |
| | Individuals | | | | | | | | |
| | Number of technical/expert services provided/rendered | | | | | | | | |
| | Research Mentoring | | | | | | | | |
| | Per reviewed/Panelists | | | | | | | | |
| | Resource Person | | | | | | | | |
| | Convenor/Organizer | | | | | | | | |
| | Consultancy | | | | | | | | |
| | Evaluator | | | | | | | | |
| | Number of extension projects conducted | | | | | | | | |
| | Number of extension proposals submitted | | | | | | | | |
| | Number of extension proposal approved | | | | | | | | |
| | Amount of extension money generated from external funding (Thousand PHP) | | | | | | | | |
| | Amount of extension money generated from institutional funding (Thousand PHP) | | | | | | | | |

| | | | | | | | | | |
|--|------------------------------------------------------------------------------------------------------------------------------|----------------|---|---|-----|-----|-----|-------------|---------------------------------------------------------------------------------------------|
| | No. of faculty members recommended for study leave | | 1 | 1 | 4.5 | 4.5 | 4.5 | 4.50 | |
| | No. of required documents prepared & submitted (annual, staff devt. Plan, program status report, procurement plan, ISO, etc. | | 2 | 6 | 5 | 5 | 5 | 5.00 | Annual Report, APB Recommendations, Staff Dev., Annual Procurement Plan, ISO Process Manual |
| | | Average Rating | | | | | | 4.63 | |
| | P1 6. ADDITIONAL OUTPUTS* (In instruction, research, extension | | | | | | | | |
| | production, and/or administration not found in the original commitment | | | | | | | | |
| | | Average Rating | | | | | | | |

| | | |
|----------------------|--|--------------|
| Total No. of Entries | | 30 |
| Total Overall Rating | | 18.40 |
| Average Rating | | 4.60 |
| Adjectival Rating | | 0 |

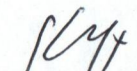
Comments & Recommendations for Development Purpose:

Enhance research and extension project.

Calibrated by:


ANALITA A. SALABAO
 Dean, CME

Approved:


BEATRIZ S. BELONIAS
 Vice President for Instruction

PERFORMANCE MONITORING FORM

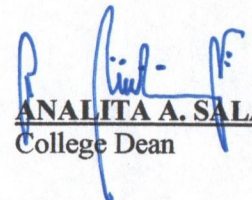
Name of Employee: **MA. SALOME B. BULAYOG**

| 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 | Teaches assigned subjects and performs other teaching related functions such as; prepares and revises teaching materials, prepares and gives examinations, checks test papers and returns to students one week after, submits grades sheets within prescribed period, makes herself available for students consultations during consultation hours, revises course syllabus, and approves manuscripts. | Outstanding | July 2019 | Dec. 31, 2019 | Dec. 31, 2019 | Outstanding | Outstanding | |
| 2 | Attends meetings and performs functions as chairman and member of different committees in the college and department | Outstanding | July 2019 | Dec. 31, 2019 | July 1, 2019 – Dec. 31, 2019 | Very Impressive | Outstanding | |
| 3 | Performs other administrative function as department head | Outstanding | July 2019 | Dec. 31, 2019 | July 1, 2019 – Dec. 31, 2019 | Very Impressive | Outstanding | |

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

**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:


ANALITA A. SALABAO
 College Dean

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Ma. Salome B. Bulayog
Performance Rating: July-December 2019

Aim: Deliver efficient administrative services, quality teaching and enhanced capacity to conduct research.

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

Date: July 1, 2019

Target Date: December 31, 2019

First Step:

Attended the Year End Performance Assessment and Operational Planning Workshop"

Result:

Re-echoed to faculty members the learnings of the workshop.

Date: July 2019

Target Date: Dec. 31, 2019

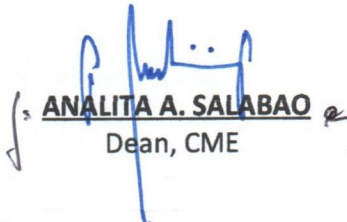
Next Step:

Submitted processed manuals to Quality Assurance Center and developed obedized syllabus for the following courses: Econ 101, AgSci 12 and Econ 142.

Final Step/Recommendation:

Foster linkage with regional, national and international agencies for better collaborative work in academic research activities.

Prepared by:


ANALITA A. SALABAO
Dean, CME

Conforme:


MA. SALOME B. BULAYOG
Ratee

cc: ODA-HRD