## **SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS** WITH MULTIPLE FUNCTIONS

Name of Faculty: Bryan R. Gapasin

#### July - December 2019

Program Involvement (1)	Percentage Weight of Involve- ment (2)		Numeric (Ratir	Equivalent Numerical Rating (2 X 3)	
1. Instruction					
a. Head/Dean (50%)		4.8667	50%	2.43	
b. Students (50%)		4.50	50%	2.25	
Total for Instruction	80%			4.68	3.75
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%			5.00	0.50
4. Administration	10%			4.78	0.48
5. Production					
TOTAL	100%				4.72
EQUIVALENT NUMERICAL RATING:				4.72	

EQUIVA	LENT	NUM	ERICAL	RATING:

BRYAN R. GAPASIN

Name of Paculty

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

Prepared by:

Reviewed by:

ANALITA A. SALABAO

Head, DBM

0

4.72

Outstanding

Recommending Approval:

Approved:

Vice President

### INDIVIDUAL PERFORMNACE COMMITMENT AND REVIEW FORM (IPCR)

Approved:

I, BRYAN G. GAPASIN, Instructor of the Department of Business and Management 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 2019 - December 2019

BRYAN R. GAPASIN

Ratee

ANALITA A. SALABAO

Head, DBM

MFOs/PAPs	Success Indicators	Tasked	Target	Percentage of	Actual Accomplish	Rating				Remarks
		Assigned	Taiget	Actual Accomplish	ment	Q1	E2	ТЗ	A4	
Advanced Education Services	1. Graduate Degree Program Management Services									
	PI1: Number of graduate degree specializations offered and monitored						7			
	PI2: Total FTE monitored	Teaching								
	PI3: Percentage increase in number of graduate students enrolled PI4: Percentage increase in the number of students who									
Higher Education Services	graduated within prescribed period Full Time Equivalent (FTE)	Teaching	20.00	155%	30.90	5	5	5	5.00	
- Ingire: Education Col Victor	Vacation/Sick Leave	reaching	20.00	155%	30.90	3	3	3	5.00	
	Number of Graduates:									
	Baccalaureate									
	Number of IMs Dev/Rev & Utilized	Compiler	1	100%	1	5	4	5	4.67	
	Revised IM's within the last 3 years					(4)				Via
	Advising						17			
	Approved case study manuscript	Adviser								
*	Approved thesis outline			. *				-		
	Approved thesis manuscript			,						
	Student Advising and Consult Services:									
	Number of student org advised	Adviser	1	100%	1	5	5	4	4.67	
	Student-related activities assisted	Adviser	3	100%	3	5	5	5	5.00	
	Student advised as academic adviser	Adviser	20	100%	20	5	5	5	5.00	
	Academe/Industry Linkage established:									

	International	T		T	T	T	T	T	T	T
	National		1	<b> </b>	1	<b>†</b>	<del>                                     </del>		+	<b>†</b>
	Local/Regional	1	1	<b> </b>	1	+	<b>†</b>	<del>                                     </del>	1	_
	Awards/Honors received by students/faculty:				1	<del>                                     </del>	<b>†</b>	<del>                                     </del>	1	+-
	Awards received by students		_		<b>—</b>	<del>                                     </del>	<del>                                     </del>		1	+
	Number of awards received by faculty			<del>                                     </del>		t	†	<del>                                     </del>	<del>                                     </del>	<del>                                     </del>
	Number of Professorial Chair awardee		_		<del>                                     </del>	<del>                                     </del>	1	_	<del>                                     </del>	_
	Number of Scholarships availed				1	_	<del>                                     </del>	_	<del>                                     </del>	+
Advanced education			1		<del> </del>	<b>†</b>	<del>                                     </del>	_	1	<del>                                     </del>
	Number of Graduates within prescribed period:	<u> </u>	1		<del> </del>	<del>                                     </del>	<del>                                     </del>	<del>                                     </del>	<del>                                     </del>	-
	Masters						<del>                                     </del>		_	_
	Diploma					<b>†</b>	<del>                                     </del>		1	_
	IMs Developed/Revised and Utilized				<del>                                     </del>	<del>                                     </del>	<del>                                     </del>	_	<del>                                     </del>	<del>                                     </del>
	Revised IM's within the last 3 years			<del>                                     </del>		<b>†</b>	<del>                                     </del>	<del>                                     </del>	<del>                                     </del>	<del>                                     </del>
	Number of Student Research Advising		1	<del> </del>	<del> </del>	<del> </del>	<b>—</b>		<del>                                     </del>	<del> </del>
			<del>                                     </del>			<del> </del>	<b>1</b> .			<del>                                     </del>
	Approved special problem manuscript				<del>                                     </del>	<del>                                     </del>	<del>                                     </del>		1	<del>                                     </del>
	Approved research outline		1		1	<del>                                     </del>			<del> </del>	
	Student Advising and Consult Services:					<del>                                     </del>	<b></b>		<del>                                     </del>	
	Number of student organizations advised				<del>                                     </del>	<b>†</b>			1	-
	Number of student-related activities assisted				-					
Research Services	journals/internationally indexed journals:									
	in Ref Internti Journals									
,	In Ref Natl Journals									
	In Institutional Journals				<b>T</b>					
	International									
	Number of papers published in other									
	peer-reviewed publications		:							
	(proceedings, monographs, etc.)									
	Regional/National/International Fora /Conferences:									
	In International				<b></b>					
	In National									
	In Regional			************************						
	In Local									

	Percentage of Research Projects Conducted								-	
	and Completed on Schedule									
	Number of scientific fora coordinated/facilitated	9								
	Number of linkages forged:									
	International							8		-
	National									
	Regional					>				
Extn Services	Number of person-days trained	Trainor								
	Number of trainings conducted	RP	1	200%	2	5	5	5	5.00	
	Number of beneficiaries served:		3	200%	6	5	5	5	5.00	
	Groups/ Institutions	RP			1					
	Individuals	RP								
	Awards recv (inter, natl, local):									
	Individual				i.e					
	Unit (Center, College, Department)									
	Technical/ Expert services									
	Consultancy	Consultant							-	
	Commodity teams									
	RDE reviewer/ panelist									
	Resource person	Resource person								
Seminars/symposium/										
conference attended	International		1	100%	1	5	5	5	5.00	
	National									
	Local/Regional	Participant								
Admin Support										
Services	Number of department meetings attended		3	100%	3	5	5	5	5.00	
	Membership in University committees	Member								
	Membership in College committees	Member	1	100%	1	5	5	4	4.67	
	Membership in the Department committees	Member	1	100%	1	5	5	4	4.67	
Department Head	Number of department meetings presided									-
	Number of execom meetings attended			1	18					
	Number of UAC mtgs attended									
	Membership in university committees									

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	Prompt submission of required documents	T			T	
	Annual Report					
	Procurement Plan					
	Staff Development Plan					
	Number of FacultyMentored					
	Number of department activities supervised					
	Number of faculty members for study leave					
Total Over-all Rating					53.67	

Average Rating (Total overall rating divided by 4)	4.88
Additional Points:	
Approved Additional points (with copy of approval)	
FINAL RATING	4.88
ADJECTIVIAL RATING	0

Evaluated & Rated by:

ANALITA A.SALABAO

Dept/Unit Head

Recommending Approval:

ANALITA A. SALABAO

Dean

Comments &

for Development Purpose:

Has very good leadership, organization and interpersonal skills, hence must be involved in extension project.

Approved by:

BEATRIZ S. BELONIAS

Vice President

# PERFOR ANCE ONITORING COACHING JOURNAL

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

Name of Office: Dept. of Business and Management

Head of Office: Analita A. Salabao

Number of Personnel: BRYAN R. GAPASIN

Activity						
Monitoring	Mee	ting	Memo	Others (Pls.	Remarks	
	One-on-One	Group	Memo	specify)		
Monitoring	Checking on his plan for advanced degree	Sharing information and advice about policies, procedures, curriculum, instructional strategies etc.		Following up the progress of research/extension involvement of DBM	Very productive discussion	
Coaching	Developing and managing independent research project	How to develop teaching guides and tips for teaching effectively		Encouraging him to take courses within VSU to sharpen his research and teaching relevance in agribusiness	Effective and successful	

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

Conducted by:

MALITA A SALABAO

Immediate Supervisor

Noted by:

ALITA A.SALABAO

Dean, CME

#### **EMPLOYEE DEVELOPMENT PLAN**

Name of Employee:

**BRYAN R. GAPASIN** 

Performance Rating:

July-December 2019

Aim: To enhance capability, knowledge, and skills in strategic teaching.

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

Date: July 2019

Target Date: December 2019

First Step:

Attend trainings/workshops related to strategic teaching methods

Result:

Attended in related trainings/workshops

Date:

Target Date:

**Next Step:** 

Share knowledge to students obtained from the seminar.

Outcome:

Applied the strategy learned from the seminar to Agribusiness students.

Final Step/Recommendation:

To continue attending seminars/workshops/trainings to upgrade competency to perform instruction, research, and extension functions.

Prepared by:

Unit Head

Conforme:

BRYAN R. GAPASIN

Ratee

CC: ODA-HRD