

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

Name of Faculty Member: **MARIANE B. UBAY**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.70x50%=2.35	
b. Students (50%)		3.83x50% = 1.92	
Total for Instruction	45%	4.27	1.92
2. Research			
a. Client/Dir. For Research (50%)		4.70x 50% = 2.35	
b. Dept. Head/Center Director (50%)		4.70x 50% = 2.35	
Total for Research	30%	4.70	1.41
3. Extension			
a. Client/Dir. For Extension (50%)		4.70x 50%) = 2.35	
b. Dept Head/Center Director (50%)		4.70x 50% = 2.35	
Total for Extension	15%	4.70	0.71
4. Administration	10%	5.00	0.50
TOTAL			4.54

EQUIVALENT NUMERICAL RATING: 4.54

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.54

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:


MARIANE B. UBAY
Name of Faculty

Reviewed by:


CHRISTINA A. GABRILLO
Department Head

Recommending Approval:


VICTOR B. ASIO
Dean/Director

Approved:


BEATRIZ S. BELONIAS
VP for Academic Affairs

Approved:

Date: _____

Date: _____

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
MFO 1: Higher Education Services										
	Total FTE, coordinated, implemented and monitored *	PI 1. Actual Faculty's FTE	Handles subjects/courses assigned	10.32	12.90	5.0	5.0	4.0	4.7	
		PI 2. Number of students advised								
		<i>On thesis/ field practice</i>	As Adviser/SRC Member	5.00	8.00	5.0	5.0	4.0	4.7	
		PI 3. Number of instructional materials developed								
		<i>Revised syllabi</i>	Handles subjects/courses assigned	1.00	2.00	5.0	5.0	4.0	4.7	
		<i>Revised Powerpoint lect. presentation (per course)</i>	Handles subjects/courses assigned	1.00	2.00	5.0	5.0	4.0	4.7	
Total Rating for Instruction									18.7	
Average Rating for Instruction									4.7	

MFO 2: Research Services

		PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences								
		<i>In institutional fora/conferences</i>	AMIC, ADCEP, PACE, RTSPC	1.00	4.00	5.0	5.0	4.0	4.7	
Total Rating for Research									4.7	
Average Rating for Research									4.7	

MFO 3: Extension Services

		PI 4. Number of person-days trained weighted by length of training	To serve as resource person/paper presenter in trainings/seminar-workshops	50.00	100.00	5.0	5.0	4.0	4.7	
		PI 5. Number of beneficiaries served								
		<i>Groups</i>	SUCs/Govt. Agencies	3.00	10.00	5.0	5.0	4.0	4.7	
		<i>Individuals</i>	Info officers/faculty	5.00	10.00	5.0	5.0	4.0	4.7	
Total Rating for Extension Services									14.0	
Average Rating for Extension Services									4.7	

MFO 4: Support to Organizations

		PI 6. Number of seminars/ trainings/conventions/ workshops coordinated for entire university	To conduct trainings related to our field of expertise (as coordinator or facilitator)	1.00	2.00	5.0	5.0	4.0	4.7	
Total Rating for Support to Organizations									4.7	
Average Rating for Support to Organizations									4.7	

MFO 5: General Administration and Support Services

	Zero percent complaint from clients served	PI 7. Zero percent complaint from clients served	Good rapport to clients			5.0	5.0	5.0	5.0	
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	Additional Outputs	PI 8. International linkage with East-West Center in Hawaii USA		1		5	5	5	5.00	With two radio projects
Total Rating for GASS									10.00	
Average Rating for GASS									5.0	
TOTAL OVER-ALL RATING									52.00	

Average Rating		4.73
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.73
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose:
Great job!

Evaluated & Rated by:


CHRISTINA A. GABRILLO

Department Head

Date:

Recommending Approval


VICTOR B. ASIO

Dean, CAFS

Date:

Approved by:


BEATRIZ S. BELONIAS

Vice President for Instruction

Date: 9/20/27

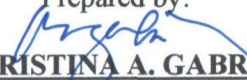
PERFORMANCE MONITORING FORM
(January to June 2021)

Name of Employee: **MARIANE B. UBAY**

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 virtual classes on DevC 130, DevC 155n and check exams and requirements; submit grades	Very Satisfactory to Outstanding teaching performance as evaluated by students.	January 2021	February 2021	February 2021	Very impressive	Outstanding	Keep it up!
2	Update Syllabi and PowerPoints presentations in DevC 130, DevC 155n and teach those subjects.	Very Satisfactory to Outstanding teaching performance as evaluated by students.	March 2021	July 2021	Some activities completed in June 2021; deadline for other requirements set on July 23, 2021	Very Impressive	Outstanding	Keep it up!
3	Conduct research and extension activities and present papers in RDE reviews and/or scientific conferences.	Research and extension activities undertaken and papers presented.	January 2021	June 2021	June 2021 Co-conceptualized a research proposal on SOA on Visual Arts for Mental Health and Environment which was approved for funding and implementation by EWC Hawaii	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
 Head, DDC

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MARIANE B. UBAY
Performance Rating: OUTSTANDING

Aim: To become a better teacher and colleague at DDC.

Proposed Interventions to Improve Performance:

Date: **January 2021** Target Date: **June 2021**

First Step:

1. Explore ways to grow academically
2. Finish MS studies and look for scholarship for PhD studies preferably abroad.

Result:

Professional Advancement

Date: **July 2021** Target Date: **December 2021**

Next Step:

To get involved in more research opportunities.


Outcome:

Have high-quality research experiences.


Final Step/Recommendation:

Professional Advancement and enhanced teaching capability.

Prepared by:


CHRISTINA A. GABRILLO
Head, DDC

Conforme:


MARIANE B. UBAY
Ratee Faculty/Staff