

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

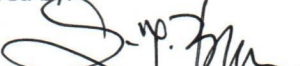
Name of Faculty Member: Ernesto F. Bulayog

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%)		2.25	
b. Students (50%)		2.50	
TOTAL INSTRUCTION	75%	4.75	3.56
2. Research			0.00
3. Extension	10%	4.50	0.45
4. Support Operations	15%	4.50	0.68
5. Production			
TOTAL			4.69

EQUIVALENT NUMERAL RATINGS:	4.69
Add: Additional Points, if ny:	
TOTAL NUMERICAL RATING:	4.69

ADJECTIVAL RATING: Outstanding

Prepared by:



ERNESTO F. BULAYOG

Name of Faculty

Reviewed by:

me

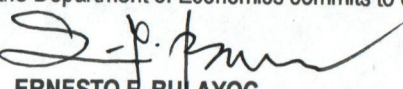
MA. SALOME B. BULAYOG

Department Head


Approved: 
BEATRIZ S. BELONIAS
Vice President for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ERNESTO F. 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.


ERNESTO F. BULAYOG
 Ratee

Approved:


MA. SALOME B. BULAYOG
 Head of Unit



MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomp.	Rating				Remarks
					Q1	E2	T3	A4	
UMFO 1	ADVANCED EDUCATION SERVICES								
	Fulltime Teaching Equivalent for Graduate	Teaching graduate courses							
UMFO 2	HIGHER EDUCATION SERVICES								
	Fulltime Teaching Equivalent Under graduate courses	Teaching Undergrad. courses	29.00	29.85	4.5	4.5	4.5	4.50	AgSci 12, AgEc 131, Econ 21, SoSt 111, Econ 99, SoSt 100
	Number of Thesis/Special Problems Advised:								
	Number of Student Research Advised								
	* Approved thesis outline								
	* Approved manuscript								
	* Approved as SRC Chairman								
	* Approved as SRC Member								
	Number of student organization advised								
	Number of Instructional Materials Developed and Revised								
	a. OBE-compliant syllabi								
	b. Teaching guides/student guides/lab. Manuals								
	c. Complete sets of teacher-developed audio visual materials (powerpoint, videos, computer games, etc.)								
	d. On-line interactive learning resources per subject								
		Average Rating						4.50	
UMFO 3	RESEARH SERVICES								
	Number of research proposals submitted								
	Number of research proposals approved								
	Number of research studies conducted								
	Number of research projects/studies completed within the year								

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	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								
	In nat'l for a/conferences								
	In reg'l for a/conferences								
	In institutional for a/conferences								
	Number of paper submitted for publication in internationally indexed 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)								
	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								
	Number research-related awards (research conducted by faculty or students with faculty)								
		Average Rating							
UMFO 4	EXTENSION SERVICES								
	Number of trainees weighed by the length of training		100	244	5	5	5	5.00	
	Number of trainings conducted		1	1	4	4	4	4.00	
	Number of EIC materials/techno-guides developed/used								
	Number of beneficiaries served								
	Groups		1	1					
	Individuals								
	Number of technical/expert services provided/rendered								
	Research Mentoring								
	Per reviewed/Panelists								
	Resource Person		1	1	4	4	4	4.00	
	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)								
	Percentage of beneficiaries who rated the training course and advisory services as satisfactory or higher in terms of quality and relevance		90	93	5	5	5	5.00	
	Number of extension-related awards (extension conducted by faculty or student and faculty)								
		Average Rating						4.50	
UMFO 5	SUPPORT TO OPERATIONS (STO)								
	Number of seminars/trainings/conventions/ workshops attended outside the university								
	Int'l								
	National								
	Regional								
	Institutional								
	Number of department meetings attended		4	4	4	4	4	4.00	
	Number of meetings attended (APB, Scholarship/Fellowship)								
	Number of Faculty Officers' meeting attended		4	7	5	5	5	5.00	
		Average Rating						4.50	

Total No. of Entries		7
Total Overall Rating		13.50
Average Rating		4.50
Adjectival Rating		0

Comments & Recommendations for Development Purpose:

Write and submit research and extension proposals for possible funding.

Calibrated by:

MA. SALOME B. BULAYOG

Head, DOE

Recommending Approval:

ANALITA A. SALABAO

Dean, CME

Approved:

BEATRIZ S. BELONIAS

Vice President for Instruction

PERFORMANCE MONITORING FORMName of Employee: **Ernesto F. 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	Very impressive	Outstanding	
2	Attends meetings and performs functions as member of different committees of the department	Outstanding	July 2019	Dec. 31, 2019	July 1, 2019 – Dec. 31, 2019	Very impressive	Outstanding	
3	Performs other functions	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:

**MA. SALOME B. BULAYOG**

Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Ernesto F. Bulayog
Performance Rating: July-December 2019

Aim: Strengthen VSU Faculty Association

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

Date: July 2019

Target Date: Dec. 2019

First Step:

Establish the Federation of VSU Faculty Associations and hold the First VSU Faculty and Student Leaders Summit.

Result:

Mentored the 4 campus Faculty Association Officers, drafted the Federation Constitution and By-Laws and held the First VSU Faculty and Student Leaders Summit.

Date: July 2019

Target Date: December 2019

Next Step:

Convene the first Federation General Assembly and ratify the Federation Constitution and By-Laws.

Outcome:

Strengthen Federation, empowered campus Faculty Association and signed a New Collective Negotiation Agreement with the Administration.

Final Step/Recommendation:

Register the Federation of VSU Faculty Associations with DOLE and CSC. Conduct election of officers and members of the Federation Advisory Board.

Prepared by:

MA. SALOME B. BULAYOG

Unit Head

Conforme:

ERNESTO F. BULAYOG

Ratee

cc: ODA-HRD