

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: WELLA MARIE D. ALACIO

January-June 2018

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)		Equivalent Numerical Rating (2 X 3)
1. Instruction				
a. Head/Dean (50%)		4.67x50%	2.33	
b. Students (50%)		4.67x50%	2.33	
Total for Instruction	90%		4.67	4.20
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				
4. Administration	10%		4.67	0.47
5. Production				
TOTAL	100%			4.67

EQUIVALENT NUMERICAL RATING: 4.67
Add: Additional Points, if any: 0
TOTAL NUMERICAL RATING: 4.67

ADJECTIVAL RATING: Outstanding

Prepared by:

WELLA MARIE D. ALACIO
Name of Faculty

Reviewed by:

ANTONIO P. ABAMO
Head, DBM

Recommending Approval:

ANTONIO P. ABAMO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

EX-100-4

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **WELLA MARIE d. ALACIO**, 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 January 2018 to June 2018

WELLA MARIE D. ALACIO
Ratee

Approved:

ANTONIO P. ABAMO
Head, DBM

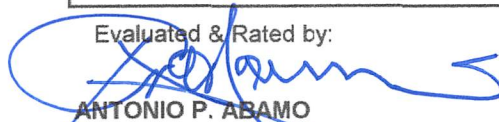
MFOs/PAPs	Success Indicators	Tasked Assigned	Target	Percentage of Actual Accomplishment	Actual Accomplishment	Rating				Remarks
						Q1	E2	T3	A4	
Advanced Education Services	1. Graduate Degree Program Management Services									
	PI1: Number of graduate degree specializations offered and monitored									
	PI2: Total FTE monitored									
	PI3: Percentage increase in number of graduate students enrolled									
	PI4: Percentage increase in the number of students who graduated within prescribed period									
Higher Education Services	Full Time Equivalent (FTE)	Teaching	20.00	171%	34.10	5	5	4	4.67	
	Vacation/Sick Leave									
	Number of Graduates:									
	Baccalaureate									
	Number of IMs Dev/Rev & Utilized	Compiler								
	Revised IM's within the last 3 years		1	300%	3	5	4	5	4.67	
	Advising									
	Approved case study manuscript	Adviser								
	Approved thesis outline									
	Approved thesis manuscript									
	Student Advising and Consult Services:									
	Number of student org advised	Adviser								
	Student-related activities assisted	Adviser								

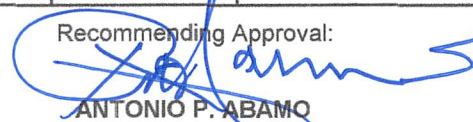
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	Number of UAC mtgs attended									
	Membership in university committees									
	Prompt submission of required documents									
	Annual Report									
	Procurement Plan									
	Staff Development Plan									
	Number of Faculty+B216 Mentored									
	Number of department activities supervised									
	Number of faculty members for study leave									
Total Over-all Rating									14.00	

Average Rating (Total overall rating divided by 4)		4.67
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.67
ADJECTIVAL RATING		0

Comments & Recommendations for Development Purpose: <i>Objective-oriented instructor! must include more research in agribusiness</i>
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Evaluated & Rated by:

ANTONIO P. ABAMO
Dept/Unit Head

Recommending Approval:

ANTONIO P. ABAMO
Dean

Approved by:

BEATRIZ S. BELONIAS
Vice President

Date: _____

Date: _____

Date: _____

1 – Quality 2 - Efficiency 3 - Timeliness 4- Average

PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2 nd	
	3 rd	
	4th	

Name of Office: Dept. of Business and Management

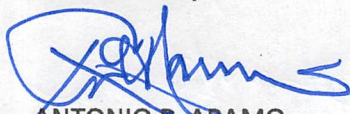
Head of Office: Antonio P. Abamo

Number of Personnel: WELLA MARIE D. ALACIO

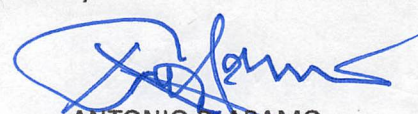
Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring		Faculty meeting		Following up the progress of research/extension involvement of DBM	Very productive discussion
Coaching		How possible to develop teaching guides and tips for teaching effectively			Effective and successful

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

Conducted by:


ANTONIO P. ABAMO
 Immediate Supervisor

Noted by:


ANTONIO P. ABAMO
 Dean, CME

PERFORMANCE EVALUATION & COACHING JOURNAL

1st	2nd	3rd	4th
Q	U	A	R
R	T	E	R

Name of Officer: Dept. of Business and Management

Station Officer: Antonio P. Arango

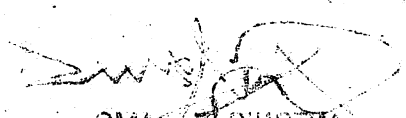
Number of Person(s): WILLIAM D. ALARCON

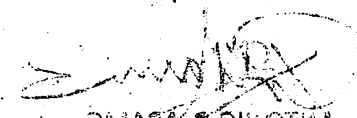
Activity	MECHANISM			Remarks
	Monitoring	One-on-One	Meeting	
Monitoring			Facility Meeting	Following up the progress of research/clinical involvement of DSM
Coaching			How possible to develop teaching and research for coaching effectively	Very productive discussion
				Effective and successful

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

Noted by:

Conducted by:


ANTONIO P. ARANGO
Team, CME


WILLIAM D. ALARCON
Immediate Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: WELLA MARIE D. ALACIO

Performance Rating: January-June 2018

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

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

Date: January 2018

Target Date: June 2018

First Step:

Attend trainings/workshops related to strategic teaching methods.

Result:

Attended seminars conducted by the University for Capacity building and improve strategic teaching method and joined LEIZ project.

Date:

Target Date:

Next Step:

Share knowledge to students obtained from workshops.

Outcome:

Applied acquired knowledge from seminars and project to Agribusiness students.

Final Step/ Recommendation:

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

Prepared by:


ANTONIO P. ABAMO

Unit Head