SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: WELLA MARIE D. ALACIO

January-June 2018

Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	· · · · · · · · · · · · · · · · · · ·	Equivalent Numerical Rating (2 X 3)
	4 (7-509/	233	
	· · · · · · · · · · · · · · · · · · ·		
80%	5.00x50%	4.83	3.87
	it to the second		i i
10%		4.67	0.47
t.			- I
10%		4.53	0.45
100%	1		4.79
	80%	Percentage Weight of Involvement (2) 4.67x50% 5.00x50% 10%	Percentage Weight of Involvement (2) (Rating x%) (3) (2) (3) (2) (3) (3) (3) (4.67x50%

THE RESERVE OF THE PERSON NAMED IN COLUMN TWO IS NOT THE PERSON NAMED IN COLUMN TWO IS NAME	Name and Address of the Owner, where the Owner, which is the Ow		
FOLIVAL	ENT	NUMERICAL	RATING

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

Prepared by:

Reviewed by:

by:

Head, DBM

0

4.79

Outstanding

WELLA MARIE D. ALACIO

Name of Faculty

Recommending Approval:

ANALITA A. SALABAO

Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President

INDIVIDUAL PERFORMNACE COMMITMENT AND 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 2019 - June 2019

Approved:

ANALITA A. SALABAO

Head, DBM

WELLA MARIE D. ALACIO

Ratee

		Tasked Assigned		Percentage of	Actual	Rating				Remarks
MFOs/PAPs	Success Indicators		Target	Actual Accomplish ment	Accomplish ment	Q1	E2	Т3	A4	
Advanced Education Services	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									
	PI4: Percentage increase in the number of students who graduated within prescribed period		10.00	1000/	24.90	4	5	5	4.67	
Higher Education Services	Full Time Equivalent (FTE)	Teaching	18.00	138%	24.90		+			
riigiioi Zaasaa	Vacation/Sick Leave						+			
	Number of Graduates:						_			
	Baccalaureate							1		
	Number of IMs Dev/Rev & Utilized	Compiler	1	2000/	2	5	4	5	4.67	
	Revised IM's within the last 3 years		1	200%	2		<u> </u>			
	Advising		10	150%	18	5	4	5	4.67	
	Approved case study manuscript	Adviser	12	150%	10		_			
	Approved thesis outline							1		
	Approved thesis manuscript							1		
	Student Advising and Consult Services:	1.11	-				_	1		
	Number of student org advised	Adviser			1		_	1		
	Student-related activities assisted	Adviser								

Student advised as academic adviser Academe/Industry Linkage established: International National Local/Regional Awards/Honors received by students/faculty: Awards received by students Number of Professorial Chair awardee Number of Scholarships availed Number of Graduates within prescribed period: Masters Diploma IMs Developed/Revised and Utilized Revised IM's within the last 3 years Number of Student Research Advising Approved special problem manuscript Approved research outline Student Advising and Consult Services: Number of student organizations advised	Adviser culty: d period: s: s:	Adviser	Adviser Adviser	Adviser Adviser I ad	01=10131 16	Student advised as academic deme/Industry Linkage esta International National Local/Regional Local/Regional Awards received by students Awards received by students Number of Professorial Chair Number of Scholarships avail Number of Graduates within pumber of Graduates within the last in the
			100%	100%	Approved special problem manuscript Approved research outline Approved research outline Student Advising and Consult Services: Number of student organizations advised Number of student-related activities assisted journals/internationally indexed journals: In Ref Natl Journals	d period:
	100%					

	In National		-							
	In Regional					4				
	In Local		-	-		4				
	Percentage of Research Projects Conducted		-							
	and Completed on Schedule		-							
	Number of scientific fora coordinated/facilitated									
	Number of linkages forged:									
	International									
	National		-							
	Regional		-1							
xtn Services	Number of person-days trained	Trainor	4	2000/	2	4	5	5	4.67	
Xtn Services	Number of trainings conducted	RP	1	200%						
	Number of beneficiaries served:		- North Control of the Control of th			and the same of th				
	Groups/ Institutions									
	Individuals		- Il-			the same of the sa				
	Awards recv (inter, natl, local):			-		None Management of the Control of th				
	Individual		- dimensional districts				\vdash			
	Unit (Center, College, Department)									
	Technical/ Expert services		- Harrison							
	Consultancy	Consultant								
	Commodity teams			-			+			
	RDE reviewer/ panelist						+			
	Resource person	Resource person	the second second	-			+			
Seminars/symposium/				2000/	2	4	5	5	4.67	
conference attended	International		1	200%	2		+			
conference attended	National	-		1			_			
	Local/Regional	Participant	- the same of the				1			
Admin Support				25000	5	4	5	5	4.67	
Admin Support	Number of department mtgs attended		2	250%			+			
Services	Membership in University committees	Member		1000	1	5	4	4	4.33	
	Membership in College committees	Member	1	100%	2	5	4	4	4.33	
	Membership in the Department committees	Member	1	200%	-	-	+			
To and Hood	Number of department meetings presided				-		+			
Department Head	Number of execom meetings attended		1	1						

the same of the sa						
	Number of UAC mtgs attended		T T	T		
	Membership in university committees					
, , , , , , , , , , , , , , , , , , , ,	Prompt submission of required documents					-
	Annual Report					-
	Procurement Plan					-
	Staff Development Plan					
16	Number of Faculty Mentored					P
	Number of department activities supervised	- it				
,	Number of faculty members for study leave					
Total Over-all Rating						
					41.33	
Average Rating (Total ove	rall rating divided by 4)	T	4.59	Comments & Rec		
Additional Points:	ll.		4.33			
A. C.				för Development	Purpose:	
Approved Adidtional points (w	ith copy of approval)		and the second s	Objective-oriented	instructor, involve	16
FINAL RATING		4	4.59	more research in		
ADJECTIVIAL RATING			0	more research m	ugrībusiness	
Evaluated & Rated by: ANALITA A. SALABAO Dept/Unit Head		Recommending A ANALITA A.S A Dean	pproval:	BE	ATRIZ S. BELONIAS se President	
Date:1 - Quality 2 - Efficiency 3		Date		Date	e:	

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Dept. of Business and Management

Head of Office: Antonio P. Abamo

Number of Personnel: WELLA MARIE D. ALACIO

A mails stars		MECH	IANISM		
Activity Monitoring		eting	Memo	Others (Pls.	Remarks
	One-on-One	Group		specify)	
Monitoring	Observing him in the classroom and providing feedback	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	Showing her how to use a specific program (ex. Excel QM) for use in her classes	How 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:

ANALITA A.SALABAO

Immediate Supervisor

Noted by:

ANALITA A SALABAO

Dean, CME

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: WELLA MARIE D. ALACIO Performance Rating: **JANUARY-JUNE 2019** Aim: To enhance skills in research, extension and instruction functions. Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities: Date: January 2019 Target Date: June 2019 First Step: To attend seminars, training/workshops that will enhance extension and instruction services, as well as improve knowledge in statistical tools for data analysis. Result: Attended in related seminars and workshops. Date: ___ Target Date: _____ **Next Step:** Participated and conducted seminar for extension services. New information from trainings and seminars were used and included in the instructional materials and were discussed in class. Outcome: Improved capability to undertake research, extension and instruction. Final Step/Recommendation: To continue attending retooling activities to upgrade competency to perform instruction, research and extension functions. Prepared by:

Conforme:

WELLA MARIE D. ALACIO

cc: ODA-HRD