# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **DORYN JAN L. AVILA** 

July - December 2019

741	, December 20				New New York
Program Involvement	Percentage Weight of	1	Numerica (Rating	0	Equivalent Numerical
(1)	Involve-ment		(3)	)	Rating
` '	(2)				(2 X 3)
1. Instruction					
a. Head/Dean (50%)		4.67	50%	2.33	
b. Students (50%)		5.00	50%	2.50	
Total for Instruction	80%			4.83	3.87
2. Research					
a. Client/Dir. For Research (50%)					
b, Dept. Head/Center Director (50%)					
B. Extension					
a. Client/Dir. for Extension (50%)					
b. Dept. Head/Center Director (50%)					
Total for Extension	10%			4.72	0.47
4. Administration	10%			4.67	0.47
5. Production					
TOTAL	100%				4.81
QUIVALENT NUMERICAL RATING:				4.81	

EQUIVALENT NUMERICAL RATING:	4.81
Add: Additional Points, if any:	<u>0</u>
TOTAL NUMERICAL RATING:	4.81

ADJECTIVAL RATING:

Prepared by:

Reviewed by:

Outstanding

Head, DBM

DORYN JAN L. AVILA

Name of Faculty

Recommending Approval: ANALITA A. SALABAO

Dean/Director

Approved:

Vice President

# INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

DORYN JAN L. AVILA

I, **DORYN JAN L. AVILA**, 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 to December 2019

Approved: ANALITA A. SALABAO

Ratee Head, DBM Actual ercentage **Tasked** Accom Rating Remarks MFOs/PAPs **Success Indicators Target** plishm ual Accomp Assigned ent Q1 **T3 E2** A4 **Advanced Education** 1. Graduate Degree Program Management Services Services PI2: Total FTE monitored Teaching PI3: Percentage increase in number of graduate students enrolled PI4: Percentage increase in the number of students who graduated within prescribed period **Higher Education** Full Time Equivalent (FTE) Teaching Services 20 158% 31.50 4.67 Teachers leave Number of Graduates: Baccalaureate Compiler Number of IMs Dev/Rev & Utilized Revised IM's within the last 3 years 5 5 4.67 100% 4 Number of Student Research and Field Practice Advising Approved case study manuscript Adviser 4.67 2 5 4 Approved thesis outline Approved thesis manuscript Student Advising and Consult Services:

	Number of student org advised	Adviser								
	Student-related activities assisted	Assistant					1			
	Student advised as academic adviser	Adviser	10	300%	30	5	4	5	4.67	
	Academe/Industry Linkage established:									
	International									
	National									
	Local/Regional									
	Awards/Honors received by students/faculty:									
	Awards received by students									
	Number of awards received by faculty									
	Number of Professorial Chair awardee									
	Number of Scholarships availed									
Advanced										
education services										
	Number of Graduates within prescribed period:	<b>—</b>								
	Masters						7,			
	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			74.						
	Number of student-related activities assisted									
A.C.					_		-			
		,								
Research Services	Number of Outputs Published in CHED accredited journals/internationally indexed journals:									
	In Ref Internationally Indexed journals.		+							
	In Ref Natl Journals	<del> </del>	+				-			
		-	+							
	In Institutional Journals		-							
	International									

	Number of papers published in other	T	T		I					
	peer-reviewed publications	1								
	(proceedings, monographs, etc.)									
	Number of Outputs Presented in Regional/National/International Fora /Conferences:									
	In International									
	In National									
	In Regional									
	In Local									
	Percentage of Research Projects Conducted					, .				
	and Completed on Schedule								-	
	Number of scientific fora coordinated/facilitated									
	Number of linkages forged:			j.						
	International									
	National									
	Regional									
Extn Services	Number of person-days trained	Trainor								
	Number of trainings conducted	Resource person	1	300%	3	5	4	5	4.67	
	Number of beneficiaries served:									
	Groups/ Institutions	Resource person	1	600%	6	5	4	5	4.67	
	Individuals	RP			300	5	5	4	4.67	
	Awards recv (inter, natl, local):									
	Individual									
	Unit (Center, College, Department)									
	Technical/ Expert services	-	Î				-		-	
	Consultancy	Consultant							4	
	Commodity teams									
	RDE reviewer/ panelist									
	Resource person	Resource person	1	300%	3	5	5	5	5.00	
Seminars/sympos	sium/									
conference attend	ded International									

	National	Participant			1	5	4	5	4.67	
	Local/Regional	Participant	1	200%	2	5	4	5	4.67	
Admin Support					_				4.07	
Services	Number of department meeting attended		3	167%	5	5	4	5	4.67	
	Membership in University committees	Member	1	100%	1	5	5	4	4.67	
	Membership in College committees	Member	1	100%	1	5	4	5	4.67	
	Membership in the Department committees	Member	3	100%	3	5	5	4	4.67	
	Department Organization	Member								
	ROTC Sponsors	Matron								
Department Head	Number of department meetings presided									
	Number of execom meetings attended									
	Number of UAC mtgs attended		1							
	Membership in university committees									
	Prompt submission of required documents									
7 T	Annual Report									
	Procurement Plan									
	Staff Development Plan									
	Number of Faculty Mentored									
	Number of department activities supervised									
	Number of faculty members for study leave									1
Total Over all Dating			-						65.67	
Total Over-all Rating	1								05.07	

Average Rating (Total overall rating divided by 4)	4.69
Additional Points:	
Approved Additional points (with copy of approval)	
INAL RATING	4.69
DJECTIVIAL RATING	9
Evaluated & Rated by:	ANALITA A. SALABA
Dept/Unit Head	Dean
Date:	Date
1 - Quality 2 - Efficiency 3 - Timeliness 4- Average	

Comments & Recommendations		
for Development Purpose:		
Must involve more research activity.	2	
Must complete thesis ASAP.		

Approved by.
BEATRIZ S. BELONIAS
Vice President
Date:

# PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Dept. of Business and Management

Head of Office: Analita A. Salabao

Number of Personnel: DORYN JAN L. AVILA

Memo	Others (Pls. specify)	Productive discussion
ivierno	specify)	
		Very effective

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

Conducted by:

cah

Immediate Supervisor

Noted by:

ANALITA A SALABAO

bean, CME

#### **EMPLOYEE DEVELOPMENT PLAN**

Name of Employee:

Doryn Jan L. Avila

Performance Rating:

July - December 2019

Aim: To develop and enhance knowledge, skills and capabilities in teaching marketing and organization subjects

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

Date: \_\_\_\_ July 1, 2019

Target Date: December 2019

# First Step:

Attend seminars/training/workshops related to organization and marketing that will be helpful in instruction. Lay out schedule for conduct of training in relation to marketing.

### Result:

Attended seminars/trainings on marketing and organization, and conducted trainings to chosen beneficiaries on marketing.

Date:

Target Date:

#### **Next Step:**

Share knowledge to students what have been learned from trainings and seminars attended.

### Outcome:

Applied learnings in classroom activities and incorporated materials used in the trainings and seminars classroom discussion.

### Final Step/Recommendation:

To continue attending seminars/workshops/trainings to acquire more knowledge in marketing and organization.

Prepared by:

Unit Head

Ratee

cc: ODA-HRD

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Prepared by:

Unit Head

DORYN JAN'L . AVILA

cc: ODA-HRD