# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: DORYN JAN L. AVILA

## July - December 2018

Program Involvement (1)	Percent age Weight of Involve-	Numerica (Rating	g x%)	Equivale nt Numeric al Rating (2 X 3)
1. Instruction	THIVINVE-			12/31
a. Head/Dean (50%)		4.83x50%	2.42	THE RESIDENCE OF THE PROPERTY
b. Students (50%)		4.33x50%	2.17	
Total for Instruction	75%		4.58	3.44
2. Research	10%		5.00	0.50
a. Client/Dir. For Research (50%)				
b, Dept. Head/Center Director (50%)				
3. Extension				
a. Client/Dir. for Extension (50%)				
b. Dept. Head/Center Director (50%)				
Total for Extension	10%		4.83	0.48
4. Administration	5%		4.80	0.24
5. Production				
TOTAL	100%			4.66
FOLINAL FAIT AUTA FEDICAL DATING.			A.C.C.	

EQUIVALENT NUMERICAL RATING: 4.66
Add: Additional Points, if any: 0
TOTAL NUMERICAL RATING: 4.66

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

Name of Faculty

Recommending Approval:

ANTONIO P. ABAMO Head, DBM

ANTONIO P. ABAMO Dean/Director

Approved:

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Vice President

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### INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, <u>DORYN JAN L. AVILA</u>, 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 2018 to December 2018.

DORYN JAN'L. AVILA

Approved:

NTONIO P ABAMO

Ratee

Head, DBM

MFOs/PAPs	Success Indicators	Tasked	Target	Percentage of	Actual Accom		Ra	ting		Remark
WII CON 7 II C		Assigned		Actual Accomplis	plishm ent	Q1	E2	T3	A4	
Higher Education Services	Full Time Equivalent (FTE)	Teaching	20		37.95	5	5	5	5.00	
	Teachers leave									
	Number of Graduates:									
	Baccalaureate			4						
	Number of IMs Dev/Rev & Utilized	Compiler								
	Revised IM's within the last 3 years		1		1	5	5	4	4.67	
	Number of Student Research and Field Practice Advising									
	Approved case study manuscript	Adviser	1		2	5	5	4	4.67	
	Approved thesis outline									
aye Telephone	Approved thesis manuscript									
	Student Advising and Consult Services:									
	Number of student org advised	Adviser	1							
	Student-related activities assisted	Assistant								
	Student advised as academic adviser	Adviser	10		30	5	5	5	5.00	
	Academe/Industry Linkage established:							No. of the	1	

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	Awards received by students									
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	Number of Scholarships availed									
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	Revised IM's within the last 3 years		ļ			<b></b>			ļ	<del> </del>
	Number of Student Research Advising					<b>↓</b>	-		<u> </u>	<del> </del>
	Approved special problem manuscript		ļ			ļ	<u> </u>	<b></b>		<u> </u>
	Approved research outline						<b> </b>			<del> </del>
	Student Advising and Consult Services:		<u> </u>				ļ	<u> </u>		
	Number of student organizations advised		<u> </u>	ļ					<b></b>	
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Research Services	journals:							٠.		
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	(proceedings, monographs, etc.) Number of Outputs Presented in				· · · · · · ·	<del> </del>		<del> </del>	<del>                                     </del>	<del> </del>
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	Number of trainings conducted	Resource person	1			5	5	5	5.00	
•	Number of beneficiaries served:					5	5	5	5.00	
	Groups/ Institutions	Resource person	1							
	Individuals	Resource person	10			5	5	4	4.67	
	Awards recv (inter, natl, local):					4	5	5	4.67	
	Individual									
	Unit (Center, College, Department)				`					<del></del>
· ·	Technical/ Expert services				· .				·	
	Consultancy	Consultant								
	Commodity teams					5	5	. 5	5.00	
	RDE reviewer/ panelist									
	Resource person	Resource person	1		2					
Seminars/sympos	sium/									
conference attend					1					
	National	Participant	1		4					
	Local/Regional	Participant	1		. 2					
						5	4	5	4.67	
Admin Support										
Services	Number of department meeting attended		3		5				``	
	Membership in University committees	Member	1		1					
	Membership in College committees	Member	1			5	5	5	5.00	
	Membership in the Department committees	Member			2	5	5	4	4.67	

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	Department Organization	Member			5	4	5	4.67	
	ROTC Sponsors	Matron			5	5	5	5.00	
epartment Head	Number of department meetings presided								
	Number of execom meetings attended								
	Number of UAC mtgs attended								
	Membership in university committees		•						
	Prompt submission of required documents							7 33	
	Annual Report								
	Procurement Plan								
	Staff Development Plan								
	Number of Faculty+B90 Mentored								
	Number of department activities supervised			7 7 79				74-14	
	Number of faculty members for study leave				1		1	400	
						7			
otal Over-all Rating									
				2					***************************************
Average Rating (Tota	al overall rating divided by 4}			Commen	ts & Rec	ommen	dations	5	
dditional Points:				for Devel	opment	Purpose	2:		
Approved Additional poi	nts (with copy of approval)			Must invo	lve more	research	activity	<i>/</i> .	
INAL RATING				Must com	plete the	sis ASAP.			
DJECTIVIAL RATING									
Evaluated & Rated by ANTONIO P. ABAMO Dept/Unit Head		Recommending Approval:  ANTONIO P. ABAMO  Dean	<u></u>			Approv	IZ S.	BELON	IIAS
Date:	이 마음에 많아 이 집에 없어요. 이 없는 것이 .	Date				Date: _			
	cy 3 - Timeliness 4- Average								

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## PERFORMANCE MONITORING & COACHING JOURNAL

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Name of Office: Dept. of Business and Management

Head of Office: Antonio P. Abamo

Number of Personnel: DORYN JAN L. AVILA

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Activity Monitoring	Mee	ting	Memo	Others (Pls.	Remarks
William	One-on-One	Group	14101110	specify)	
Monitoring	About her progress with her MBA degree	Faculty meeting and department committee meeting			Productive discussion
Coaching	Writing a proposal for SP research	How to progress her MBA program better.			Very attentive

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 CMF

# PERFORMANCE MONITOPINE & COACHING SCURINAL

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Head of Office: Antonio P. Apeno -

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Conducted by: -

ANTONIC PLABAMO

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#### EMPLOYEE DEVELOPMENT PLAN

Name of Employee:

Doryn Jan L. Avila

Performance Rating:

July - December 2018

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, 2018

Target Date: <u>December 2018</u>

#### 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:**

Shared 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:

cc: ODA-HRD

Conforme:

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Name of Employee: ..

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Airc. To develop and enhance torowledge, skills and capabilities in teaching marketing and organization subjects.

Proposed interventions to improve Performance and/or Competance and Qualification to assume higher responsibilities;

Date: July 1, 2018

Target Dite: December 2018

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