SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: April Gayle V. Calunangan

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
6. Instruction			
a. Head/Dean (50%)	45%	3.93	1.769
b. Students (50%)	45%	4.0	1.80
Total for Instruction	90%		
7. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
8. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	10%	1.0	0.10
9. Administration			
10. Production			
TOTAL			3.669

EQUIVALENT NUMERICAL RATING: 3.669
Add: Additional Points, if any: 0.0
TOTAL NUMERICAL RATING: 3.669

ADJECTIVAL RATING: VERY SATISFACTORY
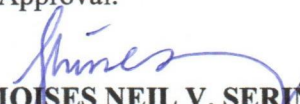
Prepared by: Reviewed by:
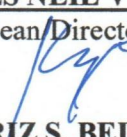
APRIL GAYLE V. CALUNANGAN   **VENICE B. IBAÑEZ**
Name of Faculty   Department Head

Recommending Approval:

MOISES NEIL V. SERIÑO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

VISAYAS STATE UNIVERSITY

DTHM

DEPARTMENT OF TOURISM AND HOSPITALITY MANAGEMENT
Visca, Baybay City, Leyte, PHILIPPINES
Telefax: None
Email: dchm@vsu.edu.ph
Website: www.vsu.edu.ph

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, APRIL GAYLE V. CALUNANGAN, a faculty member of the <u>DEPARTMENT OF TOURISM AND HOSPITALITY MANAGEMENT</u> commit to the deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period JANUARY to JUNE 2022.

Approved:

APRIL GAYLE V. CALUNANGAN
Instructor
Date: 7/27/22

VENICE B. IBAÑEZ
Department Head
Date: July 28 2022

MOISES NEIL V. SERIÑO
College Dean
Date: 8/10/22

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Eficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	**A1.** Actual Faculty's FTE	Handles subjects/courses assigned							
	PI 8: Number of graduate students advised *	**A2.** Number of students advised	Acts as academic adviser to graduate students							
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							

	PI	Indicator	Description							
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
	PI 9: Number of instructional materials developed *	**A5**. Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom							
	PI 10. Additional outputs:	**A 8. Other outputs implementing the new normal due to covid 19**								
UMFO 2. HIGHER EDUCATION SERVICES			Designs experiential learning activities and other outputs							
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	**A9**. Actual Faculty's FTE	Handles and teaches courses assigned	43	27.775	5	5	5	5	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	8	13	5	5	5	5	Midterm Grades of the ff: THty104-7, Thty114(LAB)-4, Tmgt122-1, Tmgt134-1
		A 11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	0	0					

		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	1	4	4	4	4	Faculty Onboarding
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	4	4	4	4	4	1 for each subject taught
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	8	4	4	4	4	THty104-3, TMgt122-3, TMgt134-2
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	10	5	3	3	3	3	TMgt122-3, THty114-2
PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	30	38	5	5	5	5	2nd Sem,SY 21-22 Enrollment
	A17. Number of students advised on thesis/ field practice/special problem:								
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	3	1	3	3	3	3	Bisnar
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	5	6	5	5	5	5	Cabonilas, Madera, Raboy and Morales --------Tan and Tomaub?
	A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	30	5	5	5	5	Thru Email, VSUEE and personal FB Messenger
PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	0	0					
	A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related	0	0					
PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							

		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	0	1	1	1	1	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	5	4	4	4	4	THTy 104-3, TMgt122-2
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	1	3	3	3	3	TMgt122 Midterm
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	0	0					
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	4	3	4	4	4	4	Tmgt122, TMgt134,THty104
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries	0						
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research oroject within the year	0						

PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	**A 29.** Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	0							
	In refereed int'l journals		0							
	In refereed nat'l/regional journals		0							
PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	**A 30.** Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences	0							
	In int'l fora/conferences		0							
	In nat'l/regional fora/conferences		0							
PI 5. Percent of research proposals approved *	**A 31.** Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	0							
PI 6. Additional outputs*	**A 32**. No. of research-related awards (research conducted by		0							
	A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	0							
	A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0							
	A 35.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	0							

UMFO 4. EXTENSION SERVICES

PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	**A 36**. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership	10	0	I	I	I	I	
PI 2. Number of trainees weighted by the length of training	**A 37**. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	**A 38**. Number of extension programs/projects implemented	Implementes duly approved extension projects							
PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	**A 39**. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services							
PI 5. *Number of technical/expert services*	**A 40** . *Number of technical/expert services as/in:*	Provides the technical and expert services requested by beneficiaries	0						
Research Mentoring	*Research Mentor*		0						
Peer reviewers/Panelists	*Peer reviewers/Panelists*		0						
Resource Persons	*Resource Persons*		0						
Convenor/Organizer	*Convenor/Organizer*		1	7	I	I	I	I	

Consultancy	Consultant		0						
Evaluator	Evaluator		0						
PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	1	?	|	|	|	|	
PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *		0						
	A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	0						

UMFO 5. SUPPORT TO OPERATIONS

OVPI MFO 4. Program and Institutional Accreditation Services

PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero non-conformity						
	A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant						
	On program accreditations								
	On institutional accreditations								

UMFO 6. General Admin. & Support Services

PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint						

PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performfing functions resulting to best practice						
	A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal						
Total Over-all Rating								
Average Rating								
Adjectival Rating								

Evaluated & Rated by:

VENICE B. IBAÑEZ
Department Head
Date: July 28, 2022

Recommending Approval

MOISES NEIL V. SERIÑO
Dean, CME
Date: 8/10/22

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date:

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: <u>April Gayle Valencia-Calunangan</u>

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	Teach Undergraduate courses	TMgt 134 TMgt 132 THty 114 Thty 104	February 2022	July 15, 2022	July 15, 2022	VI	VS	Team teach with HMEQuimbo and BJLCastil
2	Provide advise for OJT on their industry practice report	Act as adviser for 4 students	March 12, 2022	June 7, 2022	July 15, 2022	I	VS	
3	Serve as member of department-based committees	Program Chair for Tourism Management Extension committee, Curriculum committee	January 2022	December 31, 2022	April 2022	VI	VS	Maternity leave effective April 2022

* Either very impressive, impressive, needs improvement, poor, very poor
** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

VENICE B. IBAÑEZ
Unit Head

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: April Gayle Valencia-Calunangan

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	Teach Undergraduate courses	TMgt 134 TMgt 132 THty 114 Thty 104	February 2022	July 15, 2022	July 15, 2022	VI	VS	Team teach with HMEQuimbo and BJLCastil
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3	Serve as member of department-based committees	Program Chair for Tourism Management Extension committee, Curriculum committee	January 2022	December 31, 2022	April 2022	VI	VS	Maternity leave effective April 2022

* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

VENICE B. IBAÑEZ
Unit Head

PERFORMANCE MONITORING & COACHING JOURNAL

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

(right box spells QUARTER vertically)

Name of Office: Department of Tourism and Hospitality Management

Head of Office: Ms.Venice B. Ibañez

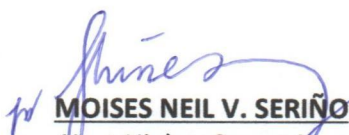**Number of Personnel:** Ms. April Gayle V. Calunangan

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	X	X			Conducted during monthly department meetings and individual consultations
Coaching	X	X			

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

Conducted by: Noted by:

VENICE B. IBAÑEZ   **MOISES NEIL V. SERIÑO**
Immediate Supervisor   Next Higher Supervisor

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: APRIL GAYLE V. CALUNANGAN
Performance Rating: January-June 2022

Aim: To develop skills related to research and research advising

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

Date: January 2022   **Target Date**:   June 2022

First Step:
 To attend webinars/seminars related to research

Result:
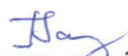Increased knowledge on research

Date: May 2022   **Target Date**: June 2022

Next Step:
Apply the learnings and insights learned in the advising undergraduate thesis of students.

Outcome:
Confident in advising undergraduate thesis of students.

Final Step/Recommendation:

To attend more advanced seminar on research related topics.

<div align="right">

Prepared by:

VENICE B. IBAÑEZ
Unit Head

</div>

cc: ODA-HRD