

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.89 \times 0.50 = 2.445$	
b. Students (50%)		$4.19 \times 0.50 = 2.445$	
Total for Instruction	85%	4.89	4.16
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	5%	4.89	0.24
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	10%	5.0	0.5
4. Administration			
5. Production			
TOTAL			4.9

BEATRIZ/S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MARY JOY M. ABIT, of the DEPARTMENT OF PEST 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.

MARY JOY M. ABIT
Ratee

Approved:

VICTOR B. ASIO
Dean, CAFS


MFO/PAP's	Success Indicators	Tasked Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Advanced and Higher Education Services	- Full Time Equivalent (FTE)	Teaches assigned courses	4	18.86	5	5	5	5.0	
	- No. of thesis outline checked	As thesis adviser/adviser	3	7	5	5	5	5.0	
		As SRC member/chairman	3	7	5	5	5	5.0	
	- No. of thesis outline approved	As thesis adviser/co-adviser							
		As SRC member/chairman							
	- No. of instructional materials revised and utilized	Author	1	1	5	4	5	4.67	
	- No. of trainings/seminars attended		1	2	5	5	5	5.0	
	- No. of hours spent for students	-	30	70	5	5	5	5.0	
	- No. of student researches supervised/assisted	Adviser and/or SRC Member	5	7	5	4	5	4.67	
	- No. of powerpoint lecture presentation revised	Lecturer	1	4	5	5	5	5.0	
	- No. of students advised/assisted	Academic and/or course adviser	3	5	5	4	5	4.67	
Total Over-all Rating								4.89	

Average Rating (Total Over-all rating divided by 4)		4.89
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.89
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose:

Keep up the good work


Evaluated & Rated By:


VICTOR B. ASIO
 DEAN CAFS

Date: _____

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

Approved by:


BEATRIZ S. BELONIAS
 VP-Instruction

Date: _____

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Approved: VICTOR B. ASIO
Dean, CAFS


	Success Indicators	Tasked Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Research Services	- No. of papers written for publication	Senior and/or co-author	1	1	5	4	5	4.67	
	- No. of papers submitted for publication in peer reviewed journals	Senior and/or co-author							
	- No. of papers published for peer-reviewed journals	Senior author/Co-author							
	- No. research proposal written and submitted	Project leader/Study leader	1	2	5	5	5	5.0	
	- No. of research paper reviewed	Reviewer	1	5	5	5	5	5.0	
Total Over-all Rating								4.89	

Average Rating (Total Over-all rating divided by 4)		4.89
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.89
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose:

Keep up the good work


Evaluated & Rated By:


VICTOR B. ASIO
DEAN CAFS

Date: _____

- 1 – Quality
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- 4 – Average

Approved by:


BEATRIZ S. BELONIAS
VP-Instruction

Date: _____

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~~MARY JOY M. ABIT~~

Ratee

Approved:

VICTOR B. ASIO

Dean, CAFS


[illegible]

Average Rating (Total Over-all rating divided by 4)		5.0
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		5.0
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose:

Keep up the good work


Evaluated & Rated By:


VICTOR B. ASIO
DEAN CAFS

Date: _____

- 1 – Quality
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- 4 – Average

Approved by:


BEATRIZ S. BELONIAS
VP-Instruction

Date: _____

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Mary Joy M. Abit
Performance Rating: Outstanding

Aim: Enhanced management of the department

Proposed Interventions to Improve Performance:

Date: July 2019 - Dec 2019 Target Date: Dec 2019

First Step: request the V&U admin to allow her to attend a management training

Result: attends the training

Date: Nov 2019 Target Date: Nov 2019

Next Step: applies what has learned from the training in managing the department

Outcome: improvement in the overall performance of the department

Final Step/Recommendation:

Prepared by:

VICTOR B. ASIO
Unit Head

Conforme:

MARY JOY M. ABIT
Name of Ratee Faculty/Staff