

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Dr. Jannet C. Bencure

Program Involvement	Percentage	Numerical	Equivalent
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		2.50	
b. Students (50%)		2.17	
TOTAL for Instruction	40%	4.67	1.87
2. Research	10%	4.33	0.43
3. Extension	10%	4.56	0.46
4. Administration & Support to Operation	40%	4.99	1.99
5. Production	0%	0.00	0.00
TOTAL			4.75


EQUIVALENT NUMERICAL RATING: 4.75

Add: Additional Points, if any:

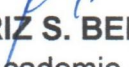
TOTAL NUMERICAL RATING: 4.75

ADJECTIVAL RATING: Outstanding

Prepared by:


JANNET C. BENCURE
Assoc. Prof. II

Reviewed by:


BEATRIZ S. BELONIAS
VP, Academic Affairs

Approved:


BEATRIZ S. BELONIAS
VP, Academic Affairs



VISAYAS
STATE UNIVERSITY




COLLEGE OF
ENGINEERING AND TECHNOLOGY


"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JANNET C BENCURE, Dean of the College of Engineering and Technology and Head of the DEPARTMENT OF GEODETIC ENGINEERING, commit to the deliver and agree to be rated on the attainment of the following targets and accomplishments in accordance with the indicated measures for the period July 1 to December 31, 2023.

Approved:


JANNET C. BENCURE
Head, DGE & Dean, CET
Date: 1/23/24


BEATRIZ S. BELONIAS
VP, OVPA
Date: 1/23/24

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	Efficiency	Timeliness	Average	
UMFO 2. HIGHER EDUCATION SERVICES										
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	20	24.15	5	5	5	5.00	Geng 138 Esci 110 GEng 135 LAM 229

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	Efficiency	Timeliness	Average	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	12	5	5	5	5.00	Final Grades for: Geng 127: 3 Geng 135: 1 Midterm & Final Grades for: Geng 138: 4 Esci 110: 2 LAMP: 2
		A11. 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.		2	5	5	5	5.00	GEng 135
		A12. Number of trainings attended related to instruction	Attend mandated trainings	2	1	5	5	5	5.00	OBE-CQI
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	8	32	5	5	5	5.00	Geng 138: 8 Esci 110: 5 GEng 135:6 ESci 110: 9 LAMP: 4
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	16	14	5	5	5	5.00	Geng 138: 10 Esci 110: 10
		A15. Number of lab reports	Checks lab reports	5	525	5	5	5	5.00	Geng 138: 9 x 40
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	15	15	5	5	5	5.00	BSGE students
		A17. Number of students advised on thesis/ field practice/special problem:								

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	Efficiency	Timeliness	Average	
		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	1	14	5	5	5	5.00	Lima; Julve; Pomentil; Daquiado; Bation; Datoy; Gayrama; Garay; Vertulfo; Buscagan; Monterola; Zaldua; Ligtas; Cabudol
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	1	4	5	5	5	5.00	Orillano; Ycong; Israel; Deloso; Recilla
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	20	40	5	5	5	5.00	Academic Advisees; Special Studies advisees
	PI 9 : Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	5	5	5	5.00	VYM
		A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	3	5	5	5	5.00	CET-SSC: GEP-VSUSC: VYM (CET Month & GEP-VSUSC Month: GIS Month Activities)
		<i>Assessment tools</i>	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	8	42	5	5	5	5.00	Geng 138: 10 Esci 110: 18 GEng135: 10 LAMP 229: 4
		A 24 : Number of virtual classroom	Creates virtual	2	2	5	5	5	5.00	GEng138 (updated)
	PI 11 . Additional	A 25 . Number of Additional								
		Program	Prepares documents		1	5	5	5	5.00	BSGE AACCUP Level 3
		Agency/firm/Industry linkages	Coordinates with		24	5	5	5	5.00	Linkages established
	Number of classes observed		Ensures that proper		9	5	5	5	5.00	EGLoreto, CSAndan,
	Number of awards received		Coaches and mentors the		3	5	5	5	5.00	VYM: 2
		A 26 . Other outputs	Designs experiential							
		A 27 . Number of curricular	Initiates and		2	5	5	5	5.00	BSGE Department-level

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						Quality	Efficiency	Timeliness	Average	
UMFO 3 . RESEARCH SERVICES										
	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	1	2	5	5	5	5.00	VSU-IP; Langkayanin
	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							
		In refereed int'l journals		1	-	3	3	3	3.00	
		In refereed nat'l/regional journals		1	-	3	3	3	3.00	
	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							
		In int'l fora/conferences		1	1	5	5	5	5.00	CET RDE Inhouse Review
		In nat'l/regional fora/conferences			2	5	5	5	5.00	47th GEPI-08; 39th VAA
	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	50%	-	3	3	3	3.00	
	PI 6. Number of research conducted		Conducts/I,plement research projects on specified period	1	2	5	5	5	5.00	VSU-IP-2022-7, VSU-FTP-2023-3

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						Quality	Efficiency	Timeliness	Average	
	<u>PI 7.</u> Additional outputs*	<u>A 32.</u> No. of research-related awards (research conducted by faculty or student w/ faculty)								
		<u>A 33.</u> 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	1	4	5	5	5	5.00	Palawan Scientist Journal; Sustianable Cities & Communities:International Journal of Housing Markets and Analysis: International Journal of Geoinformatics
		<u>A 35.</u> Number of	Designs research		2	5	5	5	5.00	MOU & MOA w/ AIT:
UMFO 4. EXTENSION SERVICES										
	<u>PI 1.</u> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<u>A 36.</u> 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	1	2	5	5	5	5.00	AIT, Thailand; LGU-Inopacan
	<u>PI 2.</u> Number of trainees weighted by the length of training	<u>A 37.</u> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	15	7	3	3	3	3.00	GIS and Kobo Collect Training
	<u>PI 3.</u> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<u>A 38.</u> Number of extension programs/projects implemented	Implementes duly approved extension projects	1	1	5	5	5	5.00	VSU-CollabDev
	<i>Research Mentoring</i>	<i>Research Mentor</i>		1						
	<i>Peer</i>	<i>Peer reviewers/Panelists</i>		1	4	5	5	5	5.00	Palawan Scientist Journal;
	<i>Resource Persons</i>	<i>Resource Persons</i>		1	2	5	5	5	5.00	47th GEP Regional Convention; 39th VAA
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>		1	4	5	5	5	5.00	47th GEP Regional

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						Quality	Efficiency	Timeliness	Average	
	Consultancy	Consultant		1	1	5	5	5	5.00	LEIZ Board of Investments)
	Evaluator	Evaluator								
	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	50%	-	3	3	3	3.00	
	PI 10. Amount of extension money generated from institutional funding (Thousand Peso)	A 42. Amount of extension money generated from institutional funding (Thousand Peso)			100	5	5	5	5.00	VSU-CollabDev
UMFO 5. SUPPORT TO OPERATIONS										
OVPI MFO 1. Faculty Development Services										
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted		Monitors the progress of faculty members pursuing graduates studies	1	4	5	5	5	5.00	DCE:1; DCST:1; DGE:1; DME:1
	PI 1.1 Number of faculty pursuing advanced research degree programs (MS) facilitated, monitored and assisted		Monitors the progress of faculty members pursuing graduates studies	6	19	5	5	5	5.00	3-DABE; 3-DCE; 1-DCST; 7-DGE; 3-DMet; 2-DME
	PI 2: Number of faculty granted with external scholarships		Facilitates the scholarships applications of faculty members			5	5	5	5.00	DCE: 2; DME: 1
	PI 3: Number of faculty		Facilitates the			5	5	5	5.00	DCE: 2; DME: 1

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						Quality	Efficiency	Timeliness	Average	
	PI 5: Number of faculty sent for trainings, seminars, conferences		Prepares required documents and complies all requirements as prescribed in the accreditation tools	12	41	5	4	4	4.33	DCE: 2 DABE: 9 DCST: 8 DGE: 10 DME: 8 DMet: 4
	PI 6. Number of coaching individual/group sessions among faculty & staff**		Monitors the implementation of CET mentoring program	6	10	5	5	5	5.00	DGE: 6 CET Activities: 4
	PI 7. Additional outputs *	Number of professional services provided to the university as Geodetic Engineer			1	5	5	5	5.00	VSU-Villaba Lot
MFO 2. Faculty Recruitment/Hiring Services										
	PI 2: Number of faculty recruited/hired aligned with ISO standards		Prepares required documents and complies all requirements as prescribed in the accreditation tools	2	27	5	5	5	5.00	DCE: 9 DABE: 6 DCST: 8 DGE: 3 DMet: 1
MFO 3. Faculty Evaluation Services										
	PI 3: Number of seminars/trainings/		Facilitates and conducts seminars/trainings/	1	2	5	5	5	5.00	
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university		Facilitates and conducts seminars/trainings/ conventions/workshops outside the university	1	2	5	5	5	5.00	GEPI Regional Convention; GECxGISC2023
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated		Monitors teaching performance of the faculty members	80%	98%	5	5	5	5.00	DCE: 100% DABE: 100% DCST: 100% DGE: 100% DMet: 90% DME: 100%

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						Quality	Efficiency	Timeliness	Average	
	<u>PI 6: Number of in-house seminars/trainings/workshops/reviews conducted/attended</u>		Attend in-house seminars/trainings/workshops/reviews conducted/attended	1	6	5	5	5	5.00	CET OBE-CQI; RDE In-house Review; CET Colloquium: CET Orientation; DGE Orientation; CET Workshop on Preparation
	<u>PI 7: Additional outputs *</u>	Number of mental wellness activities conducted, facilitated and/or participated			3	5	5	5	5.00	CET Teambuilding, CET Sportsfest, VSU Salingkusog 2023
	OVPI MFO 4. Program and Institutional Accreditation Services									
	<u>PI 1: Number of degree programs which passed accreditation/evaluation at least Level 1</u>		Prepares required documents and complies all requirements as prescribed in the	1	2	5	5	5	5.00	BSGE BSCS
	<u>PI 2: QMS on faculty recruitment, development & performance evaluation aligned with ISO standards</u>		Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as		10	5	5	5	5.00	
	<u>PI 3: Degree program compliant with CHED</u>		Ensures that programs are compliant with CHED		3	5	5	5	5.00	BSGE; BSCS; BSABE
	<u>PI 4 : Number of activities organized/attended/assisted/participated/facilitated</u>		Facilitates, organize, assists, and attend the conduct of activities		8	5	5	5	5.00	DCST: 1 (AACCUP) DGE: 1 (AACCUP) VSU: 2 (ISO) & CHED Visit; DCE/DME: 4 (COPC)

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						Quality	Efficiency	Timeliness	Average	
	<u>PI 8.</u> 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*	<u>A 44.</u> 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		100%	5	5	5	5.00	
		<u>A 45.</u> Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools							
		On program accreditations			100%	5	5	5	5.00	BSGE & BSCS
		On institutional accreditations			100%	5	5	5	5.00	ISO
UMFO 6. General Admin. & Support Services (GASS)										
	<u>PI 2.</u> Zero percent complaint from clients served	<u>A 46.</u> Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero	Zero	5	5	5	5.00	
	<u>PI 3.</u> Percentage of NCs received and acted			Zero	Zero	5	5	5	5.00	
	<u>PI 4.</u> Percentage of CARS received and acted			Zero	Zero	5	5	5	5.00	
	<u>PI 5.</u> Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**			1	2	5	5	5	5.00	CET: 4 DGE: 4
	<u>PI 6.</u> Number of monthly/special faculty & staff meetings conducted**			6	19	5	5	5	5.00	DGE: 10; CET ManCom: 5; CET Committees: 4

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	Efficiency	Timeliness	Average	
	PI 5: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice		4	5	5	5	5.00	Regular conduct of college-wide syllabus and TOS preparation (CET) Regular monitoring of submission of TOS and Gradesheets (CET) 5S Committee in DGE reactivated (DGE) Online monitoring of FDP-related activities (DGE)
		A 49. Number of University	Preside/attend meetings		4	5	5	5	5.00	VSU Traffic Management:
		A 50. Number of policy	Drafts, submits and		1	5	5	5	5.00	CET Admission &
	Total Over-all Rating								319.33	
	Average Rating								4.84	
	Adjectival Rating								0	
	Average Rating (Total Over-all rating divided by 4)				4.84	Comments and Recommendations for Development Purposes: <i>Keep up the good work as Dean!</i>				
	Additional Points:									
	Approved Additional points (with copy of approval)									
	FINAL RATING				4.84					
	ADJECTIVAL RATING				OUTSTANDING					

Evaluated & Rated by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 1/23/24

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 1/23/24

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 1/23/24

1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average

For comments

PERFORMANCE MONITORING FORM

Name of Employee: Jannet C. Bencure

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.	Handles and teaches courses assigned	20	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
2.	Prepares gradesheets and submits on or before deadline	4	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
3.	Attend mandated trainings	2	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
4.	Administers and checks long examination for subjects taught	8	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
5.	Prepares and checks quizzes for lec and lab	16	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
6.	Checks lab reports and term papers submitted as required	5	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
7.	Acts as academic adviser to students	15	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
8.	Advise, and corrects research outline and thesis/SP manuscript	1	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
9.	Entertains students consulting on subject taught, thesis and grades	20	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
10.	Advise student organizations recognized by DSO	1	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
11.	Assists student organizations in implementing student related activities	1	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
12.	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	8	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
13.	Creates virtual classroom using either Moodle or Google Classroom	2	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
14.	Conducts and completes research project within the year	1	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	

15.	Writes publishable materials out of research outputs and submits for publication	2	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
16.	Prepares, submits, and presents research paper in scientific for a/conferences	1	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
17.	Prepares research proposals, submits, and follows up its approval for immediate implementation	50%	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
18.	Conducts/implements research projects on specified period	1	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
19.	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	1	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
20.	Identifies and links with probable partners for extension activities and maintains this active partnership	1	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
21.	Conducts trainings among beneficiaries of technologies for transfer	15	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
22.	Implements duly approved extension projects	1	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
23.	Provides the technical and expert services requested by beneficiaries	3	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
24.	Prepares extension project proposals, submits, and follow up its approval for immediate implementation	50%	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
25.	Monitors the progress of faculty members pursuing PhD degree studies	1	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
26.	Monitors the progress of faculty members pursuing MS degree studies	6	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
27.	Prepares required documents and complies all requirements as prescribed in the accreditation tools	12	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	

28.	Monitors the implementation of CET mentoring program	6	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
29.	Prepares required documents and complies all requirements as prescribed in the accreditation tools	2	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
30.	Facilitates and conducts seminars/trainings/conventions/workshops for entire university	1	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
31.	Monitors teaching performance of the faculty members	80%	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
32.	Attend in-house seminars/trainings/workshops/reviews conducted/attended	1	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
33.	Prepares required documents and complies all requirements as prescribed in the accreditation tools	1	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
34.	Provides customer friendly frontline services to clients	Zero percent complaint	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
35.	Percentage of NCs received and acted	0%	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
36.	Percentage of CARS received and acted	0%	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
37.	Number of planning sessions, tracking, and monitoring of targets, etc. conducted to ensure attainment of department targets**	1	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	
38.	Number of monthly/special faculty & staff meetings conducted**	6	July 1, 2023	December 31, 2023	December 31, 2023	Impressive	Very Satisfactory	

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

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

Prepared by:


BEATRIZ S. BELONIAS
 Immediate Supervisor



Employee Development Plan

Name of Employee: **Dr. Jannet C. Bencure**

Performance Rating: **4.79 (O)**

Aim: Dr. Bencure as an effective and efficient leader of the College of Engineering and Technology.

Proposed Interventions to Improve Performance:

Date: January 2023

Target Date: June 2023

First Step

- Send trainings/workshops/seminars related to building leadership and management skills.

Results:

- Improved leadership and management skills

Date: July 2023

Target Date: December 2023

Next Step:

- Assessed the acquired skills of Dr. Bencure from attending training related to leadership and management.
- Conduct coaching and mentoring sessions her to hone overall performance, further.

Outcomes:

- Leadership, management, and overall performance of Dr. Bencure assessed.

Final Steps/Recommendations:

- Dr. Bencure will be also the mentor to her junior faculty members and to subordinates.

Prepared by:


BEATRIZ S. BELONIAS
VP for Academic Affairs

Conforme:


JANNET C. BENCURE
Head, DGE & Dean, CET