SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: <u>GLORIA E. BANCALE</u>

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.19x50%= 209	
b. Students (50%)		4.33x50% = 2.16	
Total for Instruction	40%	4.25 x .40	1.7
2. Research			
a. Client/Dir. for Research (50%)		5 x 50% = 2.5	
b. Dept. Head/Center Director (50%)		5 x 50% = 2.5	
Total for Research	30%	5	1.5
3. Extension			
a. Client/Dir. for Extension (50%)		5.0 x 50%) = 2.5	
b. Dept Head/Center Director (50%)		5.0 x 50% = 2.5	
Total for Extension	30%	5	1.50
4. Administration	N/A		
5. Production	N/A		
TOTAL			4.25

EQUIVALENT NUMERICAL RATING: <u>4.70</u>
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: <u>4.70</u>

ADJECTIVAL RATING: **<u>Outstanding</u>**
Prepared by: Reviewed by:

<u>GLORIA E. BANCALE</u>   **<u>ROSARIO A. SALAS</u>**
Name of Faculty   Department Head

Recommending Approval:

<u>VICTOR B. ASIO</u>
Dean/Director

Approved: **<u>BEATRIZ S. BELONIAS</u>**
Vice President

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **GLORIA K. BANGALE**

Program Univerzsity (1)	Percentage Weight of involvement (2)	Numerical Rating (Rating x2) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		2 (.5)x50%= 250	
b. Students (50%)		$2.5.5%$ = .216	
Total for Instruction	50%	4.5×40	1.7
2. Research			
a. Chief/Dir. for Research (50%)		5 x 50% = 2.5	
b. Dept. Head/Center Director (50%)		5 x 50% = 2.5	
Total for Research	50%	5	1.5
3. Extension			
a. Chief/Dir. for Extension (50%)		5.0 x 50% = 2.5	
b. Dept. Head/Center Director (50%)		5.0 x 50% = 2.5	
Total For Extension	30%	5	1.50
4. Administration	N/A		
5. Production	N/A		
TOTAL			4.35

EQUIVALENT NUMERICAL RATING: 4.70

Add: Additional Points Heavy

TOTAL NUMERICAL RATING: 4.70

ADJECTIVAL RATING: **Outstanding**

Prepared by:　　　　　　　　　Reviewed by:

GLORIA K. BANGALE　　　**ROSARIO A. SALAS**
Name of Faculty　　　　　　Department Head

Recommending Approval:

VICTOR R. ASIO
Dean/Director

Approved:

BEATRIZ L. BELONIAS
Vice President

Visayas State University
OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, <u>GLORIA E. BANCALE,</u> Assistant Professor, commits to deliver and agree to be rated on the attainment of the following acomplishment in accordance with the indicated measures for the period July to December, 2018.
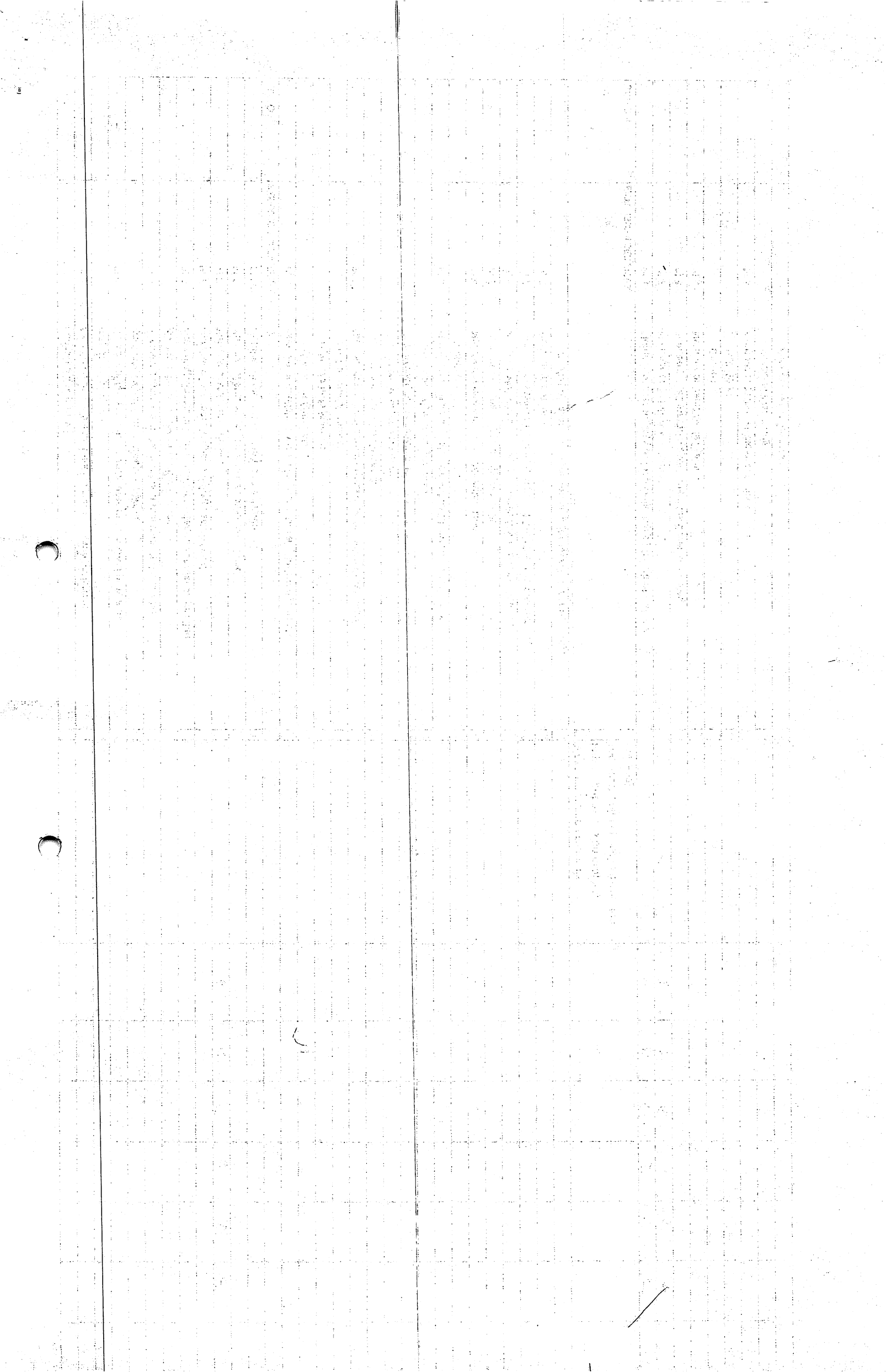
GLORIA E. BANCALE
Ratee
Date: _____

ROSARIO A. SALAS, Ph.D.
Head, DOH
Date: _____

MFOs and Performance indicators		Success Indicator (SI)	Task Assigned	Target	Actual Accom-plishment	Quality	Efficiency	Timeliness	Average	Rema
		MINIMUM PIs PER MFO FOR ACADEMIC DEPARTMENT'S OPCR								
UFMO 1	ADVANCED EDUCATON SERVICES									
	OVPI MFO 1	Graduate Degree Program Management Services	Advise grad. Students	1	7	5	5	5	5	
	PI 1	Graduate deree program monitored								
	PI 2*	Total Graduate FTE monitored							.	
	PI 3.	Percentage increase in number of graduate students enrolled								
	PI 4	Percentage increase in number of graduate students who		.						
	OVPI MFO 2	Graduate Studet Managemet Services								
	PI 1	Number of graduate students awarded with scholarships/								
		assistantships								
	PI 2	Percentage of graduate students awarded with scholarship/								
		assistantship who graduated within the prescribed period								
	PI 3	Number of graduate students awarded with honor/distinction								
		upon graduation								
	PI 4	Number of graduate students advised								
UMFO 2	HIGHER EDUCATION SERVICES		Teac undergraduate courses and advise thesis students							.
	OVPI MFO 1	Curriculum Program Management Services							/	
	PI 1*	Total Undergraduate FTE monitored		10	12.75	5	5	5	5	
	PI 2	Number of undergraduate curricular programs compliant to CMO							.	

			approved and offered								
		PI 3	Averaged passing percentage in licensure examinations in								
			mandated program								
		PI 4	Number of undergraduate graduates in mandated programs								
			graduated within the prescribed period								
		PI 5	Percentag increase in the number undergrad students who								
			graduated withinn the prescribed period								
		PI 6	Percentage increase in the number undergrad students enrolled								
		PI 7	Number of academe/industry linkage established								
		PI 8	Number of students advised		6	12	ꝼ	ꝼ	ꝼ	ꝼ	
		PI 9	Number of student organizations advised/assisted								
		PI 10	Number of instructional materials developed								
UMFO 3	RESEARCH SERVICES										
		PI 1*	Number of published papers in internationally indexed journals								
			refereed int'l journals								
			refereed nat'l journals								
			institutional journals								
		PI 2*	Number of research outputs presented in regional/national/								
			international for a/conferences								
			international for a/conferences								
			national for a/conferences								
			institutional for a/conferences								
		PI 3	Number of research projects conducted and/or complted on								
			scheduled								
		PI 4	Number of research proposals submitted								
		PI 5	Percent of research proposals approved								
		PI 6	Amount of research money generated from external funding								
		PI 7	Amount of research money generated from institutional funding								
		PI 8	Additional outputs								
			Number of research-related awards (faculty & student/faculty)								
UMFO 4	EXTENSION SERVICES			Make extension proposals, implement extension project, coonduct training, make extension materials							
		PI 1	Number of person-days trained weighted by length of training		32	93	ꝼ	ꝼ	ꝼ	ꝼ	
		PI 2	Number of trainings conducted		1	3	ꝼ	ꝼ	ꝼ	ꝼ	
		PI 3	Number of IEC materials/technoguides developed/used								
		PI 4	Number of benificiaries served								
			Groups								
			Individuals								
		PI 5	Number of technical/expert services								
			Research Mentoring								
			Peer reviewers/Panelist								

							1	3	5	5	5	3	
			Resource Persons										
			Convenor/Organizer				1	1	5	6	5	5	
			Consultancy										
			Evaluator										
		PI 6	Number of extension projects conducted										
		PI 7	Number of exension proposals submitted										
		PI 8	Percent of extension proposals approved										
		PI 9	Amount of extension money generated from external funding										
		PI 10	Amount of extension money generated from institutional funding										
		PI 11	Additional outputs										
			Number of extension-related awards (extension conducted by										
			faculty and faculty & student										
UMFO 5	SUPPORTING TO ORGANIZATIONS												
	OVPI MFO 1	Faculty Development Services											
		PI 1	Number of faculty pursuing advanced research degree programs										
			(PhD) facilitated, monitored & assisted										
	OVPI MFO 2	Faculty Recruiting/Hiring Services											
		PI 1	Number of faculty recruited/hired aligned with ISO standard										
	OVPI MFO 3	Faculty Evaluations Services											
		PI 1	Number of seminars/trainings/conventions/workshops coordinated										
			for entire university										
		PI 2	Number os seminars/trainings/conventions/workshops coordinated										
			outside of the university										
		PI 3	Percentage of faculty rated by students with at least very										
			satisfactory rating in 50% of the subjects evaluated										
		PI 4	Number of in-house seminars/trainings/workshops/reviews										
			conducted attended										
		PI 5	Additional outputs										
			Number of faculty/staff awards/honors received related to operations										
			support										
	OVPI MFO 4	Program and institutional Accreditation Services											
		PI 1	Number of degree programs which passed accreditation/evaluation										
			at least Level 1										
		PI 2	QMS on faculty recruitment, development										
		PI 3	Percentage of degree program compliant with CHED										
		PI 4	Additional Outputs										
			Number of activities organized/attended/assisted/participated/										
			facilitated										
UMFO 6	GENERAL ADMINISTRATION & SUPPORT SERVICES												
		PI 1	Zero complaints from clients										

	PI 2	Additional Outputs/Best Practices										
		TOTAL OVER-ALL RATING	30									
		AVERAGE RATING	5									
		ADJECTIVAL RATING	O									

Evaluated and rated by:

ROSARIO A. SALAS
Head, DOH

Date:_____

Recommending Approval:

VICTOR B. ASIO
Dean, CAFS

Date:_____

Approved by:

BEATRIZ S. BELONIAS
Vice President for instruction

Date:_____

Legend: 1 - Quality   2 - Efficiency   3- Timeliness   4 - Average

**Comments & Recommendations
for Development purposes**

keep up the good work

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: GLOARIA E. BANCALE
Performance Rating: OUSTANDING

Aim: Maintain the Oustanding rating
Proposed Interventions to Improve Performance:
Date: January , 2018 Target Date: December 2018

First Step: To publish scientific paper in referred journal

To finish my Ph.D studies

To attend and participate in conference and scientific forum both national and international

Write and submit research proposal to funding agencies

Result: Has updated instructional materials

Has attended/participated in conferences and scientific forum

Date: January 2019   Target Date: December 2019
Next Step:

To publish scientific paper in referred journal

To attend trainings/seminars,scientific conference related to agriculture

To graduate this SY 2019-2020

Outcome:_____

Final Step/Recommendation:

_____

Prepared by:

ROSARIO A. SALAS
Unit Head

Conforme:

GLORIA E. BANCALE
Name of Ratee Faculty/Staff