

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS


Name of Faculty Member: Dr. Nancy V. Dumaguing

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	4.82	4.82 x 50% =2.41	
b. Students (50%)	5.00	5.00 x 50% =2.50	
Total for Instruction	40%	4.91	1.96
2. Research	-	-	-
3. Extension	-	-	-
4. Administration	50%	5.00	2.50
5. Production	10%	5.00	0.50
TOTAL	100%		4.96


EQUIVALENT NUMERICAL RATING: 4.96
Add: Additional Points, if any: -
TOTAL NUMERICAL RATING: 4.96

ADJECTIVAL RATING: Outstanding

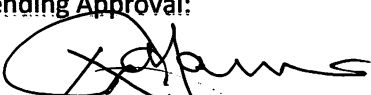
Prepared by:


NANCY V. DUMAGUING
Name of Faculty


Reviewed by:


ANTONIO P. ABAMO
Dean

Recommending Approval:


ANTONIO P. ABAMO
Dean

Approved:


BEATRIZ S. BELONIAS
Vice President for Instruction

Summary of Individual Activity by Year
with Activity by Date

Activity	Year	Activity	Year
1. Personal	1980	1. Personal	1980
2. Business	1980	2. Business	1980
3. Education	1980	3. Education	1980
4. Recreation	1980	4. Recreation	1980
5. Other	1980	5. Other	1980
6. Total	1980	6. Total	1980

Activity by Individual
Activity by Date
Activity by Date

Activity by Individual
Activity by Date
Activity by Date

Activity by Individual
Activity by Date
Activity by Date

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Nancy V. Dumaguing of the Department of Consumer and Hospitality 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 to December 2018.

NANCY V. DUMAGUING

Ratee

Approved: ANTONIO P. ABAMO

Dean, CME

MFO & PAPS	Success Indicators	Tasks/Target Assigned	Actual Accomplishment	Rating				Remarks
				Q1	E2	T3	A4	
Advanced & Higher Education Services	No. of Course Outlines/syllabus revised							
	2 nd Sem 2018	NA						
	Summer 2018	NA						
	1 st Sem 2018	2	2	4	5	5	4.66	
	No. of IMs revised							
	2 nd Sem 2018	NA						
	Summer 2018	NA						
	1 st Sem 2018	1	2	5	5	5	5.00	
	No. of long/term exams conducted, checked and recorded							
	2 nd Sem 2018	NA						
	Summer 2018	NA						
	1 st Sem 2018	2	2	4	5	5	4.66	
	No. of quizzes administered, checked & recorded							
	2 nd Sem 2018	NA						
	Summer 2018	NA						
	1 st Sem 2018	100	160	5	5	5	5.00	

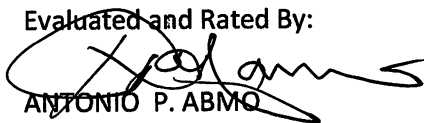
MFO & PAPS	Success Indicators	Tasks/Target Assigned	Actual Accomplishment	Rating				Remarks
				Q1	E2	T3	A4	
Advanced & Higher Education Services	No. of student projects supervised & checked							
	2 nd Sem 2018	NA						
	Summer 2018	NA						
	1 st Sem 2018	2	3	5	5	5	5.00	
	No. of laboratory activities checked & recorded							
	2 nd Sem 2018	NA						
	Summer 2018	NA						
	1 st Sem 2018	200	220	5	5	5	5.00	
	No. of students grades computed							
	2 nd Sem 2018	NA						
	Summer 2018	NA						
	1 st Sem 2018	20	22	4	5	5	4.66	
	No. of course grade submitted							
	2 nd Sem 2018	NA						
	Summer 2018	NA						
	1 st Sem 2018	1	1	4	5	5	4.66	

[illegible]

Average Rating		4.82
Additional Points		
Approved Additional points (with copy of approval)		-
FINAL RATING		4.82
ADJECTIVAL RATING		VS

<p>Comments & Recommendations For Development Purposes:</p> <p>Excellent teaching performance but need to encourage the DCHM faculty to do more research.</p>

Evaluated and Rated By:

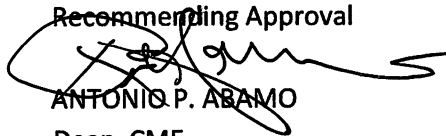


ANTONIO P. ABAMO

Dean, CME

Date: _____

Recommending Approval

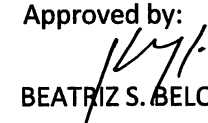


ANTONIO P. ABAMO

Dean, CME

Date: _____

Approved by:



BEATRIZ S. BELONIAS

Vice President

Date: _____

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

1. Name	2. Address	3. City	4. State	5. Zip
John A. Smith	123 Main St	Anytown	CA	90210
Additional information (if applicable)				

For information only - no action required
This document is for informational purposes only and does not constitute an offer or recommendation of any securities or financial products. It is intended to provide background information only.

Authorized Representative
Name: John A. Smith
Title: Representative
Firm: ABC Company

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Title: Representative
Firm: ABC Company

Authorized Representative
Name: John A. Smith
Title: Representative
Firm: ABC Company

Date

Date

Date

- 1. Name
- 2. Address
- 3. City
- 4. State
- 5. Zip

[Handwritten signature]

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Dr. Nancy V. Dumaguing

Performance Rating:

Aim: To acquire knowledge and skills on extension proposal writing for hospitality and tourism field

Proposed Intervention to improve Performance and/or Competence and Qualification to assume higher responsibilities

Date: January 2018

Target: June 2018

First Step

Attend trainings/workshops on extension proposal writing

Result:

Acquire knowledge and skills and develop department's extension proposal to include majority of the faculty of DCHM

Date: July 2018

Target Date: December 2018

Next Step:

Share new knowledge and skills on extension proposal writing for hospitality and tourism field through department's meetings and informal discussions, etc.

Outcomes :

Final Step/Recommendation:

Acquired and shared new knowledge new knowledge and skills will scaled-out to more clients (public and private).

Prepared by:


ANTONIO P. ABAMO
Dean

Conforme:


NANCY V. DUMAGUING
Department Head

Office of Management and Administration
Washington, D.C. 20503

Attention: Director, Office of Management and Administration
Department of the Interior
Washington, D.C. 20503

Dear Sir:

Very truly yours,

Enclosure

Very truly yours,

Enclosure

Very truly yours,

Enclosure

Very truly yours,

Enclosure

Very truly yours,

Very truly yours,

Very truly yours,

Very truly yours,

Very truly yours,

Very truly yours,

Very truly yours,

Very truly yours,

Very truly yours,

Very truly yours,

PERFORMANCE COACHING AND MONITORING & JOURNAL


STUDENTS' COMMENT(S): NANCY V. DUMAGUING

<i>First Sem SY 2018 - 2019</i> 1. Be approachable 2. Make class discussion lively 3. 4. 5.	<i>Second Sem SY 2018-2019</i> 1. Focus on the discussion 2. Make class more lively 3. 4. 5.
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Strategies	Brief Description of Strategy/Strategies Used	Frequency	Date(s) Conducted	Outcome(s) (Briefly describe any improvement, if any)
A. Coaching				
<input type="checkbox"/> a. Issuance of Memo				
<input type="checkbox"/> b. One-on-one/ Face-to-Face coaching				
<input type="checkbox"/> c. Group Coaching				
<input type="checkbox"/> d. Others				
B. Monitoring				
<input type="checkbox"/> a. Actual Class Observation				
<input checked="" type="checkbox"/> b. Others (specify)	Informal discussion on issues of students' performance in class			

(Note: Please use extra sheet if necessary)

Conducted By:


ANTONIO P. ABAMO
Immediate Supervisor

Verified By:


BEATRIZ B. BELONIAS
Next Higher Supervisor

1960

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VISAYAS
STATE UNIVERSITY



**DEPARTMENT OF CONSUMER AND
HOSPITALITY MANAGEMENT**
College of Management and Economics,
Visayas State University
Visca, Baybay City, Leyte PHILIPPINES
Email: dchm@vsu.edu.ph
Website: www.vsu.edu.ph

Exhibit I

PERFORMANCE MONITORING FORM
July – December 2018

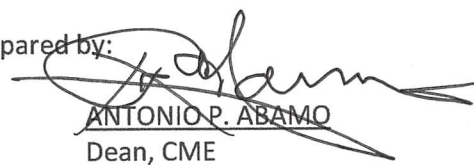
Name of Employee: Nancy V. Dumaguing

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	HN 21 HRTM 200.5	July 25, 2018	Dec. 14, 2018	Dec. 4, 2018	VI	O	
2	Provide advise OJT on their industry practice report	10 students	July 25, 2018	Dec. 14, 2018	Nov. 29, 2018	VI	O	
3	Serve as chair of DPC	Recommended faculty for PT instructor (2)	July 25, 2018	Dec. 14, 2018	Dec. 4, 2018	I	VS	
4	Prepare research proposal	1 research proposal approved	July 1, 2018	Dec. 31, 2018	Dec. 4, 2018	VI	O	

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

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

Prepared by:


ANTONIO P. ABAMO
Dean, CME

VSU's Vision: A globally competitive university for science, technology, and environmental conservation.

VSU's Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

Figure 1. The effect of the concentration of the *Agrobacterium* suspension on the transformation efficiency of *Agrobacterium* strains. The concentration of the *Agrobacterium* suspension was 10⁶ cells/ml (○), 10⁷ cells/ml (□), 10⁸ cells/ml (△), and 10⁹ cells/ml (◇). The error bars represent the standard deviation of three independent experiments.

Category	Item	Quantity	Unit Price	Total Price
Food	Meat	100	1.50	150.00
	Vegetables	200	0.75	150.00
Clothing	Shirts	50	3.00	150.00
	Trousers	50	3.00	150.00
Housing	Rent	100	1.50	150.00
	Utilities	100	1.50	150.00
Transportation	Gasoline	100	1.50	150.00
	Maintenance	100	1.50	150.00
Healthcare	Medicine	100	1.50	150.00
	Consultation	100	1.50	150.00
Education	Books	100	1.50	150.00
	Tuition	100	1.50	150.00
Recreation	Travel	100	1.50	150.00
	Entertainment	100	1.50	150.00
Miscellaneous	Gifts	100	1.50	150.00
	Charity	100	1.50	150.00

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