SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Ernesto F. Bulayog

Program Involvement	Percentage	Numerical Rating	Equivalent
	Weight of	(Rating x %)	Numerical
	Involvement		Rating
(1)	(2)	(3)	(2 x 3)
1. Instruction			
a. Head/Dean (50%)		2.37	
b. Students (50%)		2.29	
TOTAL INSTRUCTION	70%	4.66	3.26
2. Research			
3. Extension			
4. Support Operations	10%	4.50	0.45
5. Gen. Admin. & Support Services	20%	4.83	0.97
TOTAL			4.68

EQUIVALENT NUMERAL RATINGS:	4.68
Add: Additional Points, if ny:	
TOTAL NUMERICAL RATING:	4.68

ADJECTIVAL RATING:

Outstanding

Prepared by:

Name of Faculty

Recommending Approval:

Reviewed by:

Department Head

MOISES NEIL V. SERIÑO

Dean, CME

Approved:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs



Visayas State University College of Management and Economics DEPARTMENT OF ECONOMICS Visca, Baybay City, Leyte



"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, <u>Ernesto F. Bulayog</u>, a faculty member of the <u>DEPARTMENT OF ECONOMICS</u> commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>January Dec. 2023.</u>

June

ERNESTO F. BULAYOG

Associate Professor

Approved:

ZYRA MAY H CENTING

Department Head Date: July 05 (2003)

MOISES NEIL V. SERIÑO

College Dean

Date: _ ley 35,2027

							Rating			REMARKS (Indicators in percentage should be supported with numerical
MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Accomplish ment (Jan-June 2023)	Quality	Eficiency	Timeliness	Average	values in numerators and denominators)
UMFO	1. ADVANCED EDUCATIO	N SERVICES								
OVPI N	NFO 2. Graduate Student I	Management Services								
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned		0.33	5	5	5	5.00	
	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/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		2	5	5	5	5.00	

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		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty		2	5	5	5	5.00	
	PI 9: Number of instructional materials developed *	<u>A5</u> . 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		a e					5.4
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.						5	
		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	Designs experiential learning activities and other outputs to implement new normal							
UMFO	2. HIGHER EDUCATION SI	ERVICES								
OVPI U	MFO 3. Higher Education	Management Services								
	coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	20	31.97	5	5	5	5.00	
		<u>A10</u> . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	8	8	4.5	4.5	4.5	4.50	

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	<u>A 11</u> . 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	21	5	5	5	5.00	
	A12. Number of trainings attended related to instruction	Attend mandated trainings							
	A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	8	16	5	5	5	5.00	
	A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	20	5	5	5	5.00	
	<u>A15</u> . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required							
PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	10	61	5	5	5	5.00	
	<u>A17</u> . Number of students advised on thesis/ field practice/special problem:								
	As Thesis/Field Practice/Special Problem Adviser	Advises, and corrects research outline and thesis/SP manuscript	1	3	5	5	5	5.00	
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	1	3	5	5	5	5.00	
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	1	4	5	5	5	5.00	
		Entertains students consulting on subject taught, thesis and grades	20	60	5	5	5	5.00	
PI 9: Number of student organizations advised/	A19 . Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	4	4	4	4.00	
		Assists student organizations in implementing student related activities	1	2	4.5	4.5	4.5	4.50	
PI 10: Number of instructional materials developed *	ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							

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		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1		4	4	4	4.00	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	4	4		4.5	4.5	4.5	4.50	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	20	36		5	5	5	5.00	
		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								
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	4			3.5	3.5	3.5	3.50	all face to face classes
	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										
	outputs in the last three (3)	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								
	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								

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outputs published in internationally-refered or CHED recognized journal within the year (2%) ** In refereed int* cournals In refereed ant* regional journals In refereed ant* regional journals		PI 3 Percentage of research	A 29 Percentage of research outputs	Writes publishable materials out		T	T	T		T		
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		stakeholders as a result of										
extension activities		extension activities										À

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	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					
Research Mentoring	Research Mentor						
Peer reviewers/Panelists	Peer reviewers/Panelists						
Resource Persons	Resource Persons						
Convenor/Organizer	Convenor/Organizer			\vdash			
Consultancy	Consultant						
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					
PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *						
		Designs extension related activities and other outputs to implement new normal					

LIME	O 5. SUPPORT TO (OPERATIONS.								1	
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		nd Institutional Accreditation Service			-						
	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	zero nc		4.5	4.5	4.5	4.50	
		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	100% compliant		4.5	4.5	4.5	4.50	4.50
		On program accreditations									
		On institutional accreditations									
UMF	O 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	zero complaint		4.5	4.5	4.5	4.50	
		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								
		No. of monthly/special meeting	Monthly meeting	10	12		5	5	5	5.00	
		Additional services to PMT & NBC 461	Regular/Non regular meetings		16		5	5	5	5.00	4.69

Total Over-all Rating				113.50	
Average Rating				4.73	
Adjectival Rating				0	

Comments & Recommendations for Development Purpose:

Need to finish his doctoral degree

Evaluated & Rated by:

Department Head

pate: Department Head

Recommending Approv

MOISES NEIL V. SERIÑ

Dean CME

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affair

Date: Vice President for Academic Ar

Date: 100, 700

PERFORMANCE MONITORING FORM

Name of Employee: Ernesto F. Bulayog

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date of Completion	Quality of Output*	Overall Assessment of Output**	Remarks/ Recommendation
1	Teaches assigned subjects and performs other teaching related functions such as; prepares and revises teaching materials, prepares and gives examinations, checks test papers and return to students one week after, submit grades within the prescribed period, make herself available for students during consultation hours, revises course syllabus	Very satisfactory	Jan.1, 2023	Jan. 1, 2023	June 30, 2023	Very Impressive	Outstanding	
2	Prepares instructional materials for face to face classes	Very satisfactory	Jan. 1, 2023	June 30, 2023	Jan. 1-June 30, 2023	Very Impressive	Outstanding	
3	Attends meetings, online/virtual webinars and performs as member of different committee of the department	Very Satisfactory	Jan. 1, 2023	June 30, 2023	Jan. 1-June 30, 2023	Impressive	Very Satisfactory	
4	Performs other functions	Very Satisfactory	Jan. 1, 2023	June 30, 2023	Jan. 1-June 30, 2023	Very Impressive	Outstanding	

^{*}Either very impressive, impressive, needs improvement, poor, very poor

Prepared by:

ZYRA MAY H. CENTING

^{**}Outstanding, very satisfactory, unsatisfactory, poor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee:

Ernesto F. Bulayog

Performance Rating:

Outstanding

Aim:

To improve teaching capability of faculty member.

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

Date:

January 2023

Target Date: June 2023

First Step:

Required Prof. Bulayog to prepare and update course syllabi, IM, teaching guides and course content relevant to the current trends and needs of the undergraduate and graduate courses assigned for the face to classes this 2nd semester, A.Y. 2022-2023.

Result:

Updated undergraduate course syllabi, IM and teaching guides developed.

Date:

April 2023

Target Date: June 2023

Next Step:

Improve further the Instructional Materials developed.

Outcome:

Final Step/Recommendation:

Prof. Bulayog improved instructional materials, course syllabi and teaching guides developed.

Prepared by:

ZYRA MAY H. CENTIN Unit Heed

Conforme:

ERNESTO F. BULAYOG

Ratee