

## SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **WENCES REY B. DELA PEÑA (Instructor I)**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	40	4.90	1.96
b. Students	40	4.33	1.73
Total for Instruction	80		3.69
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director			
Total for Research	0	-	
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension	20	4.80	0.96
4. Administration	-		
5. Production	-		
TOTAL	100		4.65

EQUIVALENT NUMERICAL RATING: 4.65

**Add: Additional Points, if any:**

**TOTAL NUMERICAL RATING: 4.65**

**ADJECTIVAL RATING:** **OUTSTANDING**


**Prepared by:**

Reviewed by:

WENCES REY B. DELA PEÑA  
Name of Faculty

  
**BERTA C. RATILLA**  
Department Head

**Recommending Approval:**

  
VICTOR B. ASIO, Ph.D.  
Dean, College of Agriculture and Food Science

**Approved by:**

  
**BEATRIZ S. BELONIAS**  
Vice President, Instruction

REPORT OF INDIVIDUAL RATING OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: WENDEE REY, D.ELA, MBA (Assistant)

Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x 5)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Den	45	4.00	1.80
b. Students	55	4.50	2.48
Total for Instruction	100		4.28
2. Research			
a. Observer for Research			
b. Dept. Head/Chair/ Director			
Total for Research	0		
3. Extension			
a. Observer for Extension			
b. Dept. Head/Chair/ Director			
Total for Extension	20	4.80	0.96
4. Administration			
a. Production			
TOTAL	100		4.28

EQUIVALENT NUMERICAL RATING: 4.28  
Total Numerical Rating: 4.28

ADJECTIVAL RATING: OUTSTANDING

Prepared by: [Signature]

Department Head

Name of Faculty: WENDEE REY, D.ELA, MBA

Recommending Approval:

VICTOR R. ABILA  
Dean, College of Agriculture and Food Science

Approved by:

EDUARDO S. BERNAL  
Vice President (Education)

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

**WENCES REY B. DELA PEÑA**  
Instructor I  
Date: \_\_\_\_\_

*Berta C. Ratilla*  
**BERTA C. RATILLA**  
Head, Dept. of Agronomy  
Date: \_\_\_\_\_

MFO No.	MFO Description	Success Indicator (SI)	%	Task Assigned	Target	Actual Accomplishment	Rating				Remark	
							Quality	Efficiency	Timeliness	Average		
UMFO 1. Advanced Education Services						20%						
OVPI MFO 1. Graduate Degree Program Management Services												
1.5 - 2.0 = 4.8	PI 2: Total FTE monitored		1.00%	Total FTE	1	2.33	4.9	4.9	4.9	4.90		
OVPI MFO 2. Graduate Student Management Services												
UMFO 2. Higher Education Services												
OVPI MFO 1. Curriculum Program Management Services												
	PI 1: Total FTE monitored			Total FTE	10	17.58	4.9	5	4.9	4.93		
OVPI MFO 2. Student Management Services												
UMFO 3. Research Services												
UMFO 4. Extension Services												
UMFO 5. Support to Operations (STO)												
OVPI MFO 1. Faculty Development Services												
OVPI MFO 2. Faculty Recruitment/Hiring Services												
OVPI MFO 3. Faculty Evaluation Services												
OVPI MFO 4. Admission & Registration Services												
OVPI MFO 5. Guidance and Counselling & Support to Students Services												

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100

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THE UNIVERSITY OF CHICAGO

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	PI 2: Number of students who have availed of guidance and counselling services		Academic advisee guided and advised as organization adviser	10	5	4.9	5	4.9	4.93	
OVPI MFO 6. Library Services										
OVPI MFO 7. Distance Education Services										
OVPI MFO 8. Program and Institutional Accreditation Services										
OVPI MFO 9. Development Broadcasting & Communication Services										
UMFO 6. General Administration and Support Services (GASS)										
OVPI MFO 1. Administrative and Facilitative Services										
OVPI MFO 2. Frontline Services										
Total Over-all Rating										14.77
Average Rating						4.90	4.97	4.90	4.92	
Adjectival Rating								OUTSTANDING		

Comments and Recommendations for Development Purpose:


Improve teaching strategies; attend trainings + conferences + publish scientific paper

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

Evaluated and Rated by:

  
BERTA C. RATILLA  
Head, Dept. of Agronomy  
Date: \_\_\_\_\_

Recommending Approval:

  
VICTOR B. ASIO, Ph.D.  
Dean, College of Agriculture and Food Science  
Date: \_\_\_\_\_

Approved by:


  
BEATRIZ S. BELONIAS  
Vice President, Instruction  
Date: \_\_\_\_\_



Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: WENCES REY B. DELA PEÑA  
Performance Rating: Very Satisfactory

Aim: To get an outstanding rating

Proposed Interventions to Improve Performance:

Date: May 2018

Target Date: August 2018

First Step:

To improve teaching strategies/ increased confidence in class

Result:

Improved confidence and varied teaching strategies.

Date: \_\_\_\_\_ Target Date: \_\_\_\_\_

Next Step:

Attend trainings/seminars/conferences to widen knowledge and experience and present paper in scientific conferences

Outcome: Attended and presented paper in scientific conferences

Final Step/Recommendation:

\_\_\_\_\_

Prepared by:

  
BERTA C. RATILLA  
*Unit Head*



SECRET

THE SECRETARY OF DEFENSE

WASHINGTON, D.C. 20301

DATE: 10/10/77

TO: THE SECRETARY OF DEFENSE

FROM: THE SECRETARY OF DEFENSE

SUBJECT: [Illegible]

[Illegible text]

[Illegible text]

[Illegible text]

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10/10/77  
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