SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: VINCE G. LAO

August 2019-December 2019

Program Involvement (1)	Percentage Weight of Involve-ment		Numerical Rating (Rating x%) (3)		Equivalent Numerical Rating (2 X 3)
1. Instruction					
a. Head/Dean (50%)		4.6667	50%	2.33	
b. Students (50%)		4.67	50%	2.33	
Total for Instruction	80%			4.67	3.73
2. Research					
a. Client/Dir. For Research (50%)					
b, Dept. Head/Center Director (50%)					
Total for Research					
3. Extension					
a. Client/Dir for Extension (50%)					
b. Dept. Head/Center Director (50%)					
Total for Extension	10%			4.67	0.47
4. Administration	10%			4.67	0.47
5. Production					
TOTAL	100%				4.67

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING

VINCE G. LAO Name of Faculty

Recommending Approval:

4.67

0

4.67

ANALITA A. SALABAO

Head, DBM

Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President

INDIVIDUAL PERFORMNACE COMMITMENT AND REVIEW FORM (IPCR)

I, VINCE G. LAO, Instructor of the Department of Business and 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 August 2019- December 2019

VINCE G. LA

Rates

Approved:

ANALITA A. SALABAO

Head, DBM

MFOs/PAPs	Success Indicators	Tasked	Target	Percentage of Actual Accomplis hment	Actual		F	Remarks		
		Assigned			Accomplishment	Q1	E2	тз	Α4	
Advanced Education Services	1. Graduate Degree Program Management Services								la .	
	PI1: Number of graduate degree specializations offered and monitored							2,		
	PI2: Total FTE monitored									
	PI3: Percentage increase in number of graduate students enrolled									
	PI4: Percentage increase in the number of students who graduated within prescribed period	2								
Higher Education Services	Full Time Equivalent (FTE)	Teaching	20.00	217%	43.35	5	4	5	4.67	
**	Vacation/Sick Leave								8	
	Number of Graduates:									
	Baccalaureate			0						
4	Number of IMs Dev/Rev & Utilized									
	Revised IM's within the last 3 years	Compiler								

	Number of Student Research and Field Practice Advising	<u> </u>	+			+			
	Approved case study manuscript	Adviser				_			
	Approved thesis outline								
	Approved thesis manuscript								
	Student Advising and Consult Services:								
	Number of student org advised	Adviser							
	Student-related activities assisted	Adviser							
	Student advised as academic adviser	Adviser	15	133%	20.00	4	5	5	4.67
	Academe/Industry Linkage established:								
	International								
	National								
	Local/Regional								
	Awards/Honors received by students/faculty:				****				
	Awards received by students								
	Number of awards received by faculty								
	Number of Professorial Chair awardee							. "	
	Number of Scholarships availed								
Advanced education services								9	
	Number of Graduates within prescribed period:								
	Masters								
	Diploma								
	IMs Developed/Revised and Utilized								
	Revised IM's within the last 3 years								
	Number of Student Research Advising			,					
	************	*	1						
	Approved special problem manuscript								
	Approved research outline								
	Student Advising and Consult Services:								
	Number of student organizations advised								
	Number of student-related activities assisted								

Research Services	Number of Outputs Published in CHED accredited journals/internationally indexed journals:						
	In Ref Interntl Journals				+		
	In Ref Natl Journals				+++		
	In Institutional Journals		+		+-+		_
	International		-		+		_
			•		+		
	Number of papers published in other				\perp		
	peer-reviewed publications						
	(proceedings, monographs, etc.) Number of Outputs Presented in						
	Number of Outputs Presented in						
	Regional/National/International Fora /Conferences:						
	In International						
*	In National						39
	In Regional						
	In Local						
	Percentage of Research Projects Conducted						
	and Completed on Schedule						
	Number of scientific fora coordinated/facilitated			<u> </u>			
	Number of linkages forged:						
	International	5				(\$1)	
	National						
	Regional				-		
Extn Services	Number of person-days trained	Trainor					
	Number of trainings conducted	RP					
	Number of beneficiaries served:						
	Groups/ Institutions						
	Individuals						
	Awards recv (inter, natl, local):					·	
•	Individual		:	;			
	Unit (Center, College, Department)						
	Technical/ Expert services	00000111001					
	Consultancy	Consultant					
	Commodity teams RDE reviewer/ panelist				-		
		person					
Seminars/symposium/	Resource person	person			+	_	
conference attended		1					

			_			_	1 -	1	4 0 ***		
	National		1	100%	1.00	5	5	4	4.67		
	Local/Regional	Participant									
Admin Support											
Services	Number of department intgs attended		3	233%	7.00	4	5	5	4.67		
	Membership in University committees	Member									
	Membership in College committees	Member									
	Membership in the Department committees	Member									
Department Head	Number of department meetings presided										
	Number of execom meetings attended					-					
	Number of UAC mtgs attended										
	Membership in university committees										
	Prompt submission of required documents										
	Annual Report										
	Procurement Plan										
	Staff Development Plan										
	Number of Faculty+B216 Mentored										
	Number of department activities supervised										
	Number of faculty members for study leave										
Total Over-all Rating									18.67		
Average Rating (Total ove	rall rating divided by 4)			4.67		Comments & Recommendations					
Additional Points:						for D	evelo	pment	Purpose:		
Approved Adidtional points (v	with conv of approval)					Maria	+ m	aua bi	s MM		
	Aut copy of approval)		-	4.67		Ivius	t pui	sue III	2 IAIIAI		
FINAL RATING			4.67								
ADJECTIVIAL RATING				0							
Evaluated & Rated by:		Recommendi	ng Appro	val:			App	proveg	by: 11		
1) 1 1		//\. /	1 1	,				/	111		
NALITA A. SALABAO		ANALITA A. SALABAO		AO		BEATRIZ S. BELONIAS					
Dept/Unit Head		Dean					Vic	e Pre	sident		
Deptronit Head		Τ.					193	:			
Ü		Date					Dat	e:			
Date:1 - Quality 2 - Efficiency 3	2 Timeliness 4 Average	Date	-				Date			-	
- Quality 2 - Efficiency	3 - Hillemiess 4- Avelage										

PERFORMANCE MONITORING & COACHING JOURNAL

1st	Q
2 nd	A
3 rd	R
4th	E R

Name of Office: Dept. of Business and Management

Head of Office: Analita A. Salabao

Number of Personnel: VINCE G. LAO

Meeting		Momo	Others (Pls.	Remarks		
One-on-One	Group	Memo	specify)			
	Sharing information and advice about			Very productive discussion		
	policies, procedures, curriculum, instructional strategies etc.					
	How to develop teaching guides and tips for teaching effectively			Effective and successful		
		Meeting One-on-One Sharing information and advice about policies, procedures, curriculum, instructional strategies etc. How to develop teaching guides and tips for teaching	One-on-One Sharing information and advice about policies, procedures, curriculum, instructional strategies etc. How to develop teaching guides and tips for teaching	Meeting One-on-One Group Sharing information and advice about policies, procedures, curriculum, instructional strategies etc. How to develop teaching guides and tips for teaching		

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

ANALITA A.SALABAO

Immediate Supervisor

Noted by:

ANALITA A.SALABAO

Dean, CME

EMPLOYEE DEVELOPMENT PLAN

Name of Employee:

end?

VINCE G. LAO

Performance Rating:

July-December 2019

Aim: To enhance capability, knowledge, and skills in strategic teaching.

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

Date: July 2019

Target Date: December 2019

First Step:

Attend trainings/workshops related to strategic teaching methods

Result:

Attended in related trainings/workshops

Date:

Target Date:

Next Step:

Share knowledge to students obtained from the seminar.

Outcome:

Applied the strategy learned from the seminar to Agribusiness students.

Final Step/Recommendation:

To continue attending seminars/workshops/trainings to upgrade competency to perform instruction, research, and extension functions.

Prepared by:

Unit Head

Conforme:

cc: ODA-HRD