

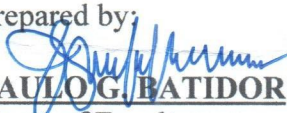
# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Paulo G. Batidor


Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		5.00 x 0.50 = 2.50	
b. Students (50%)		5.00 x 0.50 = 2.50	
Total for Instruction	85%	5.00	4.25
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%)		5.00	
Total for Extension	5%	5.00	0.25
4. Support to Operations	5%	5.00	0.25
5. General Admin. & Support Services	5%	5.00	0.25
TOTAL			5.00

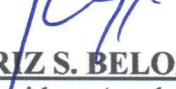
EQUIVALENT NUMERICAL RATING: 5.00  
 Add: Additional Points, if any: 0  
 TOTAL NUMERICAL RATING: 5.00

ADJECTIVAL RATING: Outstanding

Prepared by:  
  
PAULO G. BATIDOR  
 Name of Faculty


Reviewed by:  
  
MA. THERESA P. LORETO  
 Dean, CAS

Recommending Approval:  
  
MA. THERESA P. LORETO  
 Dean, CAS

Approved:  
  
BEATRIZ S. BELONIAS  
 Vice President Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, PAULO G. BATIDOR, a faculty member of the DEPARTMENT OF STATISTICS, COLLEGE OF ARTS AND SCIENCES commit to the deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period JANUARY 1, 2023 to JUNE 30, 2023.

  
**PAULO G. BATIDOR**  
 Instructor I  
 Date: July 24, 2023

Approved:   
**MA. THERESA P. LORETO**  
 Dean, CAS  
 Date: July 24, 2023

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment (July-December 2022)	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	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/special problem/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							



MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment (July-December 2022)	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
		<b>A4.</b> Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	1/2	2	5	5	5	5.00	Ms. Francia Jose (MS Tropical Ecology, VSU) and Ms. Isabel Bihag (MS Animal Science, VSU)
	<b>PI 9:</b> Number of instructional materials developed *	<b>A5.</b> 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, reading assignments depending on course taught							
		Assessment tools	Prepares assessment tools such as long exams, quizzes, problems sets, etc.							
		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							
	<b>PI 10.</b> 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							
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment (July-December 2022)	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	<b>A9.</b> Actual Faculty's FTE	Handles and teaches courses assigned	18/36	19.55	5	5	5	5.00	1st Sem AY 2022-2023 - 4 subjects, 2nd Sem AY 2022-2023-Stat146 (18 students) and 1 section of Stat143 (2 students)
		<b>A10.</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3/6	4	5	5	5	5.00	Submitted 4 gradesheets for first semester AY 2022-2023 and preparing 2 gradesheets for second semester AY 2022-2023
		<b>A 11.</b> 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	1	5	5	5	5	5	1 student in Stat123 and 4 students in Stat190
		<b>A12.</b> Number of trainings attended related to instruction	Attend mandated trainings	1/2	3	5	5	5	5.00	TAPHEP, ITP Workshop I, and Guidelines of Scientific Publication Award
		<b>A13.</b> Number of long examinations administered and checked	Administers and checks long examination for subjects taught	6/12	7	5	5	5	5.00	3 for Stat 146 and 3 for Stat 143, and 1 for Stat 198 (before it was transferred to Mr. Gonzaga)
		<b>A14.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	4/8	5	5	5	5	5.00	2 for Stat 146 and 2 for Stat 143, and 1 for Stat 198 (before it was transferred to Mr. Gonzaga)



MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment (July-December 2022)	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
		<b>A15.</b> Number of lab reports/exercises and term papers checked and graded	Checks lab exercises submitted as required	6/12	9	5	5	5	5.00	4 for Stat 146 and 4 for Stat 143, and 1 for Stat 198 (before it was transferred to Mr. Gonzaga)
	<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	Acts as academic adviser to students	20	19	5	5	5	5.00	19 BSS students
		<b>A17.</b> Number of students advised on thesis/ field practice/special problem:	Advises, and corrects research outline and thesis/SP manuscript	3	4	5	5	5	5.00	Special Problem adviser of Ms. Acilo, Mr. Piscos, Ms. Cabi-ao, and Ms. Baguioso
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	2	4	5	5	5	5.00	2 Special Problems (by pair)
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	11	5	5	5	5.00	5 Special Problems (by pair), and 1 thesis (BS ABE)
		<b>A18.</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	2	8	5	5	5	5.00	Provided experimental design and statistical analysis of research/thesis data.
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19.</b> Number of Student organizations advised	Advises student organizations recognized by USSO	1	1	5	5	5	5.00	VSU Statistical Society
		<b>A20.</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	1	5	5	5	5.00	VSU Statistical Society
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21 :</b> Number of online courseware developed and submitted :	Prepares and submits for review by the Technical Review Panel	0	0	-	-	-	-	None
		Online ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	0	0	-	-	-	-	None

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment (July-December 2022)	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
		Supplemental learning	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	6/12	9	5	5	5	5.00	4 for Stat 146 and 2 for Stat 143, and 3 for Stat 198 (before it was transferred to Mr. Gonzaga)
		Assessment tools	Prepares assessment tools such as long exams, quizzes, problems sets, etc.	13/26	21	5	5	5	5.00	5 quizzes, 9 exercises, and 7 long exams
		<b>A 23 :</b> 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	0	0	-	-	-	-	None
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	2/3	2	5	5	5	5.00	1 for Stat146 and 1 for Stat 143
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> 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	0	0	-	-	-	-	None



MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment (July-December 2022)	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
		<b>A 26.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	0	0	-	-	-	-	None
<b>UMFO 3 . RESEARCH SERVICES</b>										
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> 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	0	0	-	-	-	-	None
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research project within the year	0	0	-	-	-	-	None
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	0	0	-	-	-	-	None
		In refereed int'l journals		0	0	-	-	-	-	None
		In refereed nat'l/regional journals		0	0	-	-	-	-	None
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific for a/conferences	0	0	-	-	-	-	None
		In int'l fora/conferences		0	0	-	-	-	-	None
		In nat'l/regional fora/conferences		0	0	-	-	-	-	None

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment (July-December 2022)	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	0	0	-	-	-	-	None
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)		0	0	-	-	-	-	None
		<b>A 33.</b> Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	0	0	-	-	-	-	None
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0	0	-	-	-	-	None
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	0	0	-	-	-	-	None
<b>UMFO 4. EXTENSION SERVICES</b>										
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership	0	0	-	-	-	-	None
	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	0	0	-	-	-	-	None



MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment (July-December 2022)	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A 38.</b> Number of extension programs/projects implemented	Implements duly approved extension projects	0	0	-	-	-	-	None
	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<b>A 39.</b> 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	0	0	-	-	-	-	None
	<b>PI 5.</b> Number of technical/expert services	<b>A 40.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries	0	0	-	-	-	-	None
	Research Mentoring	Research Mentor		0	0	-	-	-	-	None
	Peer reviewers/Panelists	Peer reviewers/Panelists		0	0	-	-	-	-	None
	Resource Persons	Resource Persons		1	1	5	5	5	5.00	Experimental Designs and Statistical Analysis (May 29, 2023, Department of Biotechnology)
	Convenor/Organizer	Convenor/Organizer		0	0	-	-	-	-	None
	Consultancy	Consultant		0	0	-	-	-	-	None
	Evaluator	Evaluator		0	0	-	-	-	-	None
	<b>PI 8.</b> Percent of extension proposals approved *	<b>A 41.</b> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	0	0	-	-	-	-	None
	<b>PI 11.</b> Additional outputs *	<b>A 42.</b> No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		0	0	-	-	-	-	None

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment (July-December 2022)	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
		<b>A 43.</b> Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	0	0	-	-	-	-	None
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
	<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>									
	<b>PI 8.</b> 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*	<b>A 44.</b> 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 non-conformity	5	5	5	5.00	
		<b>A 45.</b> 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	5	5	5	5.00	
		On program accreditations								
		On institutional accreditations								
<b>UMFO 6. General Admin. &amp; Support Services (GASS)</b>										
	<b>PI 2.</b> Zero percent complaint from clients served	<b>A 46.</b> Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint	Zero % complaint	5	5	5	5.00	
	<b>PI 3:</b> Additional Outputs	<b>A 47.</b> Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice							



MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment (July-December 2022)	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
Total Over-all Rating										110.00

Comments/Suggestions for Improvement:
Mr. Batidor should start applying for his Ph.D. in Statistics.

Recommending Approval  
*mtg*  
**MA. THERESA P. LORETO**  
Dean, College of Arts and Sciences  
Date: *July 24, 2024*

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Mr. Paulo G. Batidor

Performance Rating: Outstanding

Aim: Encourage him to make research and extension project proposals.

Proposed Interventions to Improve Performance:

Date: Target Date: One year from date of intervention

First Step: Make a draft of research proposal

Result: Have a draft of a research proposal for submission

Date: Target Date: End of AY 2023-2024

Next Step: Submit the final research proposal for approval

Outcome: Research and extension project proposal

Final Step/Recommendation: Instruct him to submit the research/project proposal to the OVPREI for approval and possible funding.

Prepared by:

**MA. THERESA P. LORETO**  
Dean, CAS

Conforme:

**PAULO G. BATIDOR**  
Name of Ratee