Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **ELVIRA E. ONGY**

July - December 2018

Program Involvement (1)	Percentage Weight of Involve	Numerical Rating (Rating x%) (3)		Equivalent Numerical Rating (2 X 3)
1. Instruction				
a. Head/Dean (50%)		4.92x50%	2.46	
b. Students (50%)		3.8x50%	1.90	
Total for Instruction	70%		4.36	3.05
2. Research				
a. Client/Dir. For Research (50%)				
b, Dept. Head/Center Director (50%)				
Total for Research	15%		5.00	0.75
3. Extension				
a. Client/Dir for Extension (50%)				
b. Dept. Head/Center Director (50%)				
Total for Extension	10%		4.88	0.49
4. Administration	5%		5.00	0.25
5. Production				
TOTAL	100%			4.54

EQUIVALENT NUMERICAL RATING: 4.54
Add: Additional Points, if any: 0
TOTAL NUMERICAL RATING: 4.54

ADJECTIVAL RATING: **Outstanding**

Prepared by:

ELVIRA E. ONGY
Name of Faculty

Reviewed by:

ANTONIO P. ABAMO
Head, DBM

Recommending Approval:

ANTONIO P. ABAMO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ELVIRA E. ONGY, 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 July 2018 to December 2018

ELVIRA E. ONGY
Ratee

ANTONIO P. ABAMO
Head, DBM

MFOs/PAPs	Success Indicators	Tasked Assigned	Target	Percentage of Actual Accomplish	Actual Accomplishment	Rating				Remarks
						Q1	E2	T3	A4	
Advanced Education Services	**1. Graduate Degree Program Management Services**									
	PI1: Number of graduate degree specializations offered and monitored									
	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									
Higher Education Services	**Full Time Equivalent (FTE)**	**Teaching**	20	167%	33.45	**5**	**5**	**5**	**5.00**	
	Teachers leave									
	Number of Graduates:									
	Baccalaureate									
	Number of IMs Dev/Rev & Utilized	**Compiler**								
	Revised IM's within the last 3 years		1	200%	2	**5**	**5**	**5**	**5.00**	
	Number of Student Research and Field Practice Advising									
	Approved case study manuscript	Adviser								
	Approved thesis outline									
	Approved thesis manuscript									

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and [illegible] based on the [illegible] of [illegible] in accordance with the
[illegible] for the [illegible] 2016 • [illegible] 2016

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	Student Advising and Consult Services:									
	Number of student org advised	Adviser								
	Student-related activities assisted	Assistant								
	Student advised as academic adviser	Adviser								
	Academe/Industry Linkage established:									
	International									
	National		1	200%	2	5	5	5	5.00	
	Local/Regional				1	5	4	5	4.67	
	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										
	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									
	Approved special problem manuscript									
	Approved research outline									
	Student Advising and Consult Services:									
	Number of student organizations advised									
	Number of student-related activities assisted									
										4.92
Research Services	**Number of Outputs Published in CHED accredited journals/internationally indexed journals:**									
	In Ref Interntl Journals				2	5	5	5	5.00	
	In Ref Natl Journals									
	In Institutional Journals									
	International									
	Number of papers published in other peer-reviewed publications (proceedings, monographs, etc.)									
	Number of Outputs Presented in Regional/National/International Fora /Conferences:									
	In International									
	In National									
	In Regional									

	In Local									
	Percentage of Research Projects Conducted									
	and Completed on Schedule									
	Number of scientific *fora* coordinated/facilitated									
	Number of linkages forged:									
	International									
	National				1	5	5	5	5.00	
	Regional									
										5.00
Extn Services	**Number of person-days trained**	**Trainor**	3	133%	4	5	4	5	4.67	
	Number of trainings conducted	**Resource person**	1	200%	2	5	5	5	5.00	
	Number of beneficiaries served:									
	Groups/ Institutions	**Resource person**	10	110%	11	5	5	5	5.00	
	Individuals	**Resource person**	10	500%	50	4	5	5	4.67	
	Awards recv (inter, natl, local):									
	Individual									
	Unit (Center, College, Department)									
	Technical/ Expert services									
	Consultancy	Consultant			2	5	5	5	5.00	
	Commodity teams									
	RDE reviewer/ panelist									
	Resource person	Resource person								
Seminars/symposium/										
conference attended	International				1	5	5	5	5.00	
	National	Participant			1	5	5	5	5.00	
	Local/Regional	Participant	1	100%	1	5	5	4	4.67	
										4.88
Admin Support										
Services	Number of department meetings attended		4	150%	6	5	5	5	5.00	
	Membership in University committees	Member								
	Membership in College committees	Member								
	Membership in the Department committees	Member	3	167%	5	5	5	5	5.00	
	Department Organization	Member								
	ROTC Sponsors									
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 Mentored									
	Number of department activities supervised									
	Number of faculty members for study leave									
										5.00
Total Over-all Rating									78.67	

Average Rating (Total overall rating divided by 4)	4.92
Additional Points:	
Approved Additional points (with copy of approval)	0
FINAL RATING	4.92
ADJECTIVIAL RATING	

Comments & Recommendations
for Development Purpose:
Very productive researcher. Needs to finish her second MS in Ind. Mgt. as soon as possible.

Evaluated & Rated by:

ANTONIO P. ABAMO
Dept/Unit Head

Date: _____

Recommending Approval:

ANTONIO P. ABAMO
Dean

Date_____

Approved by:

BEATRIZ S. BELONIAS
Vice President

Date: _____

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

PERFORMANCE MONITORING & COACHING JOURNAL

	1st	QUARTER
	2nd	
	3rd	
	4th	

Name of Office: Dept. of Business and Management

Head of Office: Antonio P. Abamo

Number of Personnel: ELVIRA E. ONGY

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring		Faculty meeting		Following up the progress of her second MS degree with CHED	Very productive discussion
Coaching	How possible to negotiate for research project funds				Effective and successful

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

Conducted by:

ANTONIO P. ABAMO
Immediate Supervisor

Noted by:

ANTONIO P. ABAMO
Dean, CME

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Elvira E. Ongy
Performance Rating: July-December 2018

Aim: To finish her Masters in Engineering major in Industrial Eng'g at DLSU-M.

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

Date: July 2018 Target Date: December 2018

First Step:
Drafted her systems study manuscript.

Result:
Was able to submit initial draft of her manuscript.

Date: _____ Target Date: _____

Next Step:
Continue working of her systems study manuscript and schedule her defense.

Outcome:

Final Step/Recommendation:
Request for deloading to finish her systems study write up.

Prepared by:

ANTONIO P. ABAMO
Unit Head

Conforme:

ELVIRA E. ONGY
Ratee

cc: ODA-HRD

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Elvira E. Ongay
Performance Rating: July-December 2018

Aim: To finish her Masters in Engineering major in Industrial Eng'g at DLSU M.

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

Date: July 2018 Target Date: December 2018

First Step:
Started her research study proposal.

Result:
Was able to submit initial draft of her manuscript.

Date: _____ Target Date: _____

Next Step:
Continue working on her research study manuscript and finishing her defense.

Outcome:

Final Step/Recommendation:
Request for extension to finish her research study write up.

Prepared by:

ARCHIVO P. ALCAMO
Unit Head

Conform:

ELVIRA E. ONGAY
Date:

cc: ODA-HRD