

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

Name of Faculty Member: **MARIANE B. UBAY**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.92x50%=2.46	
b. Students (50%)		3.75x50% = 1.88	
Total for Instruction	45%	4.34	1.95
2. Research			
a. Client/Dir. For Research (50%)		5.0x 50% = 2.50	
b. Dept. Head/Center Director (50%)		5.0x 50% = 2.50	
Total for Research	30%	5.00	1.50
3. Extension			
a. Client/Dir. For Extension (50%)		5.0x 50% = 2.50	
b. Dept Head/Center Director (50%)		5.0x 50% = 2.50	
Total for Extension	15%	5.0	0.75
4. Administration	10%	5.00	0.50
TOTAL			4.70


EQUIVALENT NUMERICAL RATING: 4.70

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.70

ADJECTIVAL RATING: **OUTSTANDING**

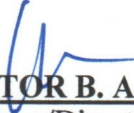
Prepared by:


MARIANE B. UBAY
Name of Faculty

Reviewed by:


CHRISTINA A. GABRILLO
Department Head

Recommending Approval:


VICTOR B. ASIO
Dean/Director

Approved:


BEATRIZ S. BELONIAS
VP for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MARIANE UBAY-DELA PEÑA**, a faculty member of the **DEPARTMENT OF DEVELOPMENT COMMUNICATION** commit to the deliver and agreed to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **JULY TO DECEMBER 2022**

Approved:

MARIANE UBAY-DELA PEÑA

Instructor I

Date: January 22, 2023

CHRISTINA A. GABRILLO

Department Head

Date: January 24, 2023

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplish-ment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
MFO 1: Higher Education Services										
	Total FTE, coordinated, implemented and monitored *	PI 1. Actual Faculty's FTE	Handles subjects/courses assigned	5.22	13.80	5	5	5	5.00	DevC 122, DevC 134 lab, DevC 199
		PI 2. Number of students advised								
		On thesis/ field practice	As Adviser/SRC Member	2.00	4.00	5.0	5.0	5.0	5.00	DevC 200
		PI 3. Number of instructional materials developed								
		Revised syllabi	Handles subjects/ courses assigned	1.00	3.00	5.0	5.0	4.0	4.67	DevC 122, DevC 199

		<i>Revised Powerpoint lecture presentation (per course)</i>	Handles subjects/courses assigned	1.00	5.0	5.0	5.0	5.0	5.00	DevC 122, DevC 134 lab, DevC 199
Total Rating for Instruction									19.67	
Average Rating for Instruction									4.92	
MFO 2: Research Services										
		PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences								
		<i>In institutional fora/conferences</i>		0.00	0.00					NONE
	Number of research outputs completed within the year *	PI 5. Number of research outputs completed within the year *	Conducts and completes research project outputs within the year	1.00	2	5.0	5.0	5.0	5.00	All research projects are ongoing
Total Rating for Research									5.00	
Average Rating for Research									5.00	
MFO 3: Extension Services										
		PI 6. Number of beneficiaries served								
		<i>Groups</i>	SUCs/Govt. Agencies	3.00	2.00	5.0	5.0	5.0	5.00	
		<i>Individuals</i>	Info	5.00	2.00	5.0	5.0	5.0	5.0	
Total Rating for Extension									10.00	
Average Rating for Extension									5.00	
MFO 4: Support to Organizations										

		PI 7. Number of seminar trainings/conventions/workshops coordinated for entire university	To conduct trainings related to our field of expertise (as coordinator or facilitator)	1.00	2	5.0	5.0	5.0	5.00	
Total Rating for Support to Organizations									5.00	
Average Rating for Support to Organizations									5.00	
MFO 5: General Administration and Support Services										
	Zero percent complaint from clients served	PI 7. Zero percent complaint from clients served	Good rapport to clients	100% complaint	zero complaint	5.0	5.0	5.0	5.00	
Total Rating for GASS									5.00	
Average Rating for GASS									5.00	
TOTAL OVER-ALL RATING									44.67	

Average Rating		4.96
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.96
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose:
Good Job!

Evaluated & Rated by:


CHRISTINA A. GABRILLO
 Department Head


Date: January 24, 2023

Recommending Approval


VICTOR B. ASIO
 Dean, CAFS

Date: 1/25/23

Approved by:


BEATRIZ S. BELONIAS
 Vice President for Academic Affairs

Date: 1/25/23

PERFORMANCE MONITORING FORM
(July-December 2022)


Name of Employee: **MARIANE UBAY-DELA PEÑA**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Continue to conduct classes on DevC 122, DevC 134 and DevC 199; check exams and requirements; submit grades	Very Satisfactory to Outstanding teaching performance as evaluated by students.	September 2022	October 2022	October 2022	Very impressive	Outstanding	Keep it up!
2	Update Syllabi and PowerPoints presentations in DevC 122, DevC 134 and DevC 199 and teach those subjects.	Very Satisfactory to Outstanding teaching performance as evaluated by students.	September 2022	October 2022	October 2022	Very Impressive	Outstanding	Keep it up!
3	Conduct research and extension activities and present papers in RDE reviews and/or scientific conferences.	Research and extension activities undertaken and papers presented.	July 2022	December 2022	December 2022	Very Impressive	Outstanding	Keep it up!

* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:


CHRISTINA A. GABRILLO
 Head, DDC

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MARIANE UBAY-DELA PEÑA
Performance Rating: OUTSTANDING

Aim: To become a better teacher and colleague at DDC.

Proposed Interventions to Improve Performance:

Date: **July 2022** Target Date: **December 2022**

First Step:

1. Explore ways to grow academically
2. Finish MS studies and look for scholarship for PhD studies preferably abroad.

Result:

Professional Advancement

Date: **January 2023** Target Date: **June 2023**

Next Step:

To get involved in more research opportunities.


Outcome:

Have high-quality research experiences.


Final Step/Recommendation:

Professional Advancement and enhanced teaching capability.

Prepared by:


CHRISTINA A. GABRILLO
Head, DDC

Conforme:


MARIANE UBAY-DELA PEÑA
Ratee Faculty/Staff