

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

Name of Faculty Member: MARK C. RATILLA

January-June 2019

Program Involvement (1)	Percentage Weight of Involve-ment (2)	Numerical Rating (Rating x%) (3)		Equivalent Numerical Rating (2 X 3)
1. Instruction				
a. Head/Dean (50%)		5.00x50%	2.50	
b. Students (50%)		4.00x50%	2.17	
Total for Instruction	75%		4.67	3.50
2. Research				
a. Client/Dir. For Research (50%)				
b. Dept. Head/Center Director (50%)				
3. Extension				
a. Client/Dir for Extension (50%)				
b. Dept. Head/Center Director (50%)				
Total for Extension	20%		4.92	0.98
4. Administration	5%		4.92	0.25
5. Production				
TOTAL	100%			4.73

EQUIVALENT NUMERICAL RATING:

4.73

Add: Additional Points, if any:

0

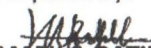
TOTAL NUMERICAL RATING:

4.73

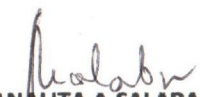
ADJECTIVAL RATING:

Outstanding

Prepared by:


MARK C. RATILLA
Name of Faculty

Reviewed by:


ANALITA A. SALABAO
Head, DBM

Recommending Approval:

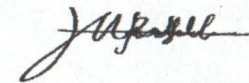

ANALITA A. SALABAO
Dean/Director

Approved:


BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

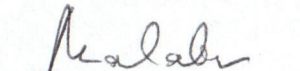
I, MARK C. RATILLA, Instructor of the Department of Business and Management commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January 2019-June 2019



MARK C. RATILLA

Ratee

Approved:


ANALITA A. SALABAO
Head, DBM

MFOs/PAPs	Success Indicators	Tasked Assigned	Target	Percentage of Actual Accomplishment	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	Teaching	0.10	150%	0.15	5	5	5	5.00	
	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	6.00	165%	9.90	5	5	5	5.00	
	Vacation/Sick Leave									
	Number of Graduates:									
	Baccalaureate									
	Number of IMs Dev/Rev & Utilized									
	Revised IM's within the last 3 years	Compiler								

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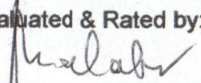
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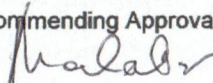
	National									
	Local/Regional	Participant								
Admin Support Services	Number of department mtgs attended		4	125%	5	5	5	5	5.00	
	Membership in University committees	Member	1	100%	1	5	4	5	4.67	
	Membership in College committees	Member	1	100%	1	5	5	5	5.00	
	Membership in the Department committees	Member	3	100%	3	5	5	5	5.00	
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									69.33	

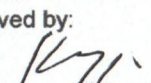
Average Rating (Total overall rating divided by 4)		4.95
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.95
ADJECTIVAL RATING		0

Comments & Recommendations
for Development Purpose:

Highly productive researcher
thus must pursue his PhD

Evaluated & Rated by:

ANALITA A. SALABAO
Dept/Unit Head

Recommending Approval:

ANALITA A. SALABAO
Dean

Approved by:

BEATRIZ S. BELONIAS
Vice President

Date: _____
1 - Quality 2 - Efficiency 3 - Timeliness 4 - Average

Date: _____

Date: _____

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Dept. of Business and Management

Head of Office: Analita A. Salabao

Number of Personnel: MARK C. RATILLA

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	Checking with him on some on some publication and research concerns	Sharing information and advice on possible journals where articles for publication may be submitted		Communicating thru the chat group of the Office.	Very effective
Coaching	Partnership in publication writing			Request him as research coordinator of the Department	Although he is very busy but still efficient

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: **MARK C. RATILLA**
Performance Rating: January-June 2019

Aim: To acquire knowledge and skills in stock market investing.

Proposed interventions to Improve Performance and/ or Competence and Qualification to assume higher responsibilities.

Date: January 2019

Target Date: June 2019

First Step:

Attend training/ workshops stock market investment strategies.

Result:

Attended an online investor seminar series with topics on Technical Analysis and Fundamental Analysis for stock investments.

Date: _____

Target Date: _____

Next Step:

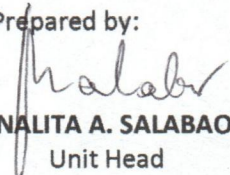
Shared new Knowledge on stock marketing investment to MGMT 137-Investment Management students.

Applied newly acquired stock market investing strategies on personal investments and shared this actual applications to investment management students.

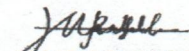
Outcome:

Acquired and shared new knowledge in stock market trading strategies to agribusiness students in the university. This also enhances the faculty's ability manage personal stock market investment and was able to advice VSU colleague's investment in stock market. Furthermore, this also enhances the quality of teaching the faculty is offering to investment management classes.

Prepared by:


ANALITA A. SALABAO
Unit Head

Conforme:


MARK C. RATILLA
Ratee