SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: MARK C. RATILLA

January-June 2010

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%)				7
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

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Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

4.73

0

4.73

Outstanding

Prepared by:

Name of Faculty

Reviewed by:

Head, DBM

Recommending Approval:

Dean/Director

Approved:

INDIVIDUAL PERFORMNACE 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:

NALITA A. SALABAO

Head, DBM

		Tasked		Percentage of	Actual		F	Remarks		
MFOs/PAPs	Success Indicators	Assigned	Target	Actual Accomplis hment	Accomplishment	Q1	E2	тз	3 A4	
Advanced Education Services	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					3.16				
* * * * * * * * * * * * * * * * * * * *	Number of IMs Dev/Rev & Utilized									
	Revised IM's within the last 3 years	Compiler								

	Number of Student Research and Field Practice Advising								
	Approved case study manuscript	Adviser	10	140%	14	5	5	5	5.00
	Approved thesis outline								
	Approved thesis manuscript								
	Student Advising and Consult Services:								
	Number of student org advised	Adviser	-	100%	-	2	2	5	5.00
	Student-related activities assisted	Adviser	6	167%	5	2	2	5	5.00
	Student advised as academic adviser	Adviser	15	167%	25	2	2	5	5.00
	Academe/Industry Linkage established:				3				
	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									
	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								
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onference attended	International									
/muisoqmys/sranime										
	Resource person	berson	ŀ	%00T	ŀ	G	G	G	00°G	
	RDE reviewerl panelist									
	Commodity teams									
	Consultancy	Consultant	10	%0I	<u> </u>	g	9	G	00.8	
	Unit (Center, College, Department) Technical/ Expert services			1		_				
	linit (Center College Department)			+		-				
	Awards recv (inter, natl, local):									
	sleubivibril									
	Groups/ Institutions									
	Number of beneficiaries served:									
	Number of trainings conducted	ВР	ŀ	%00T	ı	Þ	G	9	79.4	
services	Number of person-days trained	Trainor	10	%057	52	g	g	g	00.8	
	Regional									
	Isnoits/									
	International									
	Number of linkages forged:									
	Number of scientific fora coordinated/facilitated									
	and Completed on Schedule									
	Percentage of Research Projects Conducted									
	In Local			-						
	In Regional									
	lanoital/ nl									
	lsnoitsmetin In									
	Number of Outputs Presented in Regional Mational/International Fora /Conferences:									
	(proceedings, monographs, etc.)					-				
	peer-reviewed publications									
	Number of papers published in other									
	International								100	
	alsmuot Isnoitutitani ni									
	In Ref Nati Journals									
	In Ref Interntl Journals					4				
esearch Services	Number of Outputs Published in CHED accredited journals/internationally indexed journals:									

	National											
	Local/Regional	Participant										
Admin Support												
Services	Number of department mtgs attended		4	125%	5	5	5	5				
	Membership in University committees	Member	1	100%	1	5	4	5	The second secon			
	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					10.00						
	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							1				
	Number of department activities supervised							-				
	Number of faculty members for study leave											
Total Over-all Rating									69.33			
Average Rating (Total ov	erall rating divided by 4)			4.95		Comm	nents a	& Rec	ommenda	tions		
Additional Points:						for De	velop	ment	Purpose:			
Approved Adidtional points (with copy of approval)					Highly	v prod	ductiv	re resear	cher		
INAL RATING				4.95								
ADJECTIVIAL RATING				0		thus must pursue his PhD						
Evaluated & Rated by:		Recommendin	g Approv	/al:		h	Appr	oved	by:			
Mulah		May	2alor					1	171			
ANALITA A. SALABAO		ANALITA A. SALABAO						BEATRIZ S. BELONIAS				
Dept/Unit Head		Dean					Vice	Pres	ident			
Date:	- T- I	Date					Date					
1 - Quality 2 - Efficiency	3 - Timeliness 4- Average											

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: MARK C. RATILLA

Activity		MECHAN	ISM		
Monitoring	Mee		Memo	Others (Pls.	Remarks
	One-on-One	Group		specify)	
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:

Noted by:

Immediate Supervisor

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 aeries 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