Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: BERT C. PENALOSA

July - December 2018

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)		Equivalent Numerical Rating (2 X 3)
1. Instruction				
a. Head/Dean (50%)		4.92x50%	2.46	
b. Students (50%)		4.33x50%	2.17	
Total for Instruction	90%		4.63	4.16
2. Research				
a. Client/Dir. For Research (50%)				
b, Dept. Head/Center Director (50%)				
Total for Research	0%			0.00
3. Extension				
a. Client/Dir for Extension (50%)				
b. Dept. Head/Center Director (50%)				
Total for Extension	5%		5.00	0.25
4. Administration	5%		4.83	0.24
5. Production				
TOTAL	100%			4.65

EQUIVALENT NUMERICAL RATING: 4.65
Add: Additional Points, if any: 0
TOTAL NUMERICAL RATING: 4.65

ADJECTIVAL RATING: **Outstanding**

Prepared by:

BERT C. PEÑALOSA
Name of Faculty

Reviewed by:

ANTONIO P. ABAMO
Head, DBM

Recommending Approval:

ANTONIO P. ABAMO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: BERT C. PEÑALOSA

July - December 2012

Program Level Indicator (1)	Percent age Weight of Indicator (2)	Numerical Rating (Rating x %) (3)		Figure to Numerical Rating (2 x 3)
1. Instruction				
a. Head/Dean (30%)		4.25x30%	2.55	
b. Students (30%)		4.33x30%	2.1	
Total for Instruction	60%		4.65	2.79
2. Research				
a. Chair/Dir. for Research (50%)				
b. Dept. Head/Center Director (50%)				
Total for Research	0%			0.00
3. Extension				
a. Chair/Dir. for Extension (50%)				
b. Dept. Head/Center Director (50%)				
Total for Extension	3%		3.00	0.09
4. Administration	3%		1.85	0.04
5. Production				
TOTAL	100%			2.92

EQUIVALENT NUMERICAL RATING: 2.92

Add: Additional Points, if any 0

TOTAL NUMERICAL RATING: 2.92

ADJECTIVAL RATING: Outstanding

Prepared by:

BERT C. PEÑALOSA
Name of Faculty

Reviewed by:

ANTONIO M. MATA
Head, DBM

Recommending Approval:

ANTONIO P. VEGANO
Dean/Director

Approved:

BERTRIZE B. BUDIAN
Vice President

INDIVIDUAL PERFORMNACE COMMITMENT AND REVIEW FORM (IPCR)

I, BERT C. PEÑALOSA, 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 - December 2018 ok

Approved:

BERT C. PEÑALOSA
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	Teaching								
	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	20.00	179%	35.85	5	5	5	5.00	
	Vacation/Sick Leave									
	Number of Graduates:									
	Baccalaureate									
	Number of IMs Dev/Rev & Utilized	**Compiler**	1	200%	2	5	5	5	5.00	
	Revised IM's within the last 3 years									
	Number of Student Research and Field Practice Advising									
	Approved case study manuscript	**Adviser**			1	5	5	5	5.00	
	Approved thesis outline									
	Approved thesis manuscript									
	Student Advising and Consult Services:									
	Number of student org advised	Adviser								
	Student-related activities assisted	Adviser	1	100%	1	5	5	4	4.67	
	Student advised as academic adviser	Adviser								
	Academe/Industry Linkage established:									
	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										
	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									
	In Ref Natl Journals									
	In Institutional Journals									
	International									
	Number of papers published in other									
	peer-reviewed publications									
	(proceedings, monographs, etc.)									
	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									
	Regional									#DIV/0!
Extn Services	**Number of person-days trained**	**Trainor**								
	Number of trainings conducted	**RP**			1	5	5	5	5.00	
	Number of beneficiaries served:									
	Groups/ Institutions	**RP**			1	5	5	5	5.00	
	Individuals	**RP**								
	Awards recv (inter, natl, local):									
	Individual									
	Unit (Center, College, Department)									
	Technical/ Expert services									
	Consultancy	Consultant								
	Commodity teams									
	RDE reviewer/ panelist									
	Resource person	Resource person								
Seminars/symposium/										
conference attended	International				1	5	5	5	5.00	
	National									
	Local/Regional	Participant								5.00
Admin Support										
Services	No. of department meetings attended		4	175%	7	5	5	5	5.00	
	Membership in University committees	Member								
	Membership in College committees	Member								
	Membership in the Department committees	Member	1	200%	2	5	5	4	4.67	
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 FacultyMentored									
	Number of department activities supervised									
	Number of faculty members for study leave									
Total Over-all Rating									44.33	4.83

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

Comments & Recommendations for Development Purpose:
Dependable teaching skills. Must get related to agribusiness.

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: BERT C. PENALOSA

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring		Faculty meeting		Following up the progress of extension involvement of DBM	Very productive discussion
Coaching		How possible to develop teaching guides and tips for teaching effectively			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

PERFORMANCE MONITORING & COACHING JOURNAL

QUARTER	
1st	
2nd	
3rd	
4th	

Name of Office: Dept. of Business and Management

Head of Office: Antonio R. Abano

Number of Personnel: BSBTC_PERMANENT

Activity Monitoring	Meeting			Remarks
	One-on-One	Group	Other (Specify)	
Monitoring		Faculty meeting	Following up the progress of extension involvement of DRM	Very productive discussion
Coaching		How possible to develop teaching guides and tips for teaching effectively		Effective and successful

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

Conducted by:

ANTONIO R. ABANO
Immediate Supervisor

Noted by:

ANTONIO D. ABANO
Dean, CNM

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Bert C. Peñalosa
Performance Rating: July– December 2018

Aim: To enhance extension services, research and innovative teaching skills.

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

Date: July, 2018 Target Date: December, 2018

First Step:
To attend extension service trainings, seminars and workshop activities related to research program.

Result:
Active participation in extension services and research workshop activities.

Date: Target Date:

Next Step:
Serve as a resource person on extension seminars and workshop necessary for the association and members. Provide innovative teaching skills designed for agribusiness students.

Outcome:
Improved capability in extension service and research skills

Final Step/Recommendation:
To continue participating extension programs and research activities to upgrade competency to perform instruction and services.

Prepared by:

ANTONIO P. ABAMO
Unit Head

Conforme:

BERT C. PEÑALOSA