SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: GLORIA E. BANCALE

Program Involvement	Percentage	Numerical	Equivalent
(1)	Weight of	Rating	Numerical
	Involvement	(Rating x%)	Rating
	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		5x50% = 2.5	
b. Students (50%)		5x50% = 2.25	
Total for Instruction	40%	5	2.0
2. Research	***************************************		
a. Client/Dir. for Research (50%)		$5 \times 50\% = 2.5$	
b. Dept. Head/Center Director		$5 \times 50\% = 2.5$	
(50%)			
Total for Research	30%	5	1.5
3. Extension			
a. Client/Dir. for Extension (50%)		$5.0 \times 50\%$) = 2.5	
b. Dept Head/Center Director		$5.0 \times 50\% = 2.5$	***************************************
(50%)			
Total for Extension	15%	5	•75
4. Administration	\$5%	5	•75
5. Production	N/A		
TOTAL			- g V
			,5

EQUIVALENT NUMERICAL RATING: Add: Additional Points, if any: TOTAL NUMERICAL RATING:	(<u>4.25)</u> 5.60 (<u>4.25</u>) 5.60
ADJECTIVAL RATING:	Outstanding
Prepared by:	Reviewed by:
GLORIA E. BANCALE Name of Faculty	ROSARIO A. SALAS Department Head

Recommending Approval:

VICTOR B. ASIC

Approved:

BEATRIZ S. BELONIAS

Vice President

SHAMANA KIJADOAN BOROKA BAKI IZ TURBIRKITO TEKSKI CACHE CULTER FOR THE COMME

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Visayas State University OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, GLORIA E. BANCALE, Assistant Professor, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>January to June 2018</u>.

(Roul-
GLORIA E. BANCALE
` Ratee
Date:

ROSARIO A. SALAS, Ph.D. Head,DOH

Date: _____

MFOs and Performance indicators	Success Indicator (SI)		Task Assigned	Target	Actual Accom- plishment	Quality	Efficiency	Timeliness	Average	Remark
	MINIMUM PIS PER MFO FOR ACADEMIC DEPARTMENT'S OPCR									
UFMO 1	ADVANCED EDUCATON SERVICES		Advise grad. Students	 	<u> </u>	<u> </u>			<u> </u>	
	OVPI MFO 1 Graduate Degree Program Management Services					İ				
	PI 1 Graduate deree program monitored									
	PI 2* Total Graduate FTE monitored			1	1					GAC- memb to 1MS student
	PI 3. Percentage increase in number of graduate students enrolled						†			
	PI 4 Percentage increase in number of graduate students who	i i					1			
<u> </u>	graduated within prescribed period									
	OVPI MFO 2 Graduate Student Managemet Services								1	
	PI 1 Number of graduate students awarded with scholarships/									
	assistantships									
	PI 2 Percentage of graduate students awarded with scholarship/									T
	assistantship who graduated within the prescribed period									
	PI 3 Number of graduate students awarded with honor/distinction									T
	upon graduation									
	PI 4 Number of graduate students advised									
UMFO 2	HIGHER EDUCATION SERVICES		Teach undergraduate courses and advise thesis students							
	OVPI MFO 1 Curriculum Program Management Services						<u> </u>	<u> </u>		
	PI 1* Total Undergraduate FTE monitored				<u> </u>	<u></u>	<u> </u>		<u> </u>	

					_					
	PI 2	Number of undergraduate curricular programs compliant to CMO		6	15.4					
		approved and offered								
	PI 3	Averaged passing percentage in licensure examinations in								
		mandated program								
	Pi 4	Number of undergraduate graduates in mandated programs								
		graduated within the prescribed period								
	PI 5	Percentag increase in the number undergrad students who								
		graduated withinn the prescribed period								
	PI 6	Percentage increase in the number undergrad students enrolled								
	Pi 7	Number of academe/industry linkage established								
	PI 8	Number of students advised		5	5					
	PI 9	Number of student organizations advised/assisted								
	PI 10	Number of instructional materials developed								
UMFO 3	RESEARCH SERVICES									
	PI 1*	Number of published papers in internationally indexed journals								
		refereed int'l Journals								
		refereed nat'l journals								
		institutional journals								
	PI 2*	Number of research outputs presented in regional/national/								
		international for a/conferences								
		international for a/conferences								
		national for a/conferences								
		institutional for a/conferences								
								1	1	NCT
	PI 3	Number of research projects conducted and/or complted on		1	1		1	1		Solanaceou
		scheduled								
	PI 4	Number of research proposals submitted							1	
	PI 5	Percent of research proposals approved								
	PI 6	Amount of research money generated from external funding		1			†		<u> </u>	
	PI 7	Amount of research money generated from institutional funding		1			1	1	 	1
	PI 8	Additional outputs			1			†		
		Number of research-related awards (faculty & student/faculty)					 	†		1
							T			
			Make extension proposals, implement	1		1	ļ			1
			extension project conduct trainings,			1				1
UMFO 4	EXTENSION SERVICES		make extension materials							1
	PI 1	Number of person-days trained weighted by length of training	***************************************	50	50			1	1	
	PI 2	Number of trainings conducted		1	1				†	
	PI 3	Number of IEC materials/technoguides developed/used			1			1	1	†
	PI 4	Number of benificiaries served		†	†	T	1	†	 	
		Groups		T	1		1	†	†	1
		Individuals		1			1	†	 	
	PI 5	Number of technical/expert services		†	†		†	†	†	†
L		isminuted to the interpretation of the contract		L		<u> </u>			<u> </u>	

r					T	T			r	г		
			Research Mentoring	 						ļ		ļ
			Peer reviewers/Panelist	 							ļ	<u> </u>
			Resource Persons	ļ		2	2					
			Convenor/Organizer									
			Consultancy			1	1					
			Evaluator	L								
		PI 6	Number of extension projects conducted	1								
		PI 7	Number of exension proposals submitted									
		PI 8	Percent of extension proposals approved									
		PI 9	Amount of extension money generated from external funding									
		PI 10	Amount of extension money generated from institutional funding									
		PI 11	Additional outputs									
			Number of extension-related awards (extension conducted by									
			faculty and faculty & student									
UMFO 5	SUPPORTING 1	TO ORGANIZA	ATIONS									
	OVPI MFO 1	Faculty De	velopment Services	1								
		Pl 1	Number of faculty pursuing advanced research degree programs									
			(PhD) facilitated, monitored & assisted									†
					1.00		***************************************				 	
	OVPI MFO 2	Faculty Re	cruiting/Hiring Services				***************************************			<u> </u>		
		Pl 1	Number of faculty recruited/hired aligned with ISO standard	1								
										İ		
	OVPI MFO 3	Faculty Eva	aluations Services									
		PI 1	Number of seminars/trainings/conventions/workshops coordinated	1								
			for entire university	1				<u> </u>				
		Pl 2	Number os seminars/trainings/conventions/workshops coordinated			<u> </u>						
			outside of the university	1								
<u> </u>		PI 3	Percentage of faculty rated by students with at least very	+								
			satisfactory rating in 50% of the subjects evaluated	 				<u> </u>				
		PI 4	Number of in-house seminars/trainings/workshops/reviews	1		 						
			conducted attended	 								<u> </u>
		Pi 5	Additional outputs			 						
	····		Number of faculty/staff awards/honors received related to operations	 		l				<u> </u>		
			support	 								-
			Jupport	-		<u> </u>						
	OVPI MFO 4	Drogram a	nd institutional Accreditation Services	+		<u> </u>						
	011.10104	Pl 1	Number of degree programs which passed accreditation/evaluation	-		 				 	<u> </u>	
		114	at least Level 1	+		 						-
	 	Pi 2	QMS on faculty recruitment, development	+-						-		
		PI 3	Percentage of degree program compliant with CHED	+							 	
		PI 4	Additional Outputs	+						-	 	
		ri 4	Number of activities organized/attended/assisted/participated/	+								<u> </u>
				╂							ļ	
L			facilitated	1	1	L	L	<u>L</u>		L	L	L

Total Over-all				4.19	
Raiting:					
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Average Rating (Total Over-all rating divided by 4)		
Acld it io nat Po ints:		
Punctuality		
Approved Additional points (with copyof approval)		
FINAL RATING	/	4.19
ADJECTIVAL RATING		√ S

4 - Average

2 - Efficiency

1 - Quality

3 - Timeliness

Comments & Recommendations for Development Purpose:

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Evaluated and Rateshby	Recommending Approval:	Approved:
HSL		M.
rosar ji a. salas	VICTOR B. ASID	BEATTAIZ S. BELONIAS
Head, DOH	Dearr, CAPS	vice President Instruction
Parte:	Date:	Cate

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: <u>GLOARIA E. BANCALE</u> Performance Rating: <u>OUSTANDING</u>

Aim: Maintain the Oustanding rating

Proposed Interventions to Improve Performance:
Date: January, 2018 Target Date: December 2018
First Step: To publish scientific paper in referred journal
To finidh my Ph.D studies
To attend and participate in conference and scientific forum both national and international
Write and submit research proposal to funding agencies
Result: Has updated instructional materials
Has attended/participated in conferences and scientific forum
Date: January 2019 Target Date: December 2019
Next Step:
To publish scientific paper in referred journal
To attend trainings/seminars, scientific conference related to agriculture
To graduate this SY 2018-2019
Outcome:
Final Step/Recommendation:
Prepared by:
POSADIO A SAI AS
Unit Head

Conforme: A E. BANCALE

Name of Ratee Faculty/Staff

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Name of Employee: <u>Gr-OARWS_BANGAUU</u> Performance Reday, OUSTANDING

Aim Mai<mark>ntela the Duztend countinut</mark> Proposed Interventions to Improve Ponices ands, Demo Jesu<mark>ery, 2012 Heron Ducci De computability</mark>

First Stept: To publish scientific paper at the extended and the standard of smidh in the Ph.D. Studies.

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