

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: GLORIA E. BANCALE

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (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 x 50% = 2.5	
b. Dept. Head/Center Director (50%)		5 x 50% = 2.5	
Total for Research	30%	5	1.5
3. Extension			
a. Client/Dir. for Extension (50%)		5.0 x 50%) = 2.5	
b. Dept Head/Center Director (50%)		5.0 x 50% = 2.5	
Total for Extension	15%	5	.75
4. Administration	85%	5	.75
5. Production	N/A		
TOTAL			5

EQUIVALENT NUMERICAL RATING: (4.25) 5.00

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: (4.25) 5.00

ADJECTIVAL RATING: Outstanding

Prepared by:

  
GLORIA E. BANCALE  
Name of Faculty

Reviewed by:

  
ROSARIO A. SALAS  
Department Head

Recommending Approval:

  
VICTOR B. ASIO  
Dean/Director

Approved:

  
BEATRIZ S. BELONIAS  
Vice President

2/10/72

# MEMORANDUM FOR THE RECORD SUBJECT: [Illegible]

1. [Illegible]

[Illegible]	[Illegible]	[Illegible]	[Illegible]
[Illegible]	[Illegible]	[Illegible]	[Illegible]
[Illegible]	[Illegible]	[Illegible]	[Illegible]
[Illegible]	[Illegible]	[Illegible]	[Illegible]
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[Illegible]	[Illegible]	[Illegible]	[Illegible]
[Illegible]	[Illegible]	[Illegible]	[Illegible]
[Illegible]	[Illegible]	[Illegible]	[Illegible]

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[Illegible]

[Illegible]

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 January to June 2018.

  
GLORIA E. BANCALE

Ratee

Date: \_\_\_\_\_

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

Date: \_\_\_\_\_

MFOs and Performance indicators	Success Indicator (SI)		Task Assigned	Target	Actual Accomplishment	Quality	Efficiency	Timeliness	Average	Remark
MINIMUM PIs PER MFO FOR ACADEMIC DEPARTMENT'S OPCR										
UFMO 1	ADVANCED EDUCATON SERVICES		Advise grad. Students							
	OVPI MFO 1	Graduate Degree Program Management Services								
	PI 1	Graduate deree program monitored								
				1	1					GAC- memb to 1MS student
	PI 2*	Total Graduate FTE monitored								
	PI 3.	Percentage increase in number of graduate students enrolled								
	PI 4	Percentage increase in number of graduate students who								
		graduated within prescribed period								
	OVPI MFO 2	Graduate Student Managemet Services								
	PI 1	Number of graduate students awarded with scholarships/								
		assistantships								
	PI 2	Percentage of graduate students awarded with scholarship/								
		assistantship who graduated within the prescribed period								
	PI 3	Number of graduate students awarded with honor/distinction								
		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								
	PI 1*	Total Undergraduate FTE monitored								



[illegible]


Total Over-all Rating:							4.19	

Average Rating (Total Over-all rating divided by 4)		
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING	/	4.19
ADJECTIVAL RATING	/	VS

Comments & Recommendations  
for Development Purpose:


have to publish research  
outputs

Evaluated and Rated by

  
ROSARIO A. SALAS  
Head, DOH


Date: \_\_\_\_\_

Recommending Approval:

  
VICTOR B. ASIO  
Dean, CAPS

Date: \_\_\_\_\_

Approved:

  
BEATRIZ S. BELONIAS  
Vice President Instruction

Date: \_\_\_\_\_

1 - Quality      2 - Efficiency      3 - Timeliness      4 - Average

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: GLOARIA E. BANCALE  
Performance Rating: OUTSTANDING

Aim: Maintain the Outstanding 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:

  
ROSARIO A. SALAS  
Unit Head

Conforme:

  
GLORIA E. BANCALE  
Name of Ratee Faculty/Staff

# WINTER OF 2012 CLOSING STATE

Office of the Registrar  
Performance Review of Standing

With the Registrar's Office, the Registrar's Office is pleased to announce the proposed intervention to improve the standing of the Registrar's Office. The Registrar's Office is pleased to announce the proposed intervention to improve the standing of the Registrar's Office.

First Step: To publish scientific papers in the Registrar's Office. To publish scientific papers in the Registrar's Office.

To publish scientific papers in the Registrar's Office. To publish scientific papers in the Registrar's Office.

Second Step: To publish scientific papers in the Registrar's Office. To publish scientific papers in the Registrar's Office.

Third Step: To publish scientific papers in the Registrar's Office. To publish scientific papers in the Registrar's Office.

Fourth Step: To publish scientific papers in the Registrar's Office. To publish scientific papers in the Registrar's Office.

Fifth Step: To publish scientific papers in the Registrar's Office. To publish scientific papers in the Registrar's Office.

Sixth Step: To publish scientific papers in the Registrar's Office. To publish scientific papers in the Registrar's Office.

Seventh Step: To publish scientific papers in the Registrar's Office. To publish scientific papers in the Registrar's Office.

Eighth Step: To publish scientific papers in the Registrar's Office. To publish scientific papers in the Registrar's Office.