

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

Name of Faculty Member: **MARIANE B. UBAY**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.92x50%=2.46	
b. Students (50%)		4.00x50% = 2.00	
Total for Instruction	45%	4.46	2.01
2. Research			
a. Client/Dir. For Research (50%)		4.67x 50% = 2.34	
b. Dept. Head/Center Director (50%)		4.67x 50% = 2.34	
Total for Research	30%	4.68	1.40
3. Extension			
a. Client/Dir. For Extension (50%)		4.84x 50% = 2.42	
b. Dept Head/Center Director (50%)		4.84x 50% = 2.42	
Total for Extension	15%	4.84	0.73
4. Administration	10%	5.00	0.50
<b>TOTAL</b>			<b>4.64</b>

EQUIVALENT NUMERICAL RATING: 4.64

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.64

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

  
**MARIANE B. UBAY**  
Name of Faculty

Reviewed by:

  
**EDITHA G. CAGASAN**  
OIC-Head, DDC

Recommending Approval:

  
**VICTOR B. ASIO**  
Dean/Director

Approved:

  
**BEATRIZ S. BELONIAS**  
VP for Academic Affairs

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MARIANE B. UBAY**, a faculty member of the **DEPARTMENT OF DEVELOPMENT COMMUNICATION** commit to the deliver and agreed to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **JULY TO DECEMBER 2021**.

Approved:

**MARIANE B. UBAY**  
Instructor I

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

**EDITHA G. CAGASAN**  
Department Head

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

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
<b>MFO 1: Higher Education Services</b>										
	Total FTE, coordinated, implemented and monitored *	<b>PI 1.</b> Actual Faculty's FTE	Handles subjects/courses assigned	10.32	24.65	5	5	5	5.00	DevC 122, DevC 134, DevC 199
		<b>PI 2.</b> Number of students advised								
		<i>On thesis/ field practice</i>	As Adviser/SRC Member	5.00	5.00	5.0	5.0	4.0	4.67	
		<b>PI 3.</b> Number of instructional materials developed								
		<i>Revised syllabi</i>	Handles subjects/courses assigned	1.00	2.00	5.0	5.0	5.0	5.00	DevC 122, DevC 134, DevC 199
		<i>Revised Powerpoint lect. presentation (per course)</i>	Handles subjects/courses assigned	1.00	2.00	5.0	5.0	5.0	5.00	DevC 122, DevC 134, DevC 199
<b>Total Rating for Instruction</b>									<b>19.67</b>	
<b>Average Rating for Instruction</b>									<b>4.92</b>	



<b>MFO 2: Research Services</b>										
		<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences								
		<i>In institutional fora/conferences</i>		1.00	4.00	5.0	5.0	4.0	4.67	AMIC, ADCEP, PACE, RTSPC
<b>Total Rating for Research</b>									<b>4.67</b>	
<b>Average Rating for Research</b>									<b>4.67</b>	
<b>MFO 3: Extension Services</b>										
		<b>PI 5.</b> Number of beneficiaries served								
		<i>Groups</i>	SUCs/Govt. Agencies	3.00	4.00	5.0	5.0	4.0	4.67	
		<i>Individuals</i>	Info	5.00	6.00	5.0	5.0	5.0	5.0	
<b>Total Rating for Extension</b>									<b>9.67</b>	
<b>Average Rating for Extension</b>									<b>4.84</b>	
<b>MFO 4: Support to Organizations</b>										
		<b>PI 6.</b> Number of seminars/trainings/conventions/workshops coordinated for entire university	To conduct trainings related to our field of expertise (as coordinator or facilitator)	1.00	4.00	5.0	5.0	5.0	5.00	
<b>Total Rating for Support to Organizations</b>									<b>5.00</b>	
<b>Average Rating for Support to Organizations</b>									<b>5.00</b>	
<b>MFO 5: General Administration and Support Services</b>										
	Zero percent complaint from clients served	<b>PI 7.</b> Zero percent complaint from clients served	Good rapport to clients		0.00	5.0	5.0	5.0	5.00	
	Additional Outputs	<b>PI 8.</b> International linkage with East-West Center in Hawaii USA		1	2	5.0	5.0	5.0	5.00	With two radio projects
<b>Total Rating for GASS</b>									<b>10.00</b>	
<b>Average Rating for GASS</b>									<b>5.00</b>	

<b>TOTAL OVER-ALL RATING</b>	<b>49.00</b>	
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<b>Average Rating</b>		<b>4.90</b>
<b>Additional Points:</b>		
Approved Additional points (with copy of approval)		
<b>FINAL RATING</b>		<b>4.90</b>
<b>ADJECTIVAL RATING</b>		<b>OUTSTANDING</b>

<b>Comments &amp; Recommendations for Development Purpose:</b>  <i>Good job!</i>
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Evaluated & Rated by:

*Editha G. Cagasan*

**EDITHA G. CAGASAN**

Department Head

Date:

Recommending Approval

*Victor B. Asio*

**VICTOR B. ASIO**

Dean, CAFS

Date:

*3/24/20*

Approved by:

*Beatriz S. Belonias*

**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

Date:

**PERFORMANCE MONITORING FORM**  
(July to December 2021)

Name of Employee: **MARIANE B. UBAY**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Continue to conduct virtual classes on DevC 122, DevC 134, DevC 199 and check exams and requirements; submit grades	Very Satisfactory to Outstanding teaching performance as evaluated by students.	July 2021	August 2021	August 2021	Very impressive	Outstanding	Keep it up!
2	Update Syllabi and PowerPoints presentations in DevC 122, DevC 134, DevC 199 and teach those subjects.	Very Satisfactory to Outstanding teaching performance as evaluated by students.	July 2021	August 2021	Some activities completed in August 2021	Very Impressive	Outstanding	Keep it up!
3	Conduct research and extension activities and present papers in RDE reviews and/or scientific conferences.	Research and extension activities undertaken and papers presented.	January 2021	December 2021	September 2021 Co-conceptualized a research proposal on SOA on Visual Arts for Mental Health and Environment which was approved for funding and implementation by EWC Hawaii	Very Impressive	Outstanding	Keep it up!

\* Either very impressive, impressive, needs improvement, poor, very poor

\*\* Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

  
**EDITHA G. CAGASAN**  
OIC-Head, DDC

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MARIANE B. UBAY

Performance Rating: OUTSTANDING

Aim: To become a better teacher and colleague at DDC.

Proposed Interventions to Improve Performance:

Date: **July 2021** Target Date: **December 2021**

**First Step:**

1. Explore ways to grow academically
2. Finish MS studies and look for scholarship for PhD studies preferably abroad.

**Result:**

Professional Advancement

Date: **January 2022** Target Date: **June 2022**

**Next Step:**

To get involved in more research opportunities.

**Outcome:**

Have high-quality research experiences.

**Final Step/Recommendation:**


Professional Advancement and enhanced teaching capability.

Prepared by:



**EDITHA G. CAGASAN**  
OIC-Head, DDC

Conforme:



**MARIANE B. UBAY**  
Ratee Faculty/Staff