

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

Name of Faculty Member: ANALITA A. SALABAO

January-June 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%)		4.67x50%	2.34	
Total for Instruction	70%		4.79	3.36
2. Research	15%		4.95	0.74
a. Client/Dir. For Research (50%)				
b. Dept. Head/Center Director (50%)				
Total for Research				
3. Extension	5%		5.00	0.25
a. Client/Dir for Extension (50%)				
b. Dept. Head/Center Director (50%)				
Total for Extension				
4. Administration	10%		5.00	0.50
5. Production				
TOTAL	100%			4.85

EQUIVALENT NUMERICAL RATING:

4.85

Add: Additional Points, if any:

0

TOTAL NUMERICAL RATING:

4.85

ADJECTIVAL RATING:

Outstanding

Prepared by:


ANALITA A. SALABAO

Name of Faculty

Reviewed by:


BEATRIZ S. BELONIAS

Supervisor

Recommending Approval:


BEATRIZ S. BELONIAS

Supervisor

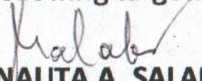
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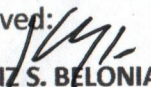

BEATRIZ S. BELONIAS

Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ANALITA A. SALABAO, Assoc. Professor 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 to June 2019


ANALITA A. SALABAO
 Ratee

Approved: 
BEATRIZ S. BELONIAS
 Supervisor

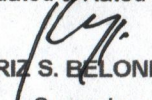
MFOs/PAPs	Success Indicators	Tasked Assigned	Target	Percentage of Actual Accomplish ment	Actual Accomplishment	Rating				Remarks
						Q1	E2	T3	A4	
Advanced Education Services	1. Graduate Degree Program Management Services									
	PI1: Number of graduate degree specializations offered and monitored									
	PI2: Total FTE monitored		2.00	150%	3.00	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	2.00	158%	3.15	5	5	5	5.00	
	Vacation/Sick Leave									
	Number of Graduates:									
	Baccalaureate									
	Number of IMs Dev/Rev & Utilized	Compiler								
	Revised IM's within the last 3 years		3	167%	5	5	5	5	5.00	
	Number of Student Research and Field Practice Advising									
	Approved case study manuscript	Adviser								

[illegible]

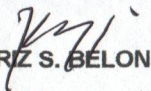
	In Institutional Journals									
	International									
	Number of papers published in other									
	peer-reviewed publications									
	(proceedings, monographs, etc.)									
	Number of Outputs Presented in									
	Regional/National/International Fora /Conferences:									
	In International									
	In National									
	In Regional		1	200%	2	5	5	5	5.00	
	In Local		1	200%	2	5	5	5	5.00	
	Percentage of Research Projects Conducted									
	and Completed on Schedule		1%	600%	6%	5	5	5	5.00	
	Number of scientific fora coordinated/facilitated									
	Number of linkages forged:									
	International		1	100%	1	5	5	5	5.00	
	National		1	100%	1	5	5	5	5.00	
	Regional		1	600%	6	5	5	5	5.00	
Extn Services	Number of person-days trained	Trainor								
	Number of trainings conducted	RP	1	100%	1	5	5	5	5.00	
	Number of beneficiaries served:									
	Groups/ Institutions	RP	1	100%	1	5	5	5	5.00	
	Individuals	RP	30	117%	35	5	5	5	5.00	
	Awards recv (inter, natl, local):									
	Individual									
	Unit (Center, College, Department)									
	Technical/ Expert services									
	Consultancy	Consultant								
	Commodity teams		1	100%	1	5	5	5	5.00	
	RDE reviewer/ panelist									
	Resource person	person	2	50%	1	5	5	5	5.00	
Seminars/symposium/										
conference attended	International									
	National		1	100%	1	5	5	5		
	Local/Regional	Participant	2	100%	2	5	5	5	5.00	
Admin Support										
Services	Number of department mtgs attended		5	140%	7	5	5	5	5.00	
	Membership in University committees	Member	1	200%	2	5	5	5	5.00	
	Membership in College committees	Member								

	Membership in the Department committees	Member	6	100%	6	5	5	5	5.00	
Department Head	Number of department meetings presided		5	140%	7	5	5	5	5.00	
	Number of execom meetings attended		3	167%	5	5	5	5	5.00	
	Number of UAC mtgs attended		2	200%	4	5	5	5	5.00	
	Membership in university committees		1	100%	1	5	5	5	5.00	
	Prompt submission of required documents									
	Annual Report									
	Procurement Plan		1	100%	1	5	5	5	5.00	
	Staff Development Plan		1	100%	1	5	5	5	5.00	
	Number of Faculty Mentored		2	100%	2	5	5	5	5.00	
	Number of department activities supervised		2	200%	4	5	5	5	5.00	
	Number of faculty members for study leave		1	200%	2	5	5	5	5.00	
Total Over-all Rating									178.67	

Average Rating (Total overall rating divided by 4)		4.96
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.96
ADJECTIVAL RATING		0

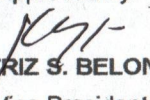
Evaluated & Rated by:

BEATRIZ S. BELONIAS
 Supervisor

Date: _____
 1 - Quality 2 - Efficiency 3 - Timeliness 4 - Average

Recommending Approval:

BEATRIZ S. BELONIAS
 Supervisor

Date: _____

Comments & Recommendations
 for Development Purpose:

Approved by:

BEATRIZ S. BELONIAS
 Vice President

Date: _____

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ANALITA A. SALABAO

Performance Rating: January-June 2019

Aim: To acquire knowledge and skills on technology/product commercialization and enterprise development

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

Date: January 2019

Target Date: June 2019

First Step:

Attend trainings/workshops on technology/product commercialization and enterprise development

Result:

Attended trainings/workshops on technology/product commercialization and enterprise development with topics on product concepts, new product development, public acceptance and farmer adoption (stage gating), regulatory frameworks for safety, intellectual property production and commercial approvals; and technology transfer/exchange mechanism.

Date: _____

Target Date: _____

Next Step:

Share new knowledge on product commercialization and enterprise development to the public (investors, researchers, entrepreneurs, and SMEs by serving as Resource Person in trainings, seminars etc.)

Outcome:

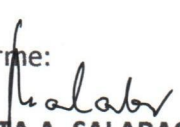
Final Step/Recommendation:

Acquired and shared new knowledge on product commercialization and enterprise development to the public (investors, researchers, entrepreneurs, and SMEs).

Prepared by:


BEATRIZ S. BELONIAS
Unit Head

Conforme:


ANALITA A. SALABAO
Ratee