0

4.71

Outstanding

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Bryan R. Gapasin

January-June 2019

Program Involvement (1)	Percentage Weight of Involve-ment (2)	Numerical Rating (Rating x%) (3)		Equivalent Numerical Rating (2 X 3)
1. Instruction				
a. Head/Dean (50%)		4.67x50%	2.42	
b. Students (50%)		5.00x50%	2.25	
Total for Instruction	80%	***************************************	4.67	3.73
2. Research				
a. Client/Dir. For Research (50%)				
b, Dept. Head/Center Director (50%)				
Total for Research				
3. Extension				
a. Client/Dir for Extension (50%)				
b. Dept. Head/Center Director (50%)			2	
Total for Extension	10%		5.00	0.50
4. Administration	10%		4.75	0.48
5. Production	and the second s			
TOTAL	100%			4.71
EQUIVALENT NUMERICAL RATING:	The second secon	and the same of th	4.71	

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

Prepared by

Reviewed by:

ANAUTA A. S

Head, DBM

BRYAN R. GAPASIN Name of Faculty

Recommending Approval:

ANALITA A. SALABAO

Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President

INDIVIDUAL PERFORMNACE COMMITMENT AND REVIEW FORM (IPCR)

I, BRYAN R. GAPASIN, 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 January-June 2019

Approved:

BRYAN R. GAPASIN

Ratee

ANALITA A. SALABAO

Head, DBM

MFOs/PAPs Advanced Education Services	Success Indicators	Tasked Assigned	Target	Percentage of Actual Accomplish ment	Actual Accomplishme	Rating			
						Q1	E2	ТЗ	A4
	Graduate Degree Program Management Services								
	PI1: Number of graduate degree specializations offered and monitored								
	PI2: Total FTE monitored								
	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	147%	29.40	5	5	4	4.67
	Vacation/Sick Leave								
	Number of Graduates:								
	Baccalaureate								
	Number of IMs Dev/Rev & Utilized				TOTAL CONTROL	ONE PORTUGUE CANALIST CONTROL PROPERTY AND ENGLANCE AND ENGLA	Mitatrabut regioner (fet andrett juris til gesvelknis had anterently		
	Revised IM's within the last 3 years	Compiler							
	Advising								
	Approved case study manuscript	Adviser	8	150%	12	5	5	5	5.00
	Approved thesis outline					PRO SANTANO ARCHANIS (S. M. P.			
	Approved thesis manuscript								
	Student Advising and Consult Services:								
	Number of student org advised	Adviser		The state of the s					
	Student-related activities assisted	Adviser							

-	-
-	
- 100	

	Student advised as academic adviser	Adviser	T	T	1	7	T	T
	Academe/Industry Linkage established:	1	1	 		+	+	+
	International	1	+	 				+
	National		1					+
	Local/Regional						+	+
	Awards/Honors received by students/faculty:							+
	Awards received by students	+			+		+	+
	Number of awards received by faculty	1					+	+
	Number of Professorial Chair awardee	1			+			-
	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		+	 +	+			+
		1						+
	Approved special problem manuscript			-	+		+	+
	Approved research outline		+		+	-		+
	Student Advising and Consult Services:		1		+			+
	Number of student organizations advised		+		+			+
	Number of student-related activities assisted		+		+		-	+
								+
Research Services	journals/internationally indexed journals:				1			+
	In Ref Interntl Journals				+	-		+
	In Ref Natl Journals			-	+	1		+
	In Institutional Journals		1			-		$^{+}$
1	International		1		1	-		+
	Number of papers published in other							+
	peer-reviewed publications		1			-		+
	(proceedings, monographs, etc.)		+					+
	Regional/National/International Fora /Conferences:		<u> </u>					+
	In International		+	-	+	+		+

		T			T				П
	Number of execom meetings attended	-	**************						
spartment Head	Number of department meetings presided								
	Membership in the Department committees	Member	L	%00Z	2	G	S	Þ	79.4
	Membership in College committees	Member	l	%00T	l	g	9	Þ	79.4
	Membership in University committees	Member	Ţ	%00T	l	G	G	G	00.8
stylces	Number of department mtgs attended		9	740%		G	S	Þ	79.4
hoqqu2 nimt					,,,				
	Local/Regional	Participant							
	lsnoitsN								
onference attended	International				(,				
/muisoqmys/sranima									
	Resonuce person	Resource person	L	%007	2	ç	g	ç	00.8
	RDE reviewer/ panelist								
	Commodify teams								
	Consultancy	Consultant							
	Technical/ Expert services		Atheretic (St. Annahous Contractor Contracto						
	Unit (Center, College, Department)								
	lsubivibri				1				
	Awards recv (inter, natl, local):		e Block fill Car of Andrew Confession and An	,	10				
	sleubivibnl			***	//				
	Groups/ Institutions				17				
	Number of beneficiaries served:								
	Number of trainings conducted	ВР			1				
xtn Services	Number of person-days trained	Trainor							
	RenoigeA								
	lenoiteM				p				
	International	1			1				
	Number of linkages forged:			1					
	Number of scientific fora coordinated/facilitated								
	and Completed on Schedule				· · · · · · · · · · · · · · · · · · ·				
	Percentage of Research Projects Conducted		BL-CANSIDERINI MINISTER PROBLEM		(1)				
	ln Local								
	In Regional								
	lisnoiteM nl				7				

	Number of UAC mtgs attended						
	Membership in university committees						
	Prompt submission of required documents						
21	Annual Report						
h	Procurement Plan						
	Staff Development Plan						
	Number of Faculty Mentored						
	Number of department activities supervised						
	Number of faculty members for study leave						
Total Over-all Rating					33.67		
Average Rating (Total o	verall rating divided by 4)		4.81	Comments & Recommendation	ns		
Additional Points:	K.			for Development Purpose:	المام المام المام		
Approved Adidtional points	(with copy of approval)			Has very good le	advising, orga		
FINAL RATING	(Company of the comp		4.81	Must be involved the tell			
ANALITA A. SALABAO Dept/Unit Head			0	Has very good leaderly, org and interpetronal skills." Must be invalued in stan projects. Approved by:			
		Recommending App	proval:				
		ANALITA A. SALA	BAO	BEATRIZ S. BELON			
		Dean		Vice Presiden	t		
Date:		Date		Date:			

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

PERFORMANCE MONITORING & COACHING JOURNAL

1st	Q
2 nd	A
3 rd	R T
4th	E R

Name of Office: Dept. of Business and Management

Head of Office: Analita A. Salabao

Number of Personnel: BRYAN R. GAPASIN

A calledon						
Activity Monitoring	Mee	ting	Memo	Others (Pls.	Remarks	
Monitoring	One-on-One Group		Memo	specify)		
Monitoring	Checking on his plan for advanced degree	Sharing information and advice about policies, procedures, curriculum, instructional strategies etc.		Following up the progress of research/extension involvement of DBM	Very productive discussion	
Coaching	Developing and managing independent research project	How to develop teaching guides and tips for teaching effectively		Encouraging him to take courses within VSU to sharpen his research and teaching relevance in agribusiness	Effective and successful	

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

Conducted by:

ANALITA A.SALABAO

Immediate Supervisor

Noted by:

ANALITA A.SALABA

Dean, CME

EMPLOYEE DEVELOPMENT PLAN

Name of Employee:

BRYAN M. GAPASIN JANUARY-JUNE 2019

Performance Rating:

Aim: To enhance skills in research, extension and instruction functions.

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

Date: January 2019

Target Date: June 2019

First Step:

To attend seminars, training/workshops that will enhance extension and instruction services, as well as improve knowledge in statistical tools for data analysis.

Result:	
Attended in related seminars and w	orkshops.
Date:	Target Date:

Next Step:

Participated and conducted seminar for extension services.

New information from trainings and seminars were used and included in the instructional materials and were discussed in class.

Outcome:

Improved capability to undertake research, extension and instruction.

Final Step/Recommendation:

To continue attending retooling activities to upgrade competency to perform instruction, research and extension functions.

Prepared by:

Conforme:

BRYAN R. GAPASIN

cc: ODA-HRD