SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Nikki G. Corales-Bajas

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	45%	2.044	0.9198
b. Students (50%)	45%	4.50	2.025
Total for Instruction	90%		
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	5%	1.6675	0.0834
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	5%	5.0	0.25
4. Administration			
5. Production			
TOTAL			3.278

EQUIVALENT NUMERICAL RATING: 3.278
Add: Additional Points, if any: 0.0
TOTAL NUMERICAL RATING: 3.278

ADJECTIVAL RATING: SATISFACTORY

Prepared by: Reviewed by:

NIKKI G. CORALES-BAJAS   **VENICE B. IBAÑEZ**
Name of Faculty   Department Head

Recommending Approval:

MOISES NEIL V. SERIÑO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

VISAYAS STATE UNIVERSITY

DEPARTMENT OF TOURISM AND HOSPITALITY MANAGEMENT
Visca, Baybay City, Leyte, PHILIPPINES
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Website: www.vsu.edu.ph

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, NIKKI G. CORALES-BAJAS, a faculty member of the DEPARTMENT OF TOURISM AND HOSPITALITY MANAGEMENT commit to the deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period JULY-OCTOBER 11, 2022.

Approved:

NIKKI G. CORALES-BAJAS
Instructor I
Date: 1/23/23

HANNAH MAE E. QUIMBO
OIC Department Head
Date: 1/24/23

MOISES NEIL V. SERIÑO
College Dean
Date: 1/15/23

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	Eficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	**A1.** Actual Faculty's FTE	Handles subjects/courses assigned							
	PI 8: Number of graduate students advised *	**A2.** Number of students advised	Acts as academic adviser to graduate students							
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							

		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
	PI 9: Number of instructional materials developed *	A5. Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom							
	PI 10. Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										

PI	Item	Task	Target							Remarks
PI 5: Total FTE, coordinated, implemented and monitored *	**A9**. Actual Faculty's FTE	*Handles and teaches courses assigned*								
	A10. *Number of grade sheets submitted within prescribed period*	Prepares gradesheet and submits on or before deadline	12	4		2	2	2	2	11 from January to June 2022
	A 11. *Number of INC forms with grade submitted within prescribed period*	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period								
	A12. *Number of trainings attended related to instruction*	Attend mandated trainings	1	0		1	1	1	1	
	A13. *Number of long examinations administered and checked*	Administers and checks long examination for subjects taught	6	0		1	1	1	1	6 from January to June 2022
	A14. *Number of quizzes administered and checked*	Prepares and checks quizzes for lec and lab	2	0		1	1	1	1	2 from January to June 2022
	A15. *Number of lab reports and term papers checked and graded*	Checks lab reports and term papers submitted as required	3			1	1	1	1	17 from January to June 2022
PI 8: Number of students advised: *	**A16**. Number of students advised:	*Acts as academic adviser to students*	64	110		5	5	5	5	105 from January to June 2022
	A17. *Number of students advised on thesis/ field practice/special problem:*		8	7		3	4	3	3.33	12 from January to June 2022
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	1	1		4	4	4	4	
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	9	9		4	4	4	4	
	A18. *Number of students entertained for consultation purposes*	Entertains students consulting on subject taught, thesis and grades	15	10		2	3	2	2.33	20 from January to June 2022
PI 9: Number of student organizations advised/ assisted *	**A19**. *Number of Student organizations advised*	*Advises student organizations recognized by USOO*								

		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related								
PI 10: Number of instructional materials developed *		A 21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel								
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1			|	|	|	|	1 from January to June 2022
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1			|	|	|	|	1 from January to June 2022
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3			|	|	|	|	4 from January to June 2022
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor								
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	3	2		2	2	2	2	4 from January to June 2022
PI 11. Additional outputs		A 25. Number of Additional outputs accomplished:									
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	1	0		|	|	|	|	COPC BSTM from January to June 2022
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU								
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal								
UMFO 3 . RESEARCH SERVICES											

PI	A	Description							Remarks
PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries							
PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research oroject within the year	1		I	I	I	I	Masteral Thesis completed from January to June 2022
PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	1		I	I	I	I	Submitted two articles to Science and Humanities Journal - from January to June 2022 (undergoing revisions)
		In refereed int'l journals							
		In refereed nat'l/regional journals							
PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences	1	1	4	3	4	3.67	Accepted for presentation in Philippine Research Conference on Tourism and Hospitality 2022
		In int'l fora/conferences							
		In nat'l/regional fora/conferences							Submitted 1 for presentation, conference scheduled on November 2022
PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	0	I	I	I	I	Submitted to DTHM Head, not approved
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)								
	A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper							

		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership							
	PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects							
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services							
	PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research Mentoring	Research Mentor								

	Peer reviewers/Panelists	*Peer reviewers/Panelists*								
	Resource Persons	*Resource Persons*		1	2	5	5	5	5	1 from January to June 2022
	Convenor/Organizer	*Convenor/Organizer*								
	Consultancy	*Consultant*								
	Evaluator	*Evaluator*								
	PI 8. Percent of extension proposals approved *	**A 41.** Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	PI 11. Additional outputs *	**A 42**. No. of extension-related awards (extn. conducted by faculty or student & faculty) *								
		A 43.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							

UMFO 5. SUPPORT TO OPERATIONS

OVPI MFO 4. Program and Institutional Accreditation Services

	PI 8.Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	**A 44**. Compliance to all requirements of theQMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero non-conformity						

		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant							
		On program accreditations									
		On institutional accreditations									

UMFO 6. General Admin. & Support Services

	PI 2. Zero percent complaint from clients served	**A 46**. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint							
	PI 3: Additional Outputs	**A 47**. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performfing functions resulting to best practice								
		A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal								
	Total Over-all Rating									Attendance to publication writing related trainings	
	Average Rating										
	Adjectival Rating										

Evaluated & Rated by:

HANNAH MAE E. QUIMBO
OIC Department Head
Date: 1/23/23

Recommending Approval

MOISES NEIL V. SERIÑO
Dean, CME
Date: 1/15/23

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date:

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: Nikki G. Corales-Bajas

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
2	Provide advise for for undergraduate thesis for BSTM students (1st Semester 2022-2023)	Act as adviser to 6 students	September 2022	October 10, 2022	October 10, 2022	VI	VS	
3	Serve as member of department-based committees	Curriculum committee Tourism Services Committee	January 2022	December 31, 2022	October 10, 2022	VI	VS	

* Either very impressive, impressive, needs improvement, poor, very poor
**   Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

HANNAH MAE E. QUIMBO
OIC Head

Exhibit I

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Department of Tourism and Hospitality Management

Head of Office: July- October 2022 - Ms.Venice B. Ibañez (Dept. Head)

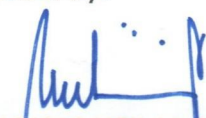**Number of Personnel:** Ms. Nikki G. Corales-Bajas *- resignation effective October 11,2022*

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	x	x			Conducted during monthly department meetings and individual consultations
Coaching	x	x			

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

Conducted by: Noted by:

VENICE B. IBAÑEZ   **MOISES NEIL V. SERIÑO**
Immediate Supervisor   Next Higher Supervisor

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: NIKKI G. CORALES-BAJAS
Performance Rating: July-October 10, 2022

Aim: To develop skills related to publication writing

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

Date: July 2022   Target Date: October 2022

First Step:
 To attend webinars/seminars related to research and publication writing

Result:
Increased knowledge and skills in publication writing

Date: September 2022   **Target Date**: October 2022

Next Step:
Apply the learnings and insights learned in the producing publishable articles.

Outcome:
Confident in writing and submitting articles for publication.

Final Step/Recommendation:

To attend more advanced seminar on research and publication writing related topics.

Prepared by:

HANNAH MAE E. QUIMBO
OIC Head

cc: ODA-HRD