

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: WELLA MARIE D. ALACIO

July - December 2018

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x%) (3)		Equivalent Numerical Rating (2 x 3)
1. Instruction				
a. Head/Dean (50%)		4.89x50%	2.44	
b. Students (50%)		4.67x50%	2.33	
Total for Instruction	90%		4.78	4.30
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%)				
Total for Extension	5%		5.00	0.25
4. Administration	5%			0.00
5. Production				
TOTAL	100%			4.55

EQUIVALENT NUMERICAL RATING:

4.55

Add: Additional Points, if any:

0

TOTAL NUMERICAL RATING:

4.55

ADJECTIVAL RATING:

Outstanding

Prepared by:

WELLA MARIE D. ALACIO  
Name of Faculty

Reviewed by:

ANTONIO P. ABAMO  
Head, DBM

Recommending Approval:

ANTONIO P. ABAMO  
Dean/Director

Approved:

BEATRIZ S. BELONIAS  
Vice President

104-10730-10000

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2011-12-12

100-443886-100

W. B. Carter, Jr.

10-10-1994

DATE: 11/11/2011

1954-55



# **INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)**

I, **WELLA MARIE D. ALACIO**, 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 July 2018 - December 2018

Approved: \_\_\_\_\_

**WELLA MARIE D. ALACIO**

Ratee

**ANTONIO P. ABAMO**

Head, DBM

MFOs/PAPs	Success Indicators	Tasked Assigned	Target	Percentage of Actual Accomplish	Actual Accomplish ment	Rating				Remarks
						Q1	E2	T3	A4	
<b>Advanced Education Services</b>	<b>1. Graduate Degree Program Management Services</b>									
	PI1: Number of graduate degree specializations offered and monitored									
	PI2: Total FTE monitored	Teaching								
	PI3: Percentage increase in number of graduate students enrolled									
	PI4: Percentage increase in the number of students who graduated within prescribed period									
<b>Higher Education Services</b>	<b>Full Time Equivalent (FTE)</b>	Teaching	25.00	151%	37.65	5	5	5	5.00	
	Vacation/Sick Leave									
	<b>Number of Graduates:</b>									
	Baccalaureate									
	<b>Number of IMs Dev/Rev &amp; Utilized</b>	Compiler	1	200%	2	5	4	5	4.67	1
	Revised IM's within the last 3 years									
	<b>Advising</b>									
	Approved case study manuscript	Adviser								
	Approved thesis outline									
	Approved thesis manuscript									
	<b>Student Advising and Consult Services:</b>									
	Number of student org advised	Adviser								
	Student-related activities assisted	Adviser								

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THE UNIVERSITY OF CHICAGO





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	<b>Number of Outputs Presented in Regional/National/International Fora /Conferences:</b>									
	In International									
	In National									
	In Regional									
	In Local									
	<b>Percentage of Research Projects Conducted and Completed on Schedule</b>									
	<b>Number of scientific fora coordinated/facilitated</b>									
	<b>Number of linkages forged:</b>									
	International									
	National									
	Regional									
<b>Extn Services</b>	<b>Number of person-days trained</b>	<b>Trainer</b>			1	5	5	5	5.00	
	<b>Number of trainings conducted</b>	<b>RP</b>			1	5	5	5	5.00	
	<b>Number of beneficiaries served:</b>									
	Groups/ Institutions	RP								
	Individuals	RP								
	<b>Awards rcv (inter, natl, local):</b>									
	Individual									
	Unit (Center, College, Department)									
	<b>Technical/ Expert services</b>									
	Consultancy	Consultant								
	Commodity teams									
	RDE reviewer/ panelist									
	Resource person	Resource person								
<b>Seminars/symposium/ conference attended</b>										
	International				1	5	5	5	5.00	
	National									
	Local/Regional	Participant								
<b>Admin Support</b>										
<b>Services</b>	<b>Number of department mtgs attended</b>		4	175%	7	5	5	5	5.00	
	<b>Membership in University committees</b>	<b>Member</b>								
	<b>Membership in College committees</b>	<b>Member</b>								

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UNIT NO. 1  
SERIAL NO. 1  
DATE OF ISSUE  
DATE OF EXPIRATION

ISSUED TO  
BY  
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UNIT NO. 2  
SERIAL NO. 2  
DATE OF ISSUE  
DATE OF EXPIRATION

ISSUED TO  
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UNIT NO. 3  
SERIAL NO. 3  
DATE OF ISSUE  
DATE OF EXPIRATION

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UNIT NO. 4  
SERIAL NO. 4  
DATE OF ISSUE  
DATE OF EXPIRATION



	Membership in the Department committees	Member	1	200%	2	5	5	5	5.00	
Department Head	Number of department meetings presided									
	Number of execom meetings attended									
	Number of UAC mtgs attended									
	Membership in university committees									
	Prompt submission of required documents									
	Annual Report									
	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									39.67	

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

Evaluated & Rated by:

ANTONIO P. ABAMO

Dept/Unit Head

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

Recommending Approval:

ANTONIO P. ABAMO

Dean

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

Comments & Recommendations

for Development Purpose:

**Objective-oriented instructor, involve more research in research in agribusiness**

Approved by:

BEATRIZ S. BELONIAS

Vice President

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

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



PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2 <sup>nd</sup>	
	3 <sup>rd</sup>	
	4th	

Name of Office: Dept. of Business and Management

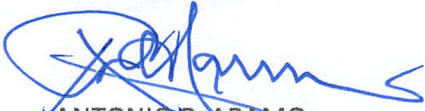
Head of Office: Antonio P. Abamo

Number of Personnel: WELLA MARIE D. ALACIO

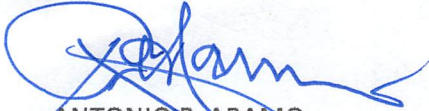
Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring		Faculty meeting		Following up the progress of research/extension involvement of DBM	Very productive discussion
Coaching		How possible to develop teaching guides and tips for teaching effectively			Effective and successful

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

Conducted by:

  
ANTONIO P. ABAMO  
Immediate Supervisor

Noted by:

  
ANTONIO P. ABAMO  
Dean, CME



1	2	3
4	5	6
7	8	9
10	11	12
13	14	15
16	17	18

Name of Chief Executive Officer and Management

Name of Officer Antonio P. Arango

Number of Personnel with Annual Goals

Activity	Monitoring	Coaching		Comments	Observations (Yes/No)	Remarks
		One-on-One	Group			
Monitoring	Monitoring		Meeting		Following up the progress of research/extension involvement of staff	Very productive discussion
Coaching			Very possible in developing teaching and learning effectively			Effective and successful

Note: Please indicate the date in the appropriate box when the monitor has been conducted.

Conducted by:

Noted by:

ANTONIO ARANGO  
Immediate Supervisor

ANTONIO ARANGO  
Dean, CME

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: WELLA MARIE D. ALACIO  
Performance Rating: JULY-DECEMBER 2018

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: July 2018

Target Date: December 2018

### 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 workshops.

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.

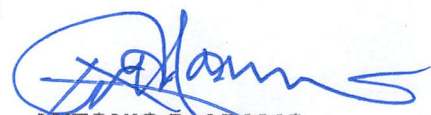
### Outcome:

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:

  
ANTONIO P. ABAMO  
Unit Head

Conforme:

  
WELLA MARIE D. ALACIO

Ratee

cc: ODA-HRD

EMPLOYEE DEVELOPMENT PLAN

WILLIAM D. ALARIO  
JULY-DECEMBER 2018

Name of Employee  
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

Target Date: December 2018

Date: July 2018

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 workshop.

Target Date:

Next Step:

Participated and conducted seminar for extension services.  
New information from training and seminar were used and included in the instructions  
materials and were discussed in class.

Outcome:  
Improved capability to undertake research, extension and instruction.

Final Step/Recommendation:

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

Prepared by:

ANTONIO R. ALARIO  
Unit Head

Confirmed:

WILLIAM D. ALARIO  
Rector  
CO-ORDINATOR