



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: MARICAR B. POSAS

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.93	70%	3.45
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.92	30%	1.48
TOTAL NUMERICAL RATING			4.93

TOTAL NUMERICAL RATING: 4.93

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING: 4.93

FINAL NUMERICAL RATING 4.93

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

MARICAR B. POSAS
Name of Staff

Reviewed by:

ANABELLA B. TULIN
Department/Office Head

Recommending Approval:

ANABELLA B. TULIN
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

Vision:
Mission:

A globally competitive university for science, technology, and environmental conservation.
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and innovative technologies for sustainable communities and environment.

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FM-PRO-13
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No. 333

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Maricar B. Posas, of the Office of the Dean of Graduate School commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period October to December, 2020.


MARICAR B. POSAS
Ratee

Approved:


ANABELLA B. TULIN
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO 1: Advanced Education Services	No. of graduate faculty appointments prepared/monitored/renewed	Monitor expiry date of appt. of grad faculty and prepared renewal/new appointment of the grad faculty	5	7	5	5	5	5.0	
1. Percentage of graduates who are employed in job related to their graduate programs within 6 months after graduation.	Tentative Schedule of Graduate Courses offering prepared	Prepare tentative list of graduate courses offering for first, SY 2020-2021	3 weeks after enrollment	3 weeks after enrollment	5	5	5	5.0	
	Summary of enrollment by Degree programs and major fields prepared	Prepare summary of enrollment by degree programs and major fields	3 weeks after enrollment	3 weeks after enrollment	5	5	4	4.66	
	Tentative and final list of candidates for graduation prepared and submitted	Prepare tentative/final list of candidates for graduation for AC/BOR approval	Before UAC Meeting	Before UAC Meeting	5	5	5	5.0	
2. Percentage of graduates in mandated or priority programs.									
3. Percentage of graduates who finished the academic program within the prescribed time frame.	No. of grad students evaluated for honors	Evaluate grades of grad students and prepared list of honors	250	250	5	5	5	5.0	
	No. of graduate school co-curricular activities facilitated	Facilitate graduate students meetings and other activities	2	2	5	5	5	5.0	
4. Percentage of students who rate timeliness of education	No. of graduate school meetings facilitated	Assist/facilitate graduate faculty,	4	7	5	5	5	5.0	

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

delivery/supervision as good or better.		graduate school council meetings							
5. Percentage of students in priority programs awarded financial aid.	No. of registration forms prepared and released to students	Prepare registration forms for enrollment	350	400	5	5	4	4.66	
	No. of Graduate Advisory (GAC) nominations and change in composition reviewed and endorsed to Dean	Review/endorse GAC nomination for Dean's action	10	12	5	5	5	5.0	
6. Percentage of students awarded financial aid who completed their degrees.	No. of Plan of Course Work (PCW) reviewed and endorsed to Dean	Review/endorse PCW for Dean's action	10	15	5	5	5	5.0	
	No. of students assessed for payment of school fees	Assess bills of graduate students	350	522	5	4	5	5.0	
	No. of application for examination (Qualifying, comprehensive and final examinations evaluated and endorsed to Dean for action	Review application for examination (qualifying, comprehensive and final) for Dean's action	15	17	5	5	5	5.0	
	No. of students changed their admission status from probationary to regular	Monitor admission status of graduate students	1	2	5	5	5	5.0	
	No. of students filed Leave of Absence	Advise graduate students to file Leave of Absence when they will not enroll the following semester	5	5	5	5	5	5.0	
	No. of students applied for readmission	Require graduate students to apply for readmission after they filed Leave of Absence	2	2	5	5	4	4.66	

	No. of students changed their degree programs/major/minor fields of specialization	Assist and advised grad students who wish to change their degree program/major and minor fields	5	5	5	5	5	5.0	
	No. of CHED scholars monitored/facilitated per semester	Facilitate the enrollment, monitor the status, keep the records and organized and facilitate orientation of all CHED scholars in the DHEI and handle all grantee concerns regarding the program and submit reports to CHED at the end of the semester	4	7	5	5	5	5.0	
Percentage of programs accredited Level 1-4.	No. of Departments given data for AACCUP accreditation and for OPCR	Provide data needed for AACCUP accreditation and for OPCR	2	2	5	5	4	4.66	
Administrative Support Services	No. of Request received and acted on time	Act on clients requests	100	167	5	5	5	5.0	
	No. of Documents filed	File documents to their personal folders	50	77	5	5	5	5.0	
Efficient and customer-friendly frontline services	Zero percent complaint served	Serve clients with courtesy and friendly service	0 complaint	0 complaint					
Total over-all Rating								98.64	

Average Rating (Total Over-all rating divided by 7)		4.93
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		
ADJECTIVAL RATING		

Comments & Recommendations for Development Purpose:

Continue sending request to Graduate Faculty ahead of time

Evaluated and Rated by:

Anabella B. Tulin
ANABELLA B. TULIN, Ph.D
 Dean, Graduate School
 Date: 12-21-20

Recommending Approval:

Anabella B. Tulin
ANABELLA B. TULIN, Ph.D
 Dean, Graduate School
 Date: 12-21-20

Approved by:

Beatriz S. Belonias
BEATRIZ S. BELONIAS, Ph.D
 Vice President for Instruction
 Date: 12/21/20



Instrument for Performance Effectiveness of Administrative Staff

Rating Period:

Name of Staff: MARICAR B. POSAS Position: ERA

Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

Scale	Descriptive Rating	Qualitative Description
5	Outstanding	The performance almost always exceeds the job requirements. The staff delivers outputs which always results to best practice of the unit. He is an exceptional role model
4	Very Satisfactory	The performance meets and often exceeds the job requirements
3	Satisfactory	The performance meets job requirements
2	Fair	The performance needs some development to meet job requirements.
1	Poor	The staff fails to meet job requirements


A. Commitment (both for subordinates and supervisors)		Scale				
1.	Demonstrates sensitivity to client's needs and makes the latter's experience in transacting business with the office fulfilling and rewarding.	5	4	3	2	1
2.	Makes self-available to clients even beyond official time	5	4	3	2	1
3.	Submits urgent non-routine reports required by higher offices/agencies such as CHED, DBM, CSC, DOST, NEDA, PASUC and similar regulatory agencies within specified time by rendering overtime work even without overtime pay	5	4	3	2	1
4.	Accepts all assigned tasks as his/her share of the office targets and delivers outputs within the prescribed time.	5	4	3	2	1
5.	Commits himself/herself to help attain the targets of his/her office by assisting co-employees who fail to perform all assigned tasks	5	4	3	2	1
6.	Regularly reports to work on time, logs in upon arrival, secures pass slip when going out on personal matters and logs out upon departure from work.	5	4	3	2	1
7.	Keeps accurate records of her work which is easily retrievable when needed.	5	4	3	2	1
8.	Suggests new ways to further improve her work and the services of the office to its clients	5	4	3	2	1
9.	Accepts additional tasks assigned by the head or by higher offices even if the assignment is not related to his position but critical towards the attainment of the functions of the university	5	4	3	2	1
10.	Maximizes office hours during lean periods by performing non-routine functions the outputs of which results as a best practice that further increase effectiveness of the office or satisfaction of clientele	5	4	3	2	1
11.	Accepts objective criticisms and opens to suggestions and innovations for improvement of his work accomplishment	5	4	3	2	1
12.	Willing to be trained and developed	5	4	3	2	1

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Total Score					
B. Leadership & Management (<i>For supervisors only to be rated by higher supervisor</i>)					Scale
1. Demonstrates mastery and expertise in all areas of work to gain trust, respect and confidence from subordinates and that of higher superiors	5	4	3	2	1
2. Visionary and creative to draw strategic and specific plans and targets of the office/department aligned to that of the overall plans of the university.	5	4	3	2	1
3. Innovates for the purpose of improving efficiency and effectiveness of the operational processes and functions of the department/office for further satisfaction of clients.	5	4	3	2	1
4. Accepts accountability for the overall performance and in delivering the output required of his/her unit.	5	4	3	2	1
5. Demonstrates, teaches, monitors, coaches and motivates subordinates for their improved efficiency and effectiveness in accomplishing their assigned tasks needed for the attainment of the calibrated targets of the unit	5	4	3	2	1
Total Score					59/12
Average Score					4.92

Overall recommendation : _____


 ANABELLA B. TULIN
 Printed Name and Signature
 Head of Office

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MARICAR B. POSAS

Performance Rating: 4.93

Aim: To ensure that all graduate courses offered are handled by Graduate Faculty Members

Proposed Interventions to Improve Performance:

Date: October, 2020 Target Date: Dec, 2020

First Step: Graduate School will send communication to all Department offering graduate courses informing that only Graduate Faculty Members can teach graduate courses for that particular semesters

Result: Department Heads are aware of the policy and will recommend his/her faculty before he/she can teach graduate courses

Date: October, 2020 Target Date: December, 2020

Next Step: Department concerned will get a recommendation form from ODGS to be filled up by the recommended faculty and submit ODGS with attached needed requirement.

Outcome: Graduate Faculty appointment is issued to the recommended faculty


Final Step/Recommendation:

Graduate Courses are purely handed by a graduate faculty member

Prepared by:


ANABELLA B. TULIN
Unit Head

Conforme:


MARICAR B. POSAS
Name of Ratee Faculty/Staff