

Exhibit J

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Aireen Y. Clores

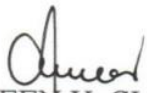
| Program Involvement<br>(1) | Percentage Weight<br>of Involvement<br>(2) | Numerical Rating<br>(Rating x%)<br>(3) | Equivalent<br>Numerical Rating<br>(2x3) |
|----------------------------|--------------------------------------------|----------------------------------------|-----------------------------------------|
| 1. Instruction             |                                            |                                        |                                         |
| a. Head/Dean (50%)         | 4.86                                       | 4.86 x50% = 2.43                       |                                         |
| b. Students (50%)          | 4.25                                       | 4.25 x50% = 2.13                       |                                         |
| TOTAL for<br>Instruction   | 100%                                       | 4.56                                   | 4.56                                    |
| 2. Research                | -                                          |                                        | -                                       |
| 3. Extension               | -                                          |                                        | -                                       |
| 4. Administration          | -                                          |                                        | -                                       |
| 5. Production              | -                                          |                                        | -                                       |
| TOTAL                      | 100%                                       |                                        | 4.56                                    |

EQUIVALENT NUMERICAL RATING: 4.56  
Add: Additional Points, if any: -  
TOTAL NUMERICAL RATING: 4.56

ADJECTIVAL RATING: Very Satisfactory

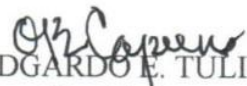
Prepared by:

Reviewed by:

  
AIREEN Y. CLORES  
Name of Faculty

  
NANCY V. DUMAGUING  
Department Head

Approved:

  
EDGARDO E. TULIN  
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Aileen Y. Clores of the Department of Consumer and Hospitality 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 2017 to June 2017

  
AIREEN Y. CLORES  
Ratee

Approved:   
NANCY V. DUMAGUING  
Head of Unit

| MFO & PAPS                           | Success Indicators                                            | Tasks/Target Assigned | Actual Accomplishment | Rating |    |    |      | Remarks |
|--------------------------------------|---------------------------------------------------------------|-----------------------|-----------------------|--------|----|----|------|---------|
|                                      |                                                               |                       |                       | Q1     | E2 | T3 | A4   |         |
| Advanced & Higher Education Services | <b>No. of Course Outlines/syllabus revised</b>                |                       |                       |        |    |    |      |         |
|                                      | 2 <sup>nd</sup> Sem 2016- 2017                                | 1                     | 3                     | 5      | 5  | 5  | 5.00 |         |
|                                      | Summer 2017                                                   | None*                 | -                     | -      | -  | -  | -    |         |
|                                      | 1 <sup>st</sup> Sem 2017-2018                                 | NA                    |                       |        |    |    |      |         |
|                                      | <b>No. of IMs revised</b>                                     |                       |                       |        |    |    |      |         |
|                                      | 2 <sup>nd</sup> Sem 2016-2017                                 | 1                     | 3                     | 5      | 5  | 5  | 5.00 |         |
|                                      | Summer 2017                                                   | None*                 | -                     | -      | -  | -  | -    |         |
|                                      | 1 <sup>st</sup> Sem 2017-2018                                 | NA                    |                       |        |    |    |      |         |
|                                      | <b>No. of long/term exams conducted, checked and recorded</b> |                       |                       |        |    |    |      |         |
|                                      | 2 <sup>nd</sup> Sem 2016-2017                                 | 4                     | 4                     | 5      | 5  | 4  | 4.66 |         |
|                                      | Summer 2017                                                   | None*                 | -                     | -      | -  | -  | -    |         |
|                                      | 1 <sup>st</sup> Sem 2017-2018                                 | NA                    |                       |        |    |    |      |         |
|                                      | <b>No. of quizzes administered, checked &amp; recorded</b>    |                       |                       |        |    |    |      |         |
|                                      | 2 <sup>nd</sup> Sem 2016-2017                                 | 25                    | 38                    | 5      | 5  | 4  | 4.66 |         |
|                                      | Summer 2017                                                   |                       |                       |        |    |    |      |         |
|                                      | 1 <sup>st</sup> Sem 2017-2018                                 | NA                    |                       |        |    |    |      |         |
|                                      |                                                               |                       |                       |        |    |    |      |         |
|                                      |                                                               |                       |                       |        |    |    |      |         |

\*on teacher's leave status



[illegible]

|                                                    |  |      |  |
|----------------------------------------------------|--|------|--|
| Additional Points:                                 |  |      |  |
| Punctuality                                        |  |      |  |
| Approved Additional points (with copy of Approval) |  |      |  |
| FINAL RATING                                       |  | 4.86 |  |
| ADJECTIVAL RATING                                  |  | VS   |  |

Received by: TERESA L. QUINANOLA  
PPPO Planning Office  
Date: \_\_\_\_\_

Calibrated by: for: R. A. PATINDOL  
GC  
Date: \_\_\_\_\_

Recommending Approval: BEATRIZ S. BELONIAS  
VP  
Vice President  
Date: \_\_\_\_\_

Approved by: EDUARDO L. MARTIN  
President  
Date: \_\_\_\_\_

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



## EMPLOYEE DEVELOPMENT PLAN

**Name of Employee:** AIREEN Y. CLORES  
**Performance Rating:**

**SIGNATURE:**



**Aim:** To have the faculty member finished her Dissertation a major requirement in her DBM – Hospitality Management.

**Proposed Intervention to improve Performance:**

**Date:** January 2017

**Target:** June 2017

**First step:**

The faculty should present her dissertation outline to the panel for comments and suggest and hopefully for approval.

**Result:**

Dissertation outline was presented and approved by the panel.

**Date:** July 2017

**Target Date:** December 2017

**Next Step:**

the faculty member should conduct her study and prepare manuscript for presentation to the panel.

**Outcomes:** 1. Graduated  
2. Drafted journal article for publication in a referred journal.

**Final Step/ Recommendation:**

Recommend faculty for a permanent status and should engage in research and extension responsibilities.

Prepared by:



**NANCY V. DUMAGUING**  
Head, DCHM