SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **MARLON T. ANDRINO**

JANUARY-JUNE 2023

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 (100%)		4.94	2.47	
b. Students (50%)		4.76	2.38	
Total for Instruction	80%		4.85	3.88
2. Research				
a. Client/Dir. For Research (50%)				
b, Dept. Head/Center Director (50%)				
Total for Research	10%	4.00		0.40
3. Extension				
a. Client/Dir for Extension (50%)				
b. Dept. Head/Center Director (50%)				
Total for Extension				
4. Administration	10%	5.00		0.50
5. Production				
TOTAL	100%			4.78

EQUIVALENT NUMERICAL RATING: 4.78

Add: Additional Points, if any: 0

TOTAL NUMERICAL RATING: 4.78

ADJECTIVAL RATING: **OUTSTANDING**

MARLON T. ANDRINO
Name of Faculty

Recommending Approval:

BERT C. PEÑALOSA
Dept. Head

MOISES NEIL V. SERIÑO
Dean, CME

Approved:

BEATRIZ S. BELONIAS
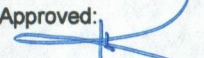Vice President for Academic Affairs

"Exhibit B"

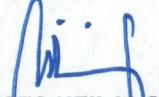## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MARLON T.ANDRINO, a faculty member of the DEPARTMENT OF BUSINESS AND MANAGEMENT commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JANUARY-JUNE 2023.

Approved:

MARLON T. ANDRINO
Instructor I
Date: 07/25/2023

BERT C. PEÑALOSA
Department Head
Date: 07/25/2023

MOISES NEIL V. SERIÑO
Dean, CME
Date: 07/25/2023

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target 2023	Actual Accomplishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
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 5: Total FTE, coordinated, implemented and monitored *	**A9.** Actual Faculty's FTE	Handles and teaches courses assigned	30	28.4	5	5	5	5.00	
	A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	5	7	5	5	5	5.00	
	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	2	4	5	5	4	4.67	

Performance Indicator	Activity	Description						
	A12. Number of trainings attended related to instruction	Attend mandated trainings	1	1	5	4	5	4.67
	A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	9	12	5	5	5	5.00
	A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	20	30	5	4	4	4.33
	A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required			5	5	4	4.67
PI 8: Number of students advised *	A16. Number of students advised:	Acts as academic adviser to students	50	86	5	4	5	4.67
	A17. Number of students advised on thesis/ field practice/special problem:							
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	10	14	5	4	5	4.67
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	1	30	5	5	4	4.67
	A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	75	5	5	5	5.00
PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	1		5	5	5	5.00
	A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	2		5	5	5	5.00
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						

PI	Activity	Description			Q1	Q2	Q3	Avg	
	Supplemental learning resources	*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*	6	6	5	5	4	4.67	
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	12	5	4	5	4.67	
	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	4	6	5	5	5	5.00	
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							
	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	1.00	1.00	5	4	4	4.33	
UMFO 3 . RESEARCH SERVICES									
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	1	2	4	4	4	4.00	
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	1	4	4	4	4.00	
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							

		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							
		In int'l fora/conferences								
		In nat'l/regional fora/conferences								
	PI 5. Percent of research proposals approved *	**A 31.** Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
	PI 6. Additional outputs*	**A 32.** No. of research-related awards (research conducted by faculty or								
		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								
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								

						5	5	5	5.00	
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 NC	zero NC						
	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%	100%		5	5	5	5.00	
	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 complaints	Zero complaints		5	5	5	5.00	
PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *									
	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		104.00								Comment: To be involve in more trainings, research, extension and other community engagement activities
Average Rating		4.73								
Adjectival Rating		O								

Evaluated & Rated by:

BERT C. PEÑALOSA
Department Head
Date: 07/25/2023

Recommending Approval

MOISES NEIL V. SERIÑO
Dean, CME
Date: 07/25/2023

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 07/25/2023

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **MARLON T. ANDRINO**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date of Completion	Quality of Output*	Overall Assessment of Output**	Remarks/ Recommend ation
1	Prepares assigned subjects and performs other teaching related functions such as; prepares and revises teaching materials, prepares and gives examinations, checks test papers and return to students one week after, submit grades within the prescribed period, make himself available for students during consultation hours, revises course syllabus	Very satisfactory	Jan. 1, 2023	June 30l, 2023	June 30, 2023	Very Impressive	Outstanding	
2	Prepares instructional materials for face-to-face classes.	Very Satisfactory	Jan.1, 2023	Jan. 1, 2023	June 30, 2023	Impressive	Very Satisfactory	
3	Attend meetings and online webinars and performs functions as member of different committees of the department	Very Satisfactory	Jan. 1, 2023	June 30, 2023	Jan. 1- June 30, 2023	Impressive	Very Satisfactory	
4	Performs other functions	Very Satisfactory	Jan. 1, 2023	June 30, 2023	Jan. 1- June 30, 2023	Impressive	Very Satisfactory	

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

Prepared by:

BERT C. PEÑALOSA
Unit Head

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee   : MARLON T. ANDRINO
Performance Rating   : January-June 2023

Aim: To strengthen the teaching capacity and build-up skills both for research and extension services.

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

Date: January 2023   Target Date: June 2023

First Step:
Learn more teaching strategies specially relating to blended learning, attend trainings and/or activities relating to extension services and engagements in and outside the university campus.

Result:
Improved and enhanced teaching skills including research and extension services and other related endeavor.

Next Step:
Integrate the knowledge and skills learned from extension services for the effectiveness not only in the instruction function but also in the exercise of the related functions as an instructor of the academe.

Outcome:
Improved capability in exercising functions in research and extension services while correspondingly integrating such skills gained for the effectiveness in the academic functions and instruction.

Final Step/Recommendation:
To continue attending seminars/workshops/trainings and/or related research and extension activities to upgrade competency in performing instruction function and being able to make an impact not only to students but also to the community, as a whole.

Prepared by:

BERT C. PEÑALOSA
Unit Head

Conforme:

MARLON T. ANDRINO
Ratee