

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Dr. Jannet C. Bencure

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		2.50	
b. Students (50%)		2.30	
TOTAL for Instruction	70%	4.80	3.36
2. Research	10%	5.00	0.50
3. Extension	10%	5.00	0.50
4. Administration & Support to Operation	10%	4.91	0.49
5. Production	0%	0.00	0.00
TOTAL			4.85

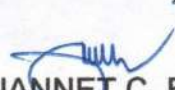
EQUIVALENT NUMERICAL RATING: 4.85

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: 4.85

ADJECTIVAL RATING: Outstanding

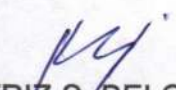
Prepared by:


JANNET C. BENCURE
Assistant Professor IV

Reviewed by:


BEATRIZ S. BELONIAS
VP, Academic Affairs

Approved:


BEATRIZ S. BELONIAS
VP, Academic Affairs



"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JANNET C BENCURE, Head of the DEPARTMENT OF GEODETIC ENGINEERING and Dean of the COLLEGE OF ENGINEERING AND TECHNOLOGY (CET), commit to the deliver and agree to be rated on the attainment of the following targets and accomplishments in accordance with the indicated measures for the period January 1 to June 30, 2023.

Approved:

JANNET C. BENCURE

Head, DGE & Dean, CET

Date: 14 July 2023

BEATRIZ S. BELONIAS

VP, OVPAA

Date: 17 July 2023

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	Efficiency	Timeliness	Average	
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	20	24.15	5	5	5	5.00	Geng 138 Esci 110

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	Efficiency	Timeliness	Average	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	7	5	5	5	5.00	Final Grades for: Geng 127: 3 Geng 135: 1 Midterm Grades for: Geng 138: 2 Esci 110: 1
		A11. 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	2	1	5	5	5	5.00	OBE-CQI
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	8	13	5	5	5	5.00	Geng 138: 8 Esci 110: 5
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	16	14	5	5	4	4.67	Geng 138: 10 Esci 110: 4
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5	360	5	5	5	5.00	Geng 138: 9 x 40
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	15	15	5	5	5	5.00	BSGE students
		A17. Number of students advised on thesis/ field practice/special problem:								

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	Efficiency	Timeliness	Average	
		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	1	8	5	5	5	5.00	Lima; Julve; Pomentil; Daquiado; Bation; Datoy; Gayrama; Garay
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	1	4	5	5	5	5.00	Orillano; Ycong; Israel; Deloso; Recilla
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	20	27	5	5	5	5.00	Academic Advisees; Special Studies advisees
	PI 9 : Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	5	5	4	4.67	VYM
		A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	2	5	5	5	5.00	CET Month & GEP-VSUSC Month
	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							
		Flexible instructional materials								
		<i>Assessment tools</i>	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	8	19	5	5	5	5.00	Geng 138: 10 Esci 110: 9

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	Efficiency	Timeliness	Average	
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	1	5	4	4	4.33	GEng138 (updated)
	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							
	Number of Virtual Classrooms (VSUEE) evaluated		Ensures that essential components of virtual classrooms and expected outcomes of the learners are met							
	Number of Virtual Classrooms (VSUEE) monitored		Ensures that students and faculty members are actively accessing the virtual classrooms							
	Number of classes observed		Ensures that proper classroom management and instructional techniques are employed							

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	Efficiency	Timeliness	Average	
	Number of undergraduate students sent for educational camp (international)									
	Number of awards received by student-advisee		Coaches and mentors the students on relevant competition		3	5	5	5	5.00	VYM: 2 Research: 1 (Aniban)
		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 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	2	5	5	5	5.00	VSU-IP; Langkayanin
	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							
		<i>In refereed int'l journals</i>		1						
		<i>In refereed nat'l/regional journals</i>		1						

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	Efficiency	Timeliness	Average	
	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 scientific fora/conferences							
		<i>In int'l fora/conferences</i>		1						
		<i>In nat'l/regional fora/conferences</i>								
	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	50%						
	PI 6. Number of research conducted		Conducts/Implement research projects on specified period	1	1	5	5	5	5.00	VSU-IP; Langkayanin
	PI 7. 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	1	1	5	5	5	5.00	Palawan Scientist Journal
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							

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	Efficiency	Timeliness	Average	
		A 35. Number of linkages/partnerships established related to research	Designs research related activities and other outputs to implement new normal		1	5	5	4	4.67	MOU w/ AIT
		A 36. 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	1	2	5	5	5	5.00	AIT, Thailand; LGU-Inopacan
	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	15						
	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	Implements duly approved extension projects	1	1	5	5	5	5.00	VSU-CollabDev
	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							

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	Efficiency	Timeliness	Average	
	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		1						
	Peer reviewers/Panelists	Peer reviewers/Panelists		1	1	5	5	5	5.00	Palawan Scientist Journal
	Resource Persons	Resource Persons		1	1	5	5	5	5.00	47th GEP Regional Convention
	Convenor/Organizer	Convenor/Organizer		1	1	5	5	5	5.00	47th GEP Regional Convention
	Consultancy	Consultant		1						
	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	50%						
	PI 10. Amount of extension money generated from institutional funding (Thousand Peso)	A 42. Amount of extension money generated from institutional funding (Thousand Peso)			100	5	5	5	5.00	VSU-CollabDev
	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										

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	Efficiency	Timeliness	Average	
	OVPI MFO 1. Faculty Development Services									
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted		Monitors the progress of faculty members pursuing graduates studies	1	2	5	5	5	5.00	DGE: 1 DCE: 1
	PI 1.1 Number of faculty pursuing advanced research degree programs (MS) facilitated, monitored and assisted		Monitors the progress of faculty members pursuing graduates studies	6	16	5	5	5	5.00	DGE: 3 DABE: 4 DCE: 3 DME: 2 DCST: 1 DMet: 3
	PI 1.2 Number of faculty who finished advanced degree programs on time		Monitors the progress of faculty members pursuing graduates studies							
	PI 2: Number of faculty granted with external scholarships		Facilitates the scholarships applications of faculty members							
	PI 3: Number of faculty granted with internal fellowship grants		Facilitates the scholarships applications of faculty members							
	PI 4: Number of faculty granted with sabbatical leave		Facilitates the sabbatical leave applications of faculty members							
	PI 5: Number of faculty sent for trainings, seminars, conferences		Prepares required documents and complies all requirements as prescribed in the accreditation tools	12	8	5	4	4	4.33	DGE: 8

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	Efficiency	Timeliness	Average	
	PI 6. Number of coaching individual/group sessions among faculty & staff**		Monitors the implementation of CET mentoring program	6	2	5	4	4	4.33	CAM; RAAP
	PI 7. Additional outputs *	Number of professional services provided to the university as Geodetic Engineer			1	5	5	5	5.00	VSU-Villaba Lot
MFO 2. Faculty Recruitment/Hiring Services										
	PI 2: Number of faculty recruited/hired aligned with ISO standards		Prepares required documents and complies all requirements as	2	2	5	5	5	5.00	
MFO 3. Faculty Evaluation Services										
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university		Facilitates and conducts seminars/trainings/ conventions/workshops for entire university	1						
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university		Facilitates and conducts seminars/trainings/ conventions/workshops outside the university	1	1	5	5	5	5.00	GEPI Regional Convention
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated		Monitors teaching performance of the faculty members	80%	100%	5	5	5	5.00	DGE Faculty members
	PI 6: Number of in-house seminars/trainings/ workshops/reviews conducted/attended		Attend in-house seminars/trainings/ workshops/reviews conducted/attended	1	2	5	5	5	5.00	CET OBE-CQI; RDE In-house Review
OVPI MFO 4. Program and Institutional Accreditation Services										

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	Efficiency	Timeliness	Average	
	PI 1: Number of degree programs which passed accreditation/evaluation at least Level 1		Prepares required documents and complies all requirements as prescribed in the	1	2	5	5	5	5.00	BSGE BSCS
	PI 2: QMS on faculty recruitment, development & performance evaluation aligned with ISO standards		Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as							
	PI 3: Degree program compliant with CHED		Ensures that programs are compliant with CHED							
	PI 4 : Number of activities organized/attended/assisted/participated/facilitated		Facilitates, organize, assists, and attend the conduct of activities							
	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	A 44. Compliance to all requirements of the QMS 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							
		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							
		On program accreditations								
		On institutional accreditations								
UMFO 6. General Admin. & Support Services (GASS)										

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	Efficiency	Timeliness	Average	
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero	Zero	5	5	5	5.00	
	PI 3. Percentage of NCs received and acted			Zero	Zero	5	5	5	5.00	
	PI 4. Percenatge of CARS received and acted			Zero	Zero	5	5	5	5.00	
	PI 5. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**			1	2	5	5	5	5.00	CET ManCom Meeting (Feb & April)
	PI 6. Number of monthly/special faculty & staff meetings conducted**			6	8	5	5	5	5.00	DGE: 3; CET ManCom: 3; CET Committees: 2
	PI 5: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice							
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/manag ement related activities and other outputs to implement new normal							

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	Efficiency	Timeliness	Average	
		A 49. Number of University Committee meetings conducted/attended	Preside/attend meetings to discuss programs and activities to attain the expected output		2	5	5	5	5.00	VSU Traffic Management: VSU Water Resource Management
		A 50. Number of policy approved by BOR	Drafts, submits and presents policy for BOR approval		1	5	5	5	5.00	CET Admission & Retention Policy
Total Over-all Rating									207.00	
Average Rating									4.93	
Adjectival Rating									O	

Average Rating (Total Over-all rating divided by 4)			4.93
Additional Points:			
Approved Additional points (with copy of approval)			
FINAL RATING			4.93
ADJECTIVAL RATING			OUTSTANDING

Comments and Recommendations for Development Purposes:

*She's a very hard worker
Dean. Keep it up!*

Evaluated & Rated by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: *17 July 2023*

Date:

1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: *17 July 2023*

PERFORMANCE MONITORING FORM

Name of Employee: Jannet C. Bencure

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
1.	Handles and teaches courses assigned	20	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
2.	Prepares gradesheets and submits on or before deadline	4	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
3.	Attend mandated trainings	2	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
4.	Administers and checks long examination for subjects taught	8	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
5.	Prepares and checks quizzes for lec and lab	16	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
6.	Checks lab reports and term papers submitted as required	5	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
7.	Acts as academic adviser to students	15	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
8.	Advises, and corrects research outline and thesis/SP manuscript	1	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
9.	Entertains students consulting on subject taught, thesis and grades	20	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
10.	Advises student organizations recognized by USOO	1	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
11.	Assists student organizations in implementing student related activities	1	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
12.	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	8	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
13.	Creates virtual classroom using either Moddle or Google Classroom	2	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
14.	Conducts and completes research project within the year	1	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	


15.	Writes publishable materials out of research outputs and submits for publication	2	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
16.	Prepares, submits, and presents research paper in scientific for a/conferences	1	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
17.	Prepares research proposals, submits, and follows up its approval for immediate implementation	50%	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
18.	Conducts/implements research projects on specified period	1	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
19.	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	1	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
20.	Identifies and links with probable partners for extension activities and maintains this active partnership	1	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
21.	Conducts trainings among beneficiaries of technologies for transfer	15	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
22.	Implements duly approved extension projects	1	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
23.	Provides the technical and expert services requested by beneficiaries	3	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
24.	Prepares extension project proposals, submits, and follow up its approval for immediate implementation	50%	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
25.	Monitors the progress of faculty members pursuing graduates' studies	1	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
26.	Monitors the progress of faculty members pursuing graduates' studies	6	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
27.	Prepares required documents and complies all requirements as prescribed in the accreditation tools	12	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	

28.	Monitors the implementation of CET mentoring program	6	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
29.	Prepares required documents and complies all requirements as prescribed in the accreditation tools	2	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
30.	Facilitates and conducts seminars/trainings/conventions/workshops for entire university	1	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
31.	Monitors teaching performance of the faculty members	80%	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
32.	Attend in-house seminars/trainings/workshops/reviews conducted/attended	1	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
33.	Prepares required documents and complies all requirements as prescribed in the accreditation tools	1	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
34.	Provides customer friendly frontline services to clients	Zero percent complaint	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
35.	Percentage of NCs received and acted	0%	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
36.	Percentage of CARS received and acted	0%	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
37.	Number of planning sessions, tracking, and monitoring of targets, etc. conducted to ensure attainment of department targets**	1	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	
38.	Number of monthly/special faculty & staff meetings conducted**	6	Jan. 3, 2023	June 30, 2023	June 30, 2023	Impressive	Very Satisfactory	

* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:


BEATRIZ S. BELONIAS
 Immediate Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Dr. Jannet C. Bencure**

Performance Rating: 4.79 (O)

Aim: **Dr. Bencure** as an effective and efficient leader of the College of Engineering and Technology.

Proposed Interventions to Improve Performance:

Note:

Dr. Bencure will be developed into an effective and efficient leader as she leads the College of Engineering and Technology.

Date: January 2023

Target Date: June 2023

First Step

- Send to trainings/workshops/seminars related to building leadership and management skills.

Results:

- Improved leadership and management skills

Prepared by:


BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Conforme:


JANNET C. BENCURE

Head, DGE & Dean, CET