SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Paulo G. Batidor**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		2.50	
b. Student (50%)		2.50	
Total for Instruction	70%	5.00	3.50
2. Research			
a. Client/Dir. For Research (50%)		0.00	
b. Dept. Head/Center Director (50%)		2.50	
Total for Research	10%	2.50	0.25
3. Extension			
a. Client/Dir. For Extension		0.00	
b. Dept. Head/Center Director (100%)		5.00	
Total for Extension	5%	5.00	0.25
4. Suppor to Operations	5%	4.96	0.25
5. General Admin. & Support Services	10%	5.00	0.50
TOTAL			4.75 8

EQUIVALENT NUMERICAL RATING: 4.75 8

Add: Additional points, if any:

TOTAL NUMERICAL RATING: 4.75 8

ADJECTIVAL RATING: Outstanding

Prepared by:

PAULO G. BATIDOR
Faculty

Reviewed by:

GLENN G. PAJARES
Dean, CAS

Reccomending Approval:

GLENN G. PAJARES
Dean, CAS

Approved:

ROTACIO S. GRAVOSO
Vice President of Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **PAULO G. BATIDOR**, a faculty member of the **DEPARTMENT OF STATISTICS** commit to the deliver and agree to be rated on the following accomplishments in accordance with the indicated measures for the period **January - June 2024**.

PAULO G. BATIDOR
Instructor III
Date: 07/19/2024

Approved:

GLENN G. PAJARES
Dean, CAS
Date: 07/24/2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Eficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 1: Total FTE monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	0						
	PI 10. Additional outputs:	A 2. Number of students advised	Acts as academic adviser to graduate students							
	PI 10. Additional outputs:	A3. Number of students advised on thesis/special problem/dissertation		0						
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	0						

				0						
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
		Number of instructional materials developed		0						

UMFO 2. HIGHER EDUCATION SERVICES

OVPI MFO 3. Higher Education Management Services

PI 6: Number of programs accredited	A 1. Number of programs accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	0							
PI 10: Total FTE, coordinated, implemented and monitored *	A 2. Actual Faculty's FTE	Handles and teaches courses assigned	16	4.55	5	5	5	5.00	
PI 11: Number of new revised curricular proposals submitted	A 3. Number of new revised curricular proposals submitted	Contributes to the submission of a new revised curricular proposals	0						
PI 13: Percentage of courses offered with approved course syllabi	A 4. Percentage of courses offered with approved course syllabi	Teaches subjects with approved course syllabi	50%	100%	5	5	5	5.00	
PI 14: Percentage of courses offered with IMs	A 5. Percentage of courses offered with approved IMs	Teaches subjects with approved IMs	50%	100%	5	5	5	5.00	
PI 15: Number of Instructional Materials approved	A 6. Number of Instructional Materials approved	Prepares and submits IMs for review and approval	1	0/1		`			No new instructional materials approved. Working with a learning guide for STAT149 (Survival Analysis)
PI 16: Percentage of courses offered with final grades submitted within the allowable period	A 7. Percentage of courses offered with final grades submitted within the allowable period	Submits grade sheets within allowable period	50%	100%	5	5	5	5.00	

PI 18: Percentage of courses rated atleast VS in the Teaching Performance Evaluation by Students (TPES)	**A 8.** Percentage of courses rated atleast VS in the Teaching Performance Evaluation by Students (TPES)		50%	100%	5	5	5	5.00	
PI 19: Additional Outputs	**A 9**. *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	0	1.00	5	5	5	5.00	Completion of Ms. Jurich Ashley Baldicantos in STAT190.
PI 19: Additional Outputs	**A 10**. *Number of long examinations administered and checked*	Administers and checks long examination for subjects taught	10	8/10	5	5	5	5.00	4 for STAT146 and 4 for STAT198
	A 11. *Number of quizzes administered and checked*	Prepares and checks quizzes for lec and lab	10	8/10	5	5	5	5.00	4 for STAT146 and 4 for STAT198
	A 12. *Number of lab reports and term papers checked and graded*	Checks lab reports and term papers submitted as required	10	10/10	5	5	5	5.00	4 for STAT146 and 6 for STAT198
	A 13. *Number of Student organizations advised*	*Advises student organizations recognized by DSO*	0						
	A 14. *Number of Student organizations assisted on student related activities*	*Assists student organizations in implementing student related activities*	1	1	5	5	5	5.00	Assisted the VSU Statistical Society

UMFO 3 . RESEARCH SERVICES

PI 1: Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	**A 15.** 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	0						
PI 2: Number of research outputs completed within the year *	**A 16.** Number of research outputs completed within the year *	Conducts and completes research project within the year	1	0/1	-	-	-	-	Research projects are still on-going.
PI 3: Number of research outputs presented in regional/national/ int'l fora/conferences	**A 17.** Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic fora/conferences							
	a. *International*		1	0/1	-	-	-	-	
	b. *National*		0						

		c. *Regional or Institutional Conferences*		0						
	PI 7: Amount of research money obtained from external sources	A 21. Amount of research money obtained from external sources	Requests for research money from external sources	₱ 50,000	₱ 642,208	5	5	5	5.00	
	PI 8: Amount of research money obtained from internal sources	A 22. Amount of research money obtained from internal sources	Requests for research money from internal sources	₱ 20,000	₱ 114,708	5	5	5	5.00	
	PI 9: Number of patents applications	A 23 Number of patents applications	Applies for patents	0						
	PI 10: Number of patents approved	A 24. Number of patents approved	Follow ups patent applications	0						
	PI 11: Number of creative works published	A 25. Number of creative works published	Writes publishable materials out of research outputs and submits for publication	1	0/1	5	5	5	5.00	Research projects are still ongoing
	PI 12: Number of research articles derived from approved research in the university submitted	A 26. Number of research articles derived from approved research in the university submitted	Submits research articles derived from approved research in the university for publication	1	0/1	-	-	-	-	Research projects are still ongoing
	PI 13: Number of research articles derived from approved research in the university published	A 27. Number of research articles derived from approved research in the university published	Follow ups submitted research articles derived from approved research in the university for publication	1	1	5	5	5	5.00	Submitted 1 article from a colloboration with CON
	PI 14: Number of Scopus, WoS, and ACI publications and other reputable journals	A 28. Number of Scopus, WoS, and ACI publications and other reputable journals		1	0/1	-	-	-	-	Waiting for reply from journal
	PI 15: Additional outputs*	A 29. No. of research-related awards (research conducted by faculty or student w/ faculty)		0						
		A 30. 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	0						

	A 31. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of	0							

UMFO 4. EXTENSION SERVICES

PI 1: Number of active partnerships with LGUs, industries, NGOs, NGAs,	A 32. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders	Identifies and links with probable partners for extension activities and maintains this	1	1	5	5	5	5.00	Collaboration with UHasselt
PI 2: Number of trainees weighted by the length of training	A 33. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	30		5	5	5	5.00	
PI 3: Number of extension programs and projects	A 34. Number of extension programs and projects		0						
PI 4: Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	A 35. Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses	0						
PI 5: Number of technical/expert services rendered	A 36. Number of technical/expert services rendered as/in:	Provides the technical and expert services requested by beneficiaries							
	a. Peer reviewer of journal/book		0						
	b. Review of research and extension proposal		0						
	c. Resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, facilitator)		3	3	5	5	5	5.00	2 as resource speaker (DBtech and DCE in VSU) and 1 as judge (SLSU)
	d. accreditor		0						
	e. consultancy		1	1	5	5	5	5.00	Consultant of CON Research on HIV

PI 6: Number of extension proposals submitted	**A 37.** Number of extension proposals submitted	Prepares extension project proposals and submits for review	0							
PI 7: Number of extension proposals approved	**A 38.** Number of extension proposals approved	Follow ups submitted and reviewed extension proposals	0							
PI 8: Number of extension proposals implemented	**A 39.** Number of extension proposals implemented	Implements duly approved extension projects	0							
PI 9: Number of extension outputs presented in int'l, national, regional or institutional conferences	**A 40.** Number of extension outputs presented in:	Prepares, submits and presents extension paper in conferences	0							
	a. *International*		0							
	b. *National*		0							
	c. *Regional or Institutional Conferences*		0							
PI 10: Number of extension actvities conducted	**A 41.** Number of extension activities conducted	Conducts extension program activities	0							
UMFO 5. SUPPORT TO OPERATIONS										
OVPI MFO 1. Faculty Development Services										
PI 7: Number of trainings, seminars, and conferences attended	**A 50.** Number of training, seminars, and conferences attended (international, national, regional/institutional)	Attends training, seminars, and conferences attended (international, national, regional/institutional)								
	International		1	2	5	5	5	5.00	IWOMB in January and ITP in February-March	
	National		0							
	Regional/Institutional		0							
OVPI MFO 3. Registration Services										

PI 9: Percentage of students enrolled and validated within the registration period	A 51. Percentage of students enrolled and validated within the registration period	Validates students within the registration period	50%	90.48%	5	5	4	4.67	Late validation of 2 irregular students due to closure of courses intended to enroll during second semester AY 2023-2024
PI 10. Number of students advised during the registration period	A 52. Number of students advised during the registration period	Acts as academic adviser	5	21	5	5	5	5.00	
OVPI MFO 4. Curricular Program Management Services									
PI 12: Number of IMs reviewed by the DIMRC	A 53. Number of IMs reviewed by the DIMRC	Submits IMs for review	0						
PI 13: Number of course syllabi and TOS reviewed and approved	A 54. Number of course syllabi and TOS reviewed and approved	Submits course syllabi and TOS for approval	4	2/4	5	5	5	5.00	
PI 16: Number of student thesis advised:	A 57. Number of students advised on thesis/field practice/special problem:								
	As Adviser	Advises, and corrects research outline and thesis/SP manuscript	1	1	5	5	5	5.00	
	As SRC Chairman	Advises and corrects research outline and thesis/SP manuscript	1	2	5	5	5	5.00	
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	3	5	5	5	5.00	
PI 18: Number of students from other schools having summer program supervised	A 59. Number of students from other schools having summer program supervised	Acts coordinator/facilitator for students from other schools having summer program in VSU	0						
PI 19: Number of external institutions/agencies conducting benchmarking activities served	A 60. Number of external institutions/agencies conducting benchmarking activities served	Facilitates in assisting of the external institutions/agencies conducting benchmarking activities	0						

PI	Activity	Description								Remarks
PI 20: Number of students from other academic departments conducting research activities served	**A 61.** Number of students from other academic depts conducting research activities served	Facilitates in assisting students from other academic depts conducting research activities	0							
PI 21: Additional outputs	**A 62.** Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	3	10	5	5	5		5.00	
	A 63. Number of on-line course ware developed and submitted :	Prepares on-line course ware	0							
	On-line ready courseware	*Prepares Instructional module/laboratory guide/workbook or a combination thereof*	0							
	Supplemental learning resources	*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*	0							
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	0							
	A 64. Number of virtual classroom created/operational		0							

UMFO 6. GENERAL ADMINISTRATIVE AND SUPPORT SERVICES

PI	Activity	Description								Remarks
PI 1: Number of departments/institutes/offices supervised	**A 65.** Number of departments/institutes/offices supervised	Acts as head of office	1	1	5	5	5		5.00	Head of DStat
PI 2: Number of management meetings conducted	**A 66.** Number of management meetings conducted	Presides departmental meetings	10	5/10	5	5	5		5.00	
PI 3: Number of committee meetings conducted	**A 67.** Number of committee meetings conducted	Acts as committee chairman	1	3	5	5	5		5.00	1 DPC, 1 Reviewer, 1 Curriculum
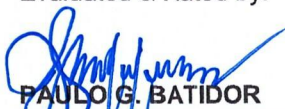
PI	Activity	Task			Q	E	T	Ave	Remarks
PI 4: Number of routinary documents acted	**A 68.** Number of routinary documents acted	Signs documents	1	22	5	5	5	5.00	
PI 5: Number of requests acted	**A 69.** Number of requests acted	Approves requests	8	15	5	5	5	5.00	
PI 6: Number of memoranda prepared	**A 70.** Number of memoranda prepared	Issues memoranda	0	2	5	5	5	5.00	1 for ELGonzaga and 1 for attendance to the selection of new CAS Dean and Department Heads
PI 7: Percentage of IFWs submitted to OVPAA before deadline	**A 71.** Number of IFWs submitted to OVPAA before deadline	Monitors submission of IFWs before deadline	50%	100%	5	5	5	5.00	
PI 8: Percentage of Report of Actual Teaching Load submitted to OVPAA 30 days after the start of classes	**A 72.** Percentage of Report of Actual Teaching Load submitted to OVPAA 30 days after the start of classes	Monitors submission of ATL 30 days after start of classes	50%	100%	5	5	5	5.00	
PI 9: Percentage of submitted DTR within 20 days after the last day of the month	**A 73.** Percentage of submitted DTR within 20 days after the last day of the month	Submits DTR within 20 days after the last day of the month	75%	100%	5	5	5	5.00	
PI 10: Percentage of complaints, if any, addressed on time	**A 74.** Percentage of complaints, if any, addressed on time	Addresses complaints on time (if any)	0%		5	5	5	5.00	No complaints
PI 11: Percentage of action plans implemented and monitored as scheduled	**A 75.** Percentage of action plans implemented and monitored as scheduled	Implements and monitors action plans as scheduled	0%						
PI 12: Percentage of monthly accomplishment report submitted	**A 76.** Percentage of monthly accomplishment report submitted	Submits monthly accomplishment report	75%	100%	5	5	5	5.00	
PI 13: Number of classroom and lab rooms constructed and renovated	**A 77.** Number of approved and implemented requests for classroom and lab rooms construction and renovation	Requests and monitors approval and implementation of requests classrooms and lab rooms construction and renovation	0						
PI 14: Percentage budget utilization (GAA)	**A 78.** Percentage budget utilization (GAA)		0%						

	PI 15: Percentage budget utilization (STF)	A 79. Percentage budget utilization (STF)		0%						
	PI 17: Additional Outputs	A 80. Number of meetings attended	Attends meetings (departmental/institutional)	0	13	5	5	5	5.00	6 CAS ExeCom meetings, 1 OGS meeting, 3 meetings with Dr. Yepes, and 3 UHasselt meeting
		A 81. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performfing functions resulting to best practice	0						None
	Total Over-all Rating								189.67	

Average Rating	4.99
Additional Points:	
Approved Additional points (with copy of approval)	
NUMBERICAL RATING	
ADJECTIVAL RATING	
Final Rating	4.99
Adjectival Rating	Outstanding

Comments/Suggestions for Improvement:

continue to pursue your goals. We are here to support you. ph

Evaluated & Rated by:

PAULO G. BATIDOR
Head, DStat
Date: 07/19/2024

GLENN G. PAJARES
Dean, CAS
Date: 07/24/2024

Approved by:

ROTACIO S. GRAVOSO
Vice President for Academic Affairs
Date: 07/31/2024

INSTRUCTION AND EVALUATION OFFICE
VISAYAS STATE UNIVERSITY
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VISAYAS STATE UNIVERSITY

TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: BATIDOR, PAULO G.

Department: Dept. of Statistics

College: College of Arts and Sciences

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
Stat 143n	CATEGORICAL DATA ANALYSIS	LEC	5.00	Outstanding	100.0%
Stat 143n	CATEGORICAL DATA ANALYSIS	LAB	5.00	Outstanding	100.0%
Stat 149	SURVIVAL ANALYSIS	LEC	5.00	Outstanding	100.0%
	Average Rating		5.00	Outstanding	100.00%

Source: Results of Teaching Performance Evaluation by Students filed at ODIE
Legend:
1.00 – 1.49 Poor (P)
1.50 – 2.49 Fair (F)
2.50 – 3.49 Satisfactory(S)
3.50 – 4.49 Very Satisfactory(VS)
4.50 – 5.00 Outstanding(O)

Prepared by:

VANESSA W. NAZAL
TPES in-Charge
Date: April 19, 2024

Attested by:

MA. RACHEL KIM L. AURE
Director, Instruction and Evaluation
Date: April 19, 2024

Received by:

BATIDOR, PAULO G.
Name and Signature of Faculty
Date: 05/21/24
Distribution of copies: ODIE, College, Department, Faculty

Vision: A globally competitive university for science, technology, and environmental conservation.
Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

Page 1 of 1
FM-ODI-04

1st23-24sDSTAT-05

VISAYAS STATE UNIVERSITY

DEPARTMENT OF STATISTICS

PERFORMANCE MONITORING & COACHING JOURNAL

X	1st	Q U A R T E R
X	2nd	
	3rd	
	4th	

Name of Office: Department of Statistics

Office: College of Arts and Sciences

**Number of Personnel: 9   **

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
Monthly meeting (Regular)		Remind the faculty members during monthly meetings on the submission of OBE syllabi, TOS, final grades, and other documents		Notice of Meetings, minutes of meetings	Faculty members have submitted the documents.
Office Attendance				Logbook, DTR's	DStat Faculty and Staff
Coaching					

Conducted by:

PAULO G. BATIDOR
Head, DStat

Noted by:

GLENN G. PAJARES
Dean, CAS

VISAYAS STATE UNIVERSITY

DEPARTMENT OF STATISTICS

TRACKING TOOL FOR MONITORING TARGETS

Major Final Output/Performance Indicator	TASK	ASSIGNED TO	DURATION	TASK STATUS			REMARKS
				Jan-Feb	Mar-Apr	May-June	
MFO1. Advanced Education Services							
PI 10. Additional Outputs	Number of students advised on thesis/special problem/dissertation	Norberto E. Milla, Jr.	January-June 2024	10%	60%	100%	
MFO 2. Higher Education Services							
PI 10. Number of FTE coordinated and implemented	Teaches service and major courses in statistics	Paulo G. Batidor Edilberto L. Gonzaga, Jr. May Ann E. Palen Norberto E. Milla, Jr. Donna C. Cuyno Sweet Charish G. Godinez	January-June 2024	50%	75%	100%	The topics stated in the course syllabi for the service and major courses in statistics were mostly discussed completely
PI 4. Number of Instructional Materials approved	Prepares and submits IMs for review and approval	Norberto E. Milla, Jr.	January-June 2024	40%	60%	100%	Prepare courseware for service and major courses
MFO 3. Research Services							
PI. 5 Number of research proposals approved	Follow ups submitted proposal and reviewed by TWG	Norberto E. Milla, Jr. Paulo G. Batidor	January-June 2024	40%	60%	100%	

MFO 4. Extension Services							
PI 5. Number of technical/expert services	Provides the technical and expert services requested by beneficiaries	Paulo G. Batidor Norberto E. Milla, Jr. Edilberto L. Gonzaga, Jr Sweet Charish G. Godinez	January-June 2024	40%	60%	100%	Served as resource persons to trainings/seminars and served as data analyst tor researchers.
MFO 5. Support to Operations							
PI 6.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	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	Paulo G. Batidor Edilberto L. Gonzaga, Jr. May Ann E. Palen Norberto E. Milla, Jr. Donna C. Cuyno Sweet Charish G. Godinez	January-June 2024	100%	100%	100%	
PI 19. Number of student thesis advised	Number of students advised on thesis/field practice/special problem	Paulo G. Batidor Edilberto L. Gonzaga, Jr. May Ann E. Palen Norberto E. Milla, Jr. Donna C. Cuyno Sweet Charish G. Godinez	January-June 2024	40%	60%	100%	The faculty provides interventions for the improvement of the students' performance
MFO 6. General Administration and Support Services (GASS)							
PI 7. Zero percent complaint from client served	Monitors complaints	May Ann E. Palen	January-June 2024	100%	100%	100%	

Prepared by:

PAULO G. BATIDOR
DStat Head

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **Paulo G. Batidor**

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	Teaches assigned subjects and performs other teaching related functions such as; prepares and revises teaching materials, prepares and gives examinations, checks test papers and returns to students one week after, submits grades sheets within the prescribed period, and makes herself available for student consultations during consultation hours.	Very Impressive	January 2024	June 2024	June 30, 2024	Very Impressive	Very Satisfactory	Submitted Syllabus, and grades on time. Entertains the concerns of advisees and is always available for student consultation
2	Performs other functions such as; Department Head, Personnel Committee Chair, Enrollment Focal Person, and/or member of existing committee in the department.	Very Impressive	January 2024	June 2024	June 30, 2024	Very Impressive	Very Satisfactory	Can managed multiple tasks efficiently while maintaining productivity
3	Attends seminar/workshops, serves training and workshops.	Very Impressive	January 2024	June 2024	June 30, 2024	Very Impressive	Very Satisfactory	Actively participated in seminars/ workshops

Prepared by:

GLENN G. PAJARES
CAS Dean

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Mr. Paulo G. Batidor
Performance Rating: Outstanding

Aim: Encourage him to make extension project proposals.

Proposed Interventions to Improve Performance:

Date: Target Date: One year from date of intervention

First Step: Make a draft of proposal

Result: Have a draft of proposal for submission

Date: Target Date: End of AY 2024-2025

Next Step: Submit the final proposal for approval

Outcome: Extension project proposal

Final Step/Recommendation: Instruct him to submit the project proposal to the OVPREI for approval and possible funding.

Prepared by:

GLENN G. PAJARES
Dean, CAS

Conforme:

PAULO G. BATIDOR
Name of Ratee