

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: LOURD FRANZ M. GABUNADA

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.9 x 50% <i>gen</i>	2.45 <i>gen</i>
b. Students (50%)		5.00 x 50%	2.5
Total for Instruction	50%	2.4 + 2.5	2.5 <i>gen</i>
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	20%	3.0 x 20% <i>gen</i>	0.6 <i>gen</i>
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration	30%	5.0 x 20%	1.5
5. Production			
TOTAL	100%		4.6 <i>gen</i>

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

Outstanding

Prepared by:

LOURD FRANZ M. GABUNADA
Head, Biotechnology

Reviewed by:

MA. THERESA P. LORETO
Dean, CAS

Recommending Approval:

MA. THERESA P. LORETO
Dean, CAS

Approved:

BEATRIZ S. BELONIAS
VP for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Lourd Franz M. Gabunada, faculty of the DEPARTMENT OF BIOTECHNOLOGY 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 July - December 2023.

Approved:

LOURD FRANZ M. GABUNADA

Assitant Professor II

Date: *23 Jan 2024*

MA. THERESA P. LORETO

Dean, CAS

Date: *JAN 23 2024*

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	10.0	8.4	5	5	5	5.00	Btec141 lec, Btec141 lab, Btec 151 (accomplished with July to December)
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	3	5	5	5	5.00	Btec141 lec, Btec141 lab, Btec 151
		A12. Number of trainings attended related to instruction	Attend mandated trainings	2		4	4	4	4.00	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	8	5	5	5	5	5.00	Btec141 lec, Btec141 lab, Btec 151 (accomplished with January-June 2023)
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	20	10	5	5	5	5.00	Btec141 lec, Btec141 lab, Btec 151(accomplished with January-June 2023)
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	10	5	5	5	5	5.00	Btec 141 lab (accomplished with Jan-June 2023)
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	27	64	5	5	5	5.00	1st yr Biotech Students
		A17. Number of students advised on thesis/ field practice/special problem:								

		<i>As SRC Adviser</i>	Advises, and corrects research outline and thesis/SP manuscript	3	5	5	5	5	5.00	Gonzales, Andrade, Sarabia, Balaba, Lavado
		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	3		5	5	5	5.00	Accomplished in Jan-June 2023
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	3	4	5	5	5	5.00	Dabatian, Comota, Vito, Lavado
		A18 : Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	10	5	5	5	5.00	Bs Biotech Students
	PI 9 : Number of student organizations advised/ assisted *	A19 : Number of Student organizations advised	Advises student organizations recognized by USSO	1	1	5	5	5	5.00	BS Biotechnological Society
		A20 : Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	1	5	5	5	5.00	BS Biotechnological Society
	PI 10 : Number of instructional materials developed *	A21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	2	2	5	5	5	5.00	Btec 141, Btec199, InBt113, Zool122, Ppat111
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>	2	2	5	5	5	5.00	Btec 141, Btec199, InBt113, Zool122, Ppat111
		Supplemental learning resource	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	2	2	5	5	5	5.00	Btec 141, Btec199, InBt113, Zool122, Ppat111
		<i>Assessment tools</i>	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	2	5	5	5	5.00	Btec 141, Btec199, InBt113, Zool122, Ppat111
		A23 : 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							
		A24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	2	2	5	5	5	5.00	Btec 141, Btec199, InBt113, Zool122, Ppat111
UMFO 3 . RESEARCH SERVICES										

PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	1		4 3	4 3	4 3	4.00 3.00	on progress
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	1		4 3	4 3	4 3	4.00 3.00	
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	1		4 3	4 3	4 3	4.00 3.00	
UMFO 5. SUPPORT TO OPERATIONS									
OVPI MFO 4. Program and Institutional Accreditation Services									
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 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	zero non-conformity	zero non-conformity	5	5	5	5.00	Zero NC's recorded for 5th Internal Quality Audit
	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% compliant	100% compliant	5	5	5	5.00	ISO 9001:2015 Internal Quality Audit
	On program accreditations								
	On institutional accreditations								
UMFO 6. General Admin. & Support Services (GASS)									
PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	zero % complaint		5	5	5	5.00	No Complaint
Total Over-all Rating								113 4.7	
Average Rating									
Adjectival Rating									

Average Rating (Total Over-all rating divide by 24)		4.7 4.7
Additional Points		
Approved Additional Points (with copy of approval)		
FINAL RATING		4.7 4.7
ADJECTIVAL RATING		Outstanding

Comments and Recommendations for Development Purpose:

Sir Franz must finish his doctoral studies.

Evaluated & Rated by:

mtplreto

MA. THERESA P. LORETO

Dean, College of Arts and Sciences

Date: **JAN 23 2024**

Recommending Approval:

N/A

Approved by:

1/21

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: **1/20/24**