SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: RAFAEL JUNNAR P. DUMALAN

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.95 x50%= 2.475	
b. Students (50%)		4.71x50%=2.355	
Total for Instruction	90%	4.83	4.347
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	5%	4.67	0.233
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	5%	5.0	0.25
4. Administration			
5. Production			
TOTAL	100%		4.83

EQUIVALENT NUMERICAL RATING: 4.83
Add: Additional Points, if any: none
TOTAL NUMERICAL RATING: 4.83

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by: Reviewed by:

RAFAEL JUNNAR P. DUMALAN   **ANALYN M. MAZO**
Name of Faculty   Department Head

Recommending Approval:

MA. THERESA P. LORETO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Rafael Junnar Dumalan, a faculty member of the DEPARTMENT OF BIOLOGICAL SCIENCES commit to the deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period January-June 2023

	Approved:	
RAFAEL JUNNAR DUMALAN	**ANALYN M. MAZO**	**MA. THERESA P. LORETO**
Instructor l	Department Head	College Dean
Date: 7/25/23	Date: 7/26/23	Date: JUL 2 7 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	Eficiency	Timeliness	Average	
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*								
		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	0	1	5	5	5	5.00	MS Tropical Ecology
		***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	20	25.95	5	5	5	5.00	MarB 110 (Lec); MarB 110 (Lab); MarB 112 (Lab); ScTS 11b
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	3	5	5	4	4.67	MarB 110 (Lec); MarB 112 (Lab); ScTS 11b - only for Midterm 2nd sem AY 2022-2023
		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	1	13	5	5	5	5.00	6 (MarB 138); 7 (ScTS 11b) - only for 2nd sem AY 2021-2022

		A12. *Number of trainings attended related to instruction*	Attend mandated trainings	2	3	5	5	5	5.00	Online and On-site Trainings
		A13. *Number of long examinations administered and checked*	Administers and checks long examination for subjects taught	5 (if per exam)	5	5	5	5	5.00	2 (MarB 110), 1 (MarB 112 - Lab), 3 (ScTS 11b) - only for Midterm 2nd sem AY 2022-2023
		A14. *Number of quizzes administered and checked*	Prepares and checks quizzes for lec and lab	35 (if per quiz/assessments)	29	5	5	5	5.00	14 (MarB 110), 5 (MarB112 - Lab), 10 (ScTS 11b) - only for Midterm 2nd sem AY 2022-2023
		A15. *Number of lab reports and term papers checked and graded*	Checks lab reports and term papers submitted as required	10	12	5	5	5	5.00	5 (Marb 110); 7 (MarB112 - Lab) - only for Midterm 2nd sem AY 2022-2023
	PI 8: Number of students advised: *	A16. Number of students advised:	*Acts as academic adviser to students*	10	24	5	5	5	5.00	All academic advisees
		A17. *Number of students advised on thesis/ field practice/special problem:*								
		As Thesis Adviser		5	8	5	5	5	5.00	2 - thesis defended (BSMB, BSEM); 6 - proposal/outline presentation (BSBio, BSMB)
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	3	3	5	5	5	5.00	3 - proposal/outline presentation
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	3	3	5	5	5	5.00	1 - thesis defended; 2 - proposal/outline presentation
		A18. *Number of students entertained for consultation purposes*	Entertains students consulting on subject taught, thesis and grades	50	140	5	5	5	5.00	24 (MarB110); 16 (MarB112); 100 (ScTS11b)

		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	1	2	5	5	5	5.00	Local Government Unit (LGU) - Ormoc City; LGU - Baybay City
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	Implements 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								

	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 project within the year								
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		1	1	5	5	4	4.67		Manuscript Draft for Annals of Tropical Research (ATR)
	In refereed nat'l/regional journals		1	1	5	5	4	4.67		Manuscript Draft for Philippine Journal of Science (PJS)
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		1	1						
	In nat'l/regional fora/conferences		1	3						
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	1							
PI 6. Additional outputs*	**A 32**. No. of research-related awards (research conducted by faculty or student w/ faculty)									

	PI	Activity	Description							Remarks
	PI 9: Number of student organizations advised/ assisted *	**A19**. *Number of Student organizations advised*	Advises student organizations recognized by USOO							
		A20. *Number of Student organizations assisted on student related activities*	Assists student organizations in implementing student related activities							
	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*	1	3	5	5	5	5.00	MarB 110 (Lec and Lab); MarB 112 (Lab); ScTS 11b - only for Midterm 2nd sem AY 2022-2023
		Supplemental learning resources	*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*	4	4	5	5	5	5.00	MarB 110 (Lec); MarB110 (Lab); MarB 112 (Lab); ScTS 11b - only for Midterm 2nd sem AY 2022-2023
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	30	34	5	5	5	5.00	MarB 110 (Lec); MarB 112 (Lab); ScTS 11b - only for Midterm 2nd sem AY 2022-2023
		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							
	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	1	3	5	5	5	5.00	Institutional AACCUP Accreditation; ISO 9001: 2015 Re-Certification Audit; Graduate Course Offering - MS Biology
		Agency/firm/Industry linkages (Department Student Internship Coordinator)	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1	2	5	5	5	5.00	Local Government Unit (LGU) - Ormoc City; UP Marine Science Institute

	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							
	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					
		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										
PI 2. Zero percent complaint from clients served	**A 46**. Customerly friendly frontline services	Provides customer friendly frontline services to clients								
PI 3: Additional Outputs	**A 47**. 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								
	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	
Average Rating									4.95	
Adjectival Rating								Outstanding		

Comments and Recommendations for Development Purpose: Conduct more research

Evaluated & Rated by:

ANALYN M. MAZO
Head, DBS
Date: 8/24/2023

Recommending Approval

MA. THERESA P. LORETO
Dean,CAS
Date: JUL 2 7 2023

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 7/27/23

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Rafael Junnar P. Dumalan
Performance Rating: Outstanding

Aim: To attend trainings related to Oceanography

Proposed Interventions to Improve Performance:

Date: July 2023   Target Date: December 2023

First Step:
Attend identified training

Result:

Date: Jan 2024   Target Date: June 2024

Next Step:

If accepted, implement the research. If not accepted, look for other funding agencies
Outcome:

Final Step/Recommendation:

Prepared by:

ANALYN M. MAZO
Unit Head

Conforme:

RAFAEL JUNNAR P. DUMALAN
Instructor