Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: YHENA L. BANDIBAS

Program Involvement	Percentage	Numerical	Equivalent
(1)	Weight of	Rating	Numerical
	Involvement	(Rating x%)	Rating
	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)	50%	4.97 x 0.50	2.49
b. Students (50%)	50%	4.50 x 0.50	2.25
Total for Instruction	100%		4.68
2. Research			
a. Client/Dir. for Research ((50%)		
b. Dean/Center Director (50	9%)		•
Total for Research			
3. Extension			
a. Client/Dir. for Extension	(50%)		
b. Dean/Center Director (50	9%)		
Total for Extension			r
4. Administration			
5. Production	-		
TOTAL	100%		4.74

FOITWAL	ENT	NUMERIC	AT D	ATING.
EUUIVAL	CIVI	NUMERIC	ALK	A I IIVIT

Add: Additional Points, if any: TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

4.74

4.74

Outstanding

Prepared by:

YHENA L. BANDIBAS Name of Faculty

Reviewed by:

MARK RYAN R. TRIPOLE Head, DoPAC

Recommending Approval:

GLENN G. PAJARES

Dean, CAS

ROTACIO S. GRAVOSO Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, <u>YHENA L. BANDIBAS</u>, a faculty member of the <u>DEPARTMENT OF PURE AND APPLIED CHEMISTRY</u> commit to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period <u>JANUARY TO JUNE 2024</u>.

Instructor J

Date: 7 | 2024

Approved:

MARK RYAN R. TRIPOLE

Department Head

GLENN G. PAJARES
College Dean
Date: 7/4/2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment			Rating		REMARKS (Indicators in percentage should
						Quality	Eficiency	Timeliness	Average	be supported with numerical values in numerators and denominators)
UMFO	1. ADVANCED EDUCATION	ON SERVICES								
OVPI N	IFO 2. Graduate Student	Management Services							* * * * * * * * * * * * * * * * * * * *	
UMFO	2. HIGHER EDUCATION S	SERVICES								
OVPI U	MFO 3. Higher Education	Management Services								
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handled and taught courses assigned	18	19.2	5	5	5	5.00	Chem 127n Chem 128 Chem 128.2
		A10. Number of grade sheets submitted within prescribed period	Prepared gradesheet and submitted on or before deadline	3	4	5	5	5	5.00	Chem 127n (1) Chem 128 (1) Chem 128.2 (2)
			Administered and checked long examination for subjects taught	6	13	5	5	5	5.00	Chem 127n (5) Chem 128 (4) Chem 128.2 (4)
		A14 . Number of quizzes administered and checked	Prepared and checked quizzes	15	42	5	5	5	5.00	Chem 127n (21) Chem 128 (9) Chem 128.2 (12)
		A15. Number of lab reports and term papers checked and graded	Checked lab reports submitted as required	5	73	5	5	4	4.67	Chem 128.2 (73)

A16. Number of students advised: PI 8: Number of students Acted as academic and Arellano, Bercero, Layon, Malsit advised: * thesis adviser 4 5 5 5 5.00 A17. Number of students advised on thesis/ field practice/special problem: As SRC Chairman Advised and corrected research outline and thesis/SP manuscript As SRC Member Advised and corrected Cuesta, Ferrer, Gaudicos, endio, Curay, Roslinda, research outline and 5 5 5 5.00 Sobere thesis/SP manuscript A18. Number of students Entertained students **BSChemistry** entertained for consultation consulting on subject 50 56 5 5 5 5.00 **BSBiotechnology** taught, thesis and grades purposes PI 9: Number of student A19. Number of Student Advised student organizations advised/ organizations advised organizations recognized by assisted * USOO A20. Number of Student Assisted student organizations assisted on student organizations in related activities implementing student related activities PI 10: Number of A 21: Number of on-line course Prepared and submitted for review by the Technical instructional materials ware developed and submitted : Review Panel developed * Prepared Instructional module/laboratory On-line ready courseware guide/workbook or a combination thereof Chem 127n (19) Prepared Power Point Chem 128 (9) presentation, video clips, Supplemental learning resources 10 28 5 5 5 5.00 and reading assignments depending on course taught

	Assessment tools	Prepares assessment tools such as long exams, quizzes, and practice exercises	21	55	5	5	5	5.00	Chem 127n (28) Chem 128 (13) Chem 128.2 (16)
1 1-	A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	3	3	5	5	5	5.00	Chem 127n Chem 128 Chem 128.2
UMFO 3 . RESEARCH SERVICES									
UMFO 4. EXTENSION SERVICE	ES ,	4		<u> </u>					-
UMFO 5. SUPPORT TO O	PERATIONS								
OVPI MFO 4. Program and	d Institutional Accreditation Service	ces		, ,					v
UMFO 6. General Admin.	& Support Services								
Total Over-all Rating				1				54.67	

Average Rating	4.97
Additional Points:	
Approved Additional points (with copy of approval)	
FINAL RATING	4.97
ADJECTIVAL RATING	Outstanding

Comments & Recommendations for Development Purposes

Snowle propose for her PhO studies of per department FOP.

Evaluated & Rated by:

MARK RYAN R. TRIPOLE Department Head Date: 7 2 2024

Recommending Approval

Dean, CAS Date: 74 2024

ROTACIO S. GRAVOSO

Vice President for Academic Affairs Date: 7 25 20 24

PERFORMANCE MONITORING & COACHING JOURNAL

/	1.4	Q
	1st	U
/	2 nd	A
		R
-	3 rd	T
	4.1	E
	4th	R

Name of Employee: YHENA L. BANDIBAS

Head of Office: MARK RYAN R. TRIPOLE

Number of Personnel: _____1

	MECH	ANISM			
Activity	Meeting		Others	1	
Monitoring	One-on-One	Group	Memo	(Pls. specify)	Remarks
Monitoring	Ensure commitments on research, extension, and publication are attained				June, 2024
Coaching	Encouraged faculty to submit research papers for publication in a peer-reviewed journal, to submit research and extension proposals for funding (institutional/local/international), and to attend relevant trainings and scientific fora		4		

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

Noted:

MARK RYAN R. TRIPOLE

Immediate Supervisor

GLENN G. PAJARES

Next Higher Supervisor

TRACKING TOOL FOR MONITORING TARGETS

						TASK S	TATUS			
Major Final Output/ Performance Indicator	Task	Assigned To	Duration	1st Mont h	2 nd Mont h	3 rd Mont	4th Mont h	5 th Mont h	6 th Mont h	Remarks
MFO 1. Advanced Education Services					•	•				•
OVPI MFO 1. Graduate Degree Program Management Services										
PI 1. Percentage of graduate faculty pursuing PhD	Faculty Development	DoPAC Faculty	Continuin. g task							ROPV (set to finish and return 2025)
OVPI MFO 2. Advanced Education										
PI 3: Total FTE monitored	Teaching	Dept. Head & Faculty	Continuin g task	X	X	х	x	x		4.375 as of first half of the year
PI 11: Number of instructional materials developed*	Teaching	Dept. Head & Faculty	Continuin g task							For compliance in second half
MFO 2. Higher Education Services					e		,			
PI 1: Percentage passing in licensure examinations (1st time takers)	Teaching	Dept. Head & Faculty								CLE and CTLE are in second half of the year
PI 2: Percentage passing in licensure examination (overall including repeaters)	Teaching	Dept. Head & Faculty								CLE and CTLE are in second half of the year
PI 6: Number of programs accredited	Offering BS program	Dept. Head & Faculty	Continuin g task	х	х	х	х	х	х	Continue to maintain BS offering
PI.7: Number of degree programs implemented	Offering BS program	Dept. Head & Faculty	Continuin g task	x	x	х	x	x	х	Continue to maintain BS offering
PI 8: Number of programs with COPC	Offering BS program	Dept. Head & Faculty	Continuin g task	х	х	х	х	x	х	Continue to maintain BS offering
PI 10: Total FTE monitored *	Offering BS program	Dept. Head & Faculty	Continuin- g task	х	x	x	x	x	x	222.75 as o first half of the year
PI 13: Percentage of courses offered with approved course syllabi	Teaching	Dept. Head & Faculty	Continuin g task							Continuous monitoring of syllabi
PI 14: Percentage of courses with approved IMs	Teaching	Dept. Head & Faculty	Continuin g task	,		,	,	,	,	IMs to be updated
PI 15: Number of Instructional materials approved	Teaching	Dept. Head & Faculty	Continuin g task							IMs to be updated

PI 16: Percentage of course offered with final grades submitted within the allowable period	Teaching	Dept. Head & Faculty	Jan-June, 2024	X	X	X	X	X	X	104/106 grade sheets submitted within allowable period (second semester AY 2023)
PI 17: Percentage of faculty rated at least VS in the Teaching Performance Evaluation by Students (TPES)	Teaching	Dept. Head & Faculty	Jan–June, 2024	X	х	x	x	x	X	As of first semester AY 2023: 60% Outstanding , 35% VS, 5% S
PI 18: Percentage of faculty rated at least VS by Supervisor	Teaching	Dept. Head & Faculty	Jan–June, 2024	X	х	х	X	X	х	Ratings for 1st and 2nd Semester (100% OS for regular faculty)
PI 19: Additional Outputs Number of student organizations advised/assisted*	Organization Advising	Dept. Head & Organization Adviser	Jan–June, 2024	x	х	х	х	х	X	VSU Chemical Society, ViHOS, Viscan Eruditos
Percentage of graduates (2 years prior) that are employed*	Teaching	Dept. Head & Faculty	Continuin g task	ž	e.					At least 10 BS Chem graduates are employed
MFO 3 Research Services										omproyed.
PI 2: Number of research outputs completed	Conducting research	Dept. Head & Faculty	Jan-June, 2024	x	x	x	x	x	X	Physicoche mical Characteriz ation of the Major River Systems in Leyte (Palhi River AY 2023), LNF
PI 8: Amount of research money obtained from internal sources	Conducting research	Faculty Research ers	Continuin g task			x				P60,000 for MRS Project
MFO 4 Extension Services										
Pt 5: Number of expert services rendered:	Conducting trainings, consultancy, etc.	Dept. Head & Faculty	Continuin g task		x		x		x	MRRT (1) - Chemical Waste Managemen t Resource Speaker, DWWT (1) - consultancy

MFO 6 General Administrative & Support Services (GASS)	Advising	Head & Academic Adviser	Continuin g task	х	x	x	x	x	х	JLYA (3), YLB (4), VPL (3), ESQ (1), AAR (4), FMS (4), YAS (3), MRRT (4)
PI 16: Number of thesis students advised		Dept.			,					AniMoS (1) As of second semester AY 2023: GCA (5);
PI 15: Number student interns deployed and monitored	Internship deployment	Dept. Head & OJT Coordinat or	Mid-year term, 2024						X	PASAR (5), Cebu Agua Lab (2), Leyte Agri Corp (3), DENR EMB8 (6), DENR. ERDB (5), Mandaue Laboratory Water Testing Services (2), University of San Carlos (3), FAST Lab (2), VSU CASL (1), DLSU AniMas (1)
PI 14: Number of OJT MOAs prepared	Internship deployment	Dept. Head & OJT Coordinat or	Mid-year term, 2024						x	Chem 143.1, Chem 128, Chem 127n PASAR, Cebu Agua Lab, Leyte Agri Corp, DENR EMB8, DENR ERDB, Mandaue Laboratory Water Testing Services, University of San Carlos

				·	*	*	,			with ITEEM, FMS (1) - consultancy with DOST
MFO 5 Support to										
Operations										
OVPI MFO 1. Faculty										
Development Services			186 19							
PI 1: Number of faculty pursuing advanced research degrees	Faculty development	Dept. Head & Faculty	Continuin g task							For compliance in second half
Pl 7: Number of faculty sent to trainings, seminars and conferences	Faculty development	Dept. Head & Faculty	Continuin g task	,	,	,	,			MRRT, ESQ, AAR, JLYA, JMA, GCA (38th PCC), ESQ (2)
OVPI MFO 2. Faculty Recruitment/Hiring Services	E									(=)
Pf 8: Number of new faculty hired with at least Master's degree	Faculty development	Dept. Head & DPC		1		•				For compliance in second half
OVPI MFO 3.										
Registration Services		D .	170000							-
Pl·9: Percentage of students enrolled and validated within the registration period	Student enrollment	Dept: Head & Academic Adviser	Jan-June, 2024	х	х	х	х	x	х	BS Chemistry 1st Year to 4th Year
PI 10: Number of students advised during the registration period	Student enrollment	Dept. Head & Academic Adviser	Jan-June, 2024	х	x	х	x	х	х	BS Chemistry 1st Year to 4th Year
OVPI MFO 4. Curricular Program Management Services			and the same of th							
PI 12: Number of IMs reviewed by the CCC	Teaching	Dept. Head & Academic Adviser	Continuin g task				,		4	For compliance in second half
PI 13: Number of course syllabi and TOs reviewed and approved										2nd Semester AY 2023
	Teaching	Dept. Head & Academic Adviser	Continuin g task	x	x	x	x	x	x	Chem 157.1, Chem 195n, PhSc 105.1, Chem 159, PhSc 105, Chem 140, Chem 157, Chem 141, Chem 208, Chem 21, Chem 138, PhSc 105.2, Envi 120;

PI 2. Number of management meetings conducted	Conducting meetings with the faculty and staff	Dept. Head, Faculty and Staff	Jan–June, 2024	X	х	X	х	x	х	ESQ (6), MRRT (2)
PI 3. Number of committee meetings conducted	Conducting meetings with departmental committees	Dept. Head & Committe e Chairs	Jan–June, 2024	X	х	X	х	х	X	Department Committees , CAS Executive Committee, etc.
PI 5. Number of requests	Administrative functions	Dept. Head & Admin: Staff	Jan–June, 2024	X	X	X	X	X	X	DTRs, Leave Requests, IPCRs, Recommen dations for Trainings/Tr avel, Thesis Outlines/Ma nuscripts, Hiring documents; Grade Sheets, Faculty and student clearances, Letter. Requests, Leave Applications , Payroll etc.
acted	Administrative functions	Dean, Dept. Head & Admin. Staff	Jan–June, 2024	x	x	x	x	x	x	Request for the use of laboratory facilties, requests for borrowing of specific equipment/c hemicals, job requests, letter requests, etc.
PI 6. Number of memoranda prepared	Administrative functions	Dept. Head	Jan–June, 2024	X	x	x	x	x	х	Reconstitution of of department committees, assignment of focal persons, etc.
PI 7: Percentage of IFWs submitted to OVPAA on or before September 30	Administrative functions	Dept. Head & Admin. Staff	Jan-June, 2024							IFWs are always submitted on time
Pl.9: Percentage of faculty and staff who	Administrative functions	Dept. Head,	Jan-June, 2024	Х	X	Х	X	X	X	All faculty.

submitted a DTR every month		Faculty and Staff		e.	e.	N. Carlotte				submitted their monthly DTRs
PI 12: Monthly accomplishment report submitted on time	Administrative functions	Dept. Head and concerned personnel.	Jan–June, 2024	X	X	x	X	X	x	ESQ (January 1 to May 21), MRRT (May 22 to June 30), department heads have submitted accomplish ment reports on time 4 JO (JanJun, 2/month), 2 part-time instructors (Jan-Jun)
PI 14: Percentage budget utilization (GAA)	Administrative functions	Dept. Head & Admin. Staff	Jan-June, 2024						х	As of July 10, 2024
PI 15: Percentage budget utilization (STF)	Administrative functions	Dept. Head & Admin. Staff	Jan-June, 2024		,				x	As of July 10, 2024
PI 17: Additional Outputs Number of laboratory classes assisted	Teaching	Dept. Head & Admin. Staff (laborator y)	Continuin g task	х	x	X	X	X	х	Assisted laboratory classes specially in the preparation of chemicals needed for the conduct of classes

Prepared by:

MARK RYAN R. TRIPOLE Head, DoPAC

PERFORMANCE MONITORING FORM

Name of Employee: YHENA L. BANDIBAS

Task No.	Task Description	Expected Output	Date Assigned	expected Date to Accomplish	Actual Date Accomplished	Quality of Outputs*	Over-all Assessment of Outputs**	Remarks/ Recommendation
1.	Advanced Education – Evaluating MEd admission applications	-	-	-	-	-	-	Not teaching MS subjects as of first half of 2024
2.	Higher Education – Teaching of Chemistry & Non-Chemistry courses	Virtual classrooms w/ learning materials & assessments	1/2/2024	6/30/2024	6/30/2024	Very impressive	Outstanding	Chem 131, Chem 127n, Chem 127.1, Chem 192
3.	Research Services	-	-	-	-	-	<u>-</u>	No Research conducted
4.	Extension Services	-	_	-	-	-	-	No extension services
5.	Support to Operations	Varied ISO & academic documents and services	1/2/2024	6/30/2024	6/30/2024	Very impressive	Outstanding	Assigned ISO, academic documents, etc.
6.	General Administration & Support Services	Varied general documents and services	1/2/2024	6/30/2024	6/30/2024	Very impressive	Outstanding	Assigned general documents and services done

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

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

Prepared by

MARK RYAN R. TRIPOLE Head, DoPAC

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: YHENA L. BANDIBAS Performance Rating: Outstanding
Aim: <u>Aspire to obtain outstanding student ratings in all subjects taught and further scientific knowledge</u>
Proposed Interventions to Improve Performance:
Date: January, 2024 Target Date: June, 2024
First Step:
Prepare and update learning materials for all chemistry subjects to be taught in the 1 st semester AY 2024-2025; follow up student performance constantly; submit research and extension proposals for funding and research paper for possible publication in peer-reviewed international journals. Aspire to go out for PhD as soon as the FDP permits. Results: Meets the QS for tertiary instruction
Date: Target Date:
Next Step:
Outcome:
Final Step/Recommendation:
Prepared by:

MARK RYAN R. TRIPOLE Head, DoPAC

Conforme:

YHENAL. BANDIBAS Name of Ratee Faculty/Staff



INSTRUCTION AND EVALUATION OFFICE

VISAYAS STATE UNIVERSITY Visca, Baybay City, Leyte Phone/Fax: +63 053 565 0600 local 1104

Email: odie@vsu.edu.ph Website: www.vsu.edu.ph

TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: BANDIBAS, YHENA L.

Department: Dept. of Pure and Applied Chemistry

College: College of Arts and Sciences

Course No. &		Lab/		% Evaluation	
	Descriptive Title	Lec	Num.	Adjec.	Rating
Chem 131	BIOCHEMISTRY (Lecture)	LEC	4.00	Very Satisfactory	80.0%
Chem 131	BIOCHEMISTRY (Lecture)	LEC	3.00	Satisfactory	60.0%
Chem 127n	ORGANIC CHEMISTRY I (Lecture)	LEC	5.00	Outstanding	100.0%
Chem 127.1	ORGANIC CHEMISTRY 1 (LABORATORY)	LAB	5.00	Outstanding	100.0%
Chem 127.1	ORGANIC CHEMISTRY 1 (LABORATORY)	LAB	5.00	Outstanding	100.0%
CHEM 192	ORGANIC CHEMISTRY C3	LEC	5.00	Outstanding	100.0%
Average Rating			4.50	Outstanding	90.00%

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:

VANESSAW. NAZAL TPES in-Charge

Date: April 24, 2024

Attested by:

MA. RACHEL KIM L

Director, Instruction and Evaluation

Date: April 24, 2024

Received by:

Ullandas BANDIBAS, YHENA L

Name and Signature of Faculty Date: 5 21 2024

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

1st23-24sDOPAC-18