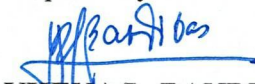


Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **YHENA L. BANDIBAS**


Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (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%)			
Total for Research			
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dean/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production	-		
TOTAL	100%		4.74

EQUIVALENT NUMERICAL RATING: 4.74
Add: Additional Points, if any: _____
TOTAL NUMERICAL RATING: 4.74
ADJECTIVAL RATING: Outstanding

Prepared by:


YHENA L. BANDIBAS
Name of Faculty

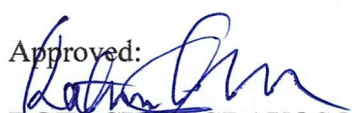
Reviewed by:


MARK RYAN R. TRIPOLE
Head, DoPAC

Recommending Approval:

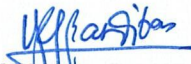

GLENN G. PAJARES
Dean, CAS


Approved:



ROTACIO S. GRAVOSO
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

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


YHENA L. BANDIBAS
 Instructor I
 Date: 7/1/2024

Approved:

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


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 be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
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	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)
		A13. Number of long examinations administered and checked	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)

	PI 8: Number of students advised: *	A16. Number of students advised:	<i>Acted as academic and thesis adviser</i>		4	5	5	5	5.00	Arellano, Bercero, Layon, Malsit
		A17. Number of students advised on thesis/ field practice/special problem:								
		<i>As SRC Chairman</i>	Advised and corrected research outline and thesis/SP manuscript							
		<i>As SRC Member</i>	Advised and corrected research outline and thesis/SP manuscript	1	7	5	5	5	5.00	Cuesta, Ferrer, Gaudicos, Lendio, Curay, Roslinda, Sobere
		A18. Number of students entertained for consultation purposes	Entertained students consulting on subject taught, thesis and grades	50	56	5	5	5	5.00	BSChemistry BSBiotechnology
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	<i>Advised student organizations recognized by USOO</i>							
		A20. Number of Student organizations assisted on student related activities	<i>Assisted student organizations in implementing student related activities</i>							
	PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :	Prepared and submitted for review by the Technical Review Panel							
		<i>On-line ready courseware</i>	<i>Prepared Instructional module/laboratory guide/workbook or a combination thereof</i>							
		Supplemental learning resources	<i>Prepared Power Point presentation, video clips, and reading assignments depending on course taught</i>	10	28	5	5	5	5.00	Chem 127n (19) Chem 128 (9)


		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)
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	3	3	5	5	5	5.00	Chem 127n Chem 128 Chem 128.2
UMFO 3 . RESEARCH SERVICES										
UMFO 4. EXTENSION SERVICES										
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 4. Program and Institutional Accreditation Services									
UMFO 6. General Admin. & Support Services										
	Total Over-all Rating								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

Should prepare for her PhD studies as per department FDP.

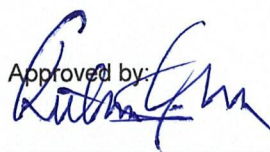
Evaluated & Rated by:


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

Recommending Approval


GLENN G. PAJARES
 Dean, CAS
 Date: 7/4/2024

Approved by:


ROTACIO S. GRAVOSO
 Vice President for Academic Affairs
 Date: 7/25/2024

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Employee: YHENA L. BANDIBAS

Head of Office: MARK RYAN R. TRIPOLE

Number of Personnel: 1

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
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				

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

Conducted by:



MARK RYAN R. TRIPOLE
Immediate Supervisor

Noted:



GLENN G. PAJARES
Next Higher Supervisor

TRACKING TOOL FOR MONITORING TARGETS

[illegible]

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	x	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	x	x	x	x	x	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	x	x	x	x	x	VSU Chemical Society, ViHOS, Viscan Eruditos
Percentage of graduates (2 years prior) that are employed*	Teaching	Dept. Head & Faculty	Continuing task							At least 10 BS Chem graduates are employed
MFO 3 Research Services										
PI 2: Number of research outputs completed	Conducting research	Dept. Head & Faculty	Jan-June, 2024	x	x	x	x	x	x	Physicochemical Characterization of the Major River Systems in Leyte (Palhi River AY 2023), LNF - PHASE 2
PI 8: Amount of research money obtained from internal sources	Conducting research	Faculty Researchers	Continuing task			x				P60,000 for MRS Project
MFO 4 Extension Services										
PI 5: Number of expert services rendered:	Conducting trainings, consultancy, etc.	Dept. Head & Faculty	Continuing task		x		x		x	MRRT (1) - Chemical Waste Management Resource Speaker, DWWT (1) - consultancy

[illegible]

										with ITEEM, FMS (1) - consultancy with DOST
MFO 5 Support to Operations										
OVPI MFO 1. Faculty Development Services										
PI 1: Number of faculty pursuing advanced research degrees	Faculty development	Dept. Head & Faculty	Continuing task							For compliance in second half
PI 7: Number of faculty sent to trainings, seminars and conferences	Faculty development	Dept. Head & Faculty	Continuing task							MRRT, ESQ, AAR, JLYA, JMA, GCA (38th PCC), ESQ (2)
OVPI MFO 2. Faculty Recruitment/Hiring Services										
PI 8: Number of new faculty hired with at least Master's degree	Faculty development	Dept. Head & DPC								For compliance in second half
OVPI MFO 3. Registration Services										
PI 9: Percentage of students enrolled and validated within the registration period	Student enrollment	Dept. Head & Academic Adviser	Jan-June, 2024	x	x	x	x	x	x	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	x	x	x	x	x	x	BS Chemistry 1st Year to 4th Year
OVPI MFO 4. Curricular Program Management Services										
PI 12: Number of IMs reviewed by the CCC	Teaching	Dept. Head & Academic Adviser	Continuing task							For compliance in second half
PI 13: Number of course syllabi and TOs reviewed and approved	Teaching	Dept. Head & Academic Adviser	Continuing task	x	x	x	x	x	x	2nd Semester AY 2023 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; Chem

submitted a DTR every month		Faculty and Staff								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 accomplishment reports on time 4 JO (Jan-Jun, 2/month), 2 part-time instructors (Jan-Jun)
PI 14: Percentage budget utilization (GAA)	Administrative functions	Dept. Head & Admin. Staff	Jan-June, 2024						x	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 (laboratory)	Continuing task	x	x	x	x	x	x	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	-	-	-	-	-	-	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: Aspire to obtain outstanding student ratings in all subjects taught and further scientific knowledge

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 1st 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:


YHENA L. BANDIBAS
Name of Ratee Faculty/Staff



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. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
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:

VANESSA W. NAZAL

TPES in-Charge

Date: April 24, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: April 24, 2024

Received by:

BANDIBAS, YHENA L.

Name and Signature of Faculty

Date: 5/21/2024

Distribution of copies: ODIE, College, Department, Faculty