

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Candelario L. Calibo**

Program Involvement (1)	Percentage Weight of	Numerical Rating (Rating x %)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.92 x 50 % = 2.46	
b. Students (50%)		5.00 x 50 % = 2.50	
Total for Instruction	40%	4.96	1.98
2. Research			
a. Client/Dir for Research (50%)		5.00 x 50% = 2.50	
b. Dept. Head/Center Director (50%)		5.00 x 50% = 2.50	
Total for Research	30%	5.00	1.50
3. Extension			
a. Client/Dir for Research (50%)		5.00 x 50% = 2.50	
b. Dept. Head/Center Director (50%)		5.00 x 50% = 2.50	
Total for Extension	15%	5.00	0.75
4. Administration	10%	5.00	0.50
5. Production	5%	5.00	0.25
TOTAL			4.98

EQUIVALENT NUMERICAL RATING: 4.98

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.98

ADJECTIVAL RATING: Outstanding

Prepared by:

CANDELARIO L. CALIBO
Name of Faculty

Reviewed by:

JACOB GLENN F. JANSALIN
Head, DoPAC

Approved:

BEATRIZ S. BELONIAS
VP for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, CANDELARIO L. CALIBO, of the Department of Pure & Applied Chemistry, College of Arts & Sciences commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January 1, - June 30, 2018

CANDELARIO L. CALIBO

Ratee

Approved:

BEATRIZ S. BELONIAS

VP for Instruction

MFO No.	MFO & PAPs	Success/Performance Indicators(PI)	Program/ Activities Projects	Tasks Assigned	Target	Details of Actual Accomplishment	Rating				Remarks
							Q ¹	E ²	T ³	A ⁴	
MFO: 1	Advanced Education	PI 1. Full Teaching Equivalent (FTE)	Instruction	Teaches Chem 206 lec	8	2.5	5	4	4	4.33	Vacation-Sick leave; DoPAC Head until February 15, 2018 & CAS Dean
		PI 2. Number of graduate students advised		Advise Master in Education major in Chemistry Students	1	1	5	5	5	5	MEd students
		PI 3: Number of GAC membership to graduate students		Acted as GAC member/Observer in thesis defense	1	1	5	5	5	5	
		P1.4 Endorsed & submitted MS proposal		Endorsed BS/MS proposals	2	2	5	5	5	5	To take effect first sem Aug 1, 2018-2019
MFO: 2	Higher Education	P2. 1. Full Teaching Equivalent (FTE)	Instruction	Chem 31 lec, Chem 190 lec	8	20.2	5	5	5	5	Vacation-Sick leave; DoPAC Head & CAS Dean
		P2. 2. Number of students advised									
		academic adviser		Advises students	35	43	5	5	5	5	BSChem/BSAC (3rd yr); shifters/transferees
		thesis adviser		Advises thesis students	2	4	5	4	4	4.33	
		P2.3. Number of instructional materials developed									
		P2. 4 Additional Output		Facilitated OJT MOA/MOU endorsed	3	3	5	5	5	5	for BSChem & BSAC
MFO: 3	Research Services			Award received							
		P3.1. Number of Awards received	Research paper presentation								
		P3.2. Number of research paper presented	Research	Research output presentation							
		P3. 3. Number of CAS research project conducted	Research	Conducted approved and funded research	1	1	5	5	5	5	
		P3.4 Number of research accomplishment submitted on time	Research	Completed research							
		P3. 5. Number of CAS research proposal submitted/endorsed	Research	No. of research proposal submitted/endorsed for funding	1	1	5	5	5	5	
		P3. 6. Number of research paper published in journals or proceedings	Research	Published research output							
		P3.6 Number of trainings/seminars attended, conducted/facilitated/endorsed									
				institutional/local	2	2	5	4	4	4.33	

[illegible]

Project and Sub- project Name	Location	Project Description	Project Status	Project Start Date	Project End Date	Project Budget	Project Actual Cost	Project Variance	Project Comments
Project A	Location A	Project A Description	Completed	2023-01-01	2023-12-31	1000000	950000	50000	Project A completed successfully.
Project B	Location B	Project B Description	In Progress	2023-02-01	2024-06-30	2000000	1500000	500000	Project B is currently in progress.
Project C	Location C	Project C Description	On Hold	2023-03-01	2024-03-31	500000	0	500000	Project C is currently on hold.
Project D	Location D	Project D Description	Not Started	2023-04-01	2024-09-30	3000000	0	3000000	Project D has not yet started.
Project E	Location E	Project E Description	Completed	2023-05-01	2023-11-30	750000	750000	0	Project E completed successfully.
Project F	Location F	Project F Description	In Progress	2023-06-01	2024-01-31	1200000	800000	400000	Project F is currently in progress.
Project G	Location G	Project G Description	On Hold	2023-07-01	2024-07-31	600000	0	600000	Project G is currently on hold.
Project H	Location H	Project H Description	Not Started	2023-08-01	2024-12-31	1500000	0	1500000	Project H has not yet started.
Project I	Location I	Project I Description	Completed	2023-09-01	2023-10-31	250000	250000	0	Project I completed successfully.
Project J	Location J	Project J Description	In Progress	2023-10-01	2024-05-31	900000	600000	300000	Project J is currently in progress.
Project K	Location K	Project K Description	On Hold	2023-11-01	2024-04-30	400000	0	400000	Project K is currently on hold.
Project L	Location L	Project L Description	Not Started	2023-12-01	2024-08-31	1100000	0	1100000	Project L has not yet started.
Project M	Location M	Project M Description	Completed	2023-12-01	2023-12-31	100000	100000	0	Project M completed successfully.
Project N	Location N	Project N Description	In Progress	2024-01-01	2024-06-30	800000	500000	300000	Project N is currently in progress.
Project O	Location O	Project O Description	On Hold	2024-02-01	2024-09-30	350000	0	350000	Project O is currently on hold.
Project P	Location P	Project P Description	Not Started	2024-03-01	2024-11-30	1300000	0	1300000	Project P has not yet started.
Project Q	Location Q	Project Q Description	Completed	2024-04-01	2024-05-31	200000	200000	0	Project Q completed successfully.
Project R	Location R	Project R Description	In Progress	2024-05-01	2024-10-31	700000	400000	300000	Project R is currently in progress.
Project S	Location S	Project S Description	On Hold	2024-06-01	2024-07-31	150000	0	150000	Project S is currently on hold.
Project T	Location T	Project T Description	Not Started	2024-07-01	2024-12-31	1000000	0	1000000	Project T has not yet started.
Project U	Location U	Project U Description	Completed	2024-08-01	2024-09-30	300000	300000	0	Project U completed successfully.
Project V	Location V	Project V Description	In Progress	2024-09-01	2024-11-30	600000	300000	300000	Project V is currently in progress.
Project W	Location W	Project W Description	On Hold	2024-10-01	2025-03-31	450000	0	450000	Project W is currently on hold.
Project X	Location X	Project X Description	Not Started	2024-11-01	2025-06-30	1200000	0	1200000	Project X has not yet started.
Project Y	Location Y	Project Y Description	Completed	2024-12-01	2024-12-31	150000	150000	0	Project Y completed successfully.
Project Z	Location Z	Project Z Description	In Progress	2025-01-01	2025-06-30	900000	500000	400000	Project Z is currently in progress.

[illegible]


Average Rating		
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.92
ADJECTIVAL RATING		O

Comments & Recommendations for Development Purpose:

Evaluated & Rated by:

Approved by:


BEATRIZ S. BELONIAS
 Immediate Supervisor


BEATRIZ S. BELONIAS
 VP for Instruction

Date: _____

Date: _____

1- Quality 2 - Efficiency 3 - Timeliness 4 - Average

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Employee: CANDELARIO L. CALIBO

Head of Office: JACOB GLENN F. JANSALIN

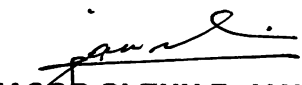
Number of Personnel: _____

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
Coaching	None needed				None needed Outstanding student rating

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

Conducted by:

Noted


JACOB GLENN F. JANSALIN
 Immediate Supervisor

BEATRIZ S. BELONIAS
 Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **CANDELARIO L. CALIBO**

Performance Rating:

Aim: To improve research outputs

Proposed Interventions to Improve Performance:

Date:

Target Date: December 31, 2018

First Step:

1. Submit more research projects.
2. Encourage formation of research team.

Result: Submit at least 1 research project for funding consideration by first quarter of 2019.

Date:

Target Date:

Next Step:

Outcome:

Final Step/Recommendation:

Prepared by:


JACOB GLENN F. JANSALIN
Unit Head

Conforme:


CANDELARIO L. CALIBO
Name of Ratee Faculty