SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Candelario L. Calibo

Program Involvement	Percentage	Numerical Rating	Equivalent Numerical
(1)	Weight of	(Rating x %)	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%)	7.5.7.	$5.00 \times 50\% = 2.50$	
b. Dept. Head/Center Director (50%)		$5.00 \times 50\% = 2.50$	
Total for Extenstion	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:

4.98

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

CANDELARIO L. CALIBO

Name of Faculty

JAÇOB GLENN F. JANSALIN

Head, DoPAC

Approved:

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/	Tasks Assigned	Target	Details of Actual	,	Rating			Remarks
		,	Activities Projects			Accmplishment	Q ¹	E ²	T ³	A ⁴	
MFO: 1	Advanced Education	Pl 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
				Award received							
MFO: 3	Research Services	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	

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MFO: 4	Extension Services	weighted by length of training	to chu₁tele	Accommodated individuals seeking assistance	1 1	5	5	4	4	4.33	LGU's, private individuals, PhilSci
		P4. 2. Number of trainings coordinated	Giving assistance to clientele	Coordinated trainings coordinated	1	1	5	4	4	4.33	Instrumentation
		P4. 3. Number of extension projects submitted for funding	Extension activities	CAS extension project	1	1	5	5	5	5	"Enhancing Secondary and Senior High School Teachers' Competencies in Teaching Sciences, Mathematics, Statistics and English in the Baybay Cty Division - as project leader
		P4. 4. Number of beneficiaries served	Conducting extension								
		Groups	Extension activities		1	3	5	5	5	5	DBS,DOPAC/DMP/Dept 0f Stat.
,		Individuals	Extension activities		5	50	5	5	5	5	HS Science projects/SIP/CAS- DMP/Dept. of Stat.
MFO: 5	Support to Operations										
		Faculty Development Services									
		P5. 1. Number of CAS faculty pursuing advance research/degree programs facilitated, monitored & assisted	Faculty Devpt	Endorsed faculty for PhD degree	3	3	5	4	4	4.33	GCA, C. ALVAREZ, R. CAPULLA
			Faculty Devpt	Endorsed & Monitored faculty on PhD degree program	2	2	5	4	4	4.33	JGFJ,AAR
		Faculty Evaluation Services									
		P5.2. Number of trainings coordinated	operations	Coordinated seminars	2	3	5	5	5	5	Gas Chrom, Atomic Absorption, Job seeking
		PI 2. Student advising and consultation servises		Conducting special services to students	1	3	5	5	4	4.67	Tutorials, CAS & SSC Activites
		P5. 3. Number of hours spent on student thesis outline/manuscript/special problem	students	Record the number of hours spent on student consultation regarding thesis manuscript	20	various	5	5	5	5	BSChem/AgChem/Biotech thesis problems
		P5. 4. Number of hours spent on student consultations		Record the number of hours spent on student consultation regarding subject matter & other academic related	20	various	5	5	5		Academic deficiencies, change of program, shifting, financial problems
		P5.5. Number of student thesis manuscript advised and checked		Checked thesis manuscript (final checking as Dean)	10	30	5	5	5	5	as Head & Dean
		P5. 6. Number of hours spent on student thesis outline/manuscript/special problem		Record the number of hours spent on student consultation regarding thesis outline/manuscript	40	various	5	4	4	4.33	Final checking of thesis of CAS including AB English
		P5. 7.Number of student research advised									
MFO:6	General Administration and Support Services (GASS)										

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۵,	Efficient and customer friendly frontline service	P6. 1 Zero complaints from clients served	Gener rvices	Entertain visitors with zero percent complaint from client served	zero complaint	zero complaint					
		P6. 2. Head & CAS Dean	Administrative services	Supervises the CAS operations including its faculty & staff							
				Number of meetings conducted & attended	4	6	5	4	4	4.33	VSU standing committees
				Number of meetings attended as VSU committee chair nd member	5	10	5	4	4	4.33	VSFC/change of grades, NBC 461
				Number of hours spent for dept /CAS meetings	1	5	5	5	5	5	DoPAC/CAS meeting/curriculum meetings
				Number of hours/times spent for university /academic/CAS heads meetings	15	15	5	5	5	5	UADCO/UAC/GAD/Grad school/Count of Deans
				Number of CAS faculty evaluated/consulted	20	20	5	4	4	4.33	classroom evaluation/coaching/consultation
				Number of activities supervised	1	2	5	5	5	5	CAS month; Job seeking, repairs
				Number of documents signed/month	30	various	5	5	5	5	JRs/PRs/recommendations/change of grades/travel reports/NBC concerns/AACCUP, etc.
				Number of reports submitted on time	3	various	5	5	5	5	Annual Report, Travel report
				Acts as chair to some VSU committees	2	2	5	5	5		chair, NBC 461; chair, Comm on change of grades
	Total Over-all									167	
	Average Rating									4.92	

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Average Rating		
Additional Points:		
Approved		
Additional points		
(with copy of		
approval)		
FINAL RATING		4.92
ADJECTIVAL RAT	ING	0

Evaluated & Rated by:		

Approved by:

BEATRIZ S. BELONIAS Immediate Supervisor BEATRIZ S. BELONIAS

VP for Instruction

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Date: _____

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

Comments &	Comments & Recommendations for Development Purpose:										

PERFORMANCE MONITORING & COACHING JOURNAL

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1	4th	R

Name of Employee: <u>CANDELARIO L. CALIBO</u>

Head of Office: **JACOB GLENN F. JANSALIN**

Number of Personnel: _____

		MECHANIS	M		
Activity	Meeti	ng		Others	Remarks
Monitoring	One-on-One	Group	Memo	(Pls. specify)	Remarks
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. BELONIASNext Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

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

Aim: To improve research outputs	
Proposed Interventions to Improve P	erformance:
Date:	Target Date: December 31, 2018
First Step: 1. Submit more research project 2. Encourage formation of research	
Result: Submit at least 1 research proquarter of 2019.	oject for funding consideration by first
Date:	Target Date:
Next Step:	
Outcome:	
Final Step/Recommendation:	
	Prepared by:
Conforme:	JACOB GLENN F. JANSALIN Unit Head
CANDELARIO L. CALIBO Name of Ratee Faculty	