

**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **JOTHAM LLOYD Y. ALEGRE**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$5.0 \times 50\% = 2.50$	
b. Students (50%)		$4.89 \times 50\% = 2.445$	
Total for Instruction	90%	4.945	4.45
2. Research			
a. Client/Dir. for Research (50%)			
b. Dean/Center Director (50%)			
Total for Research			
3. Extension			
a. Client/Dir. for Extension (50%)		$5.0 \times 50\% = 2.5$	
b. Dean/Center Director (50%)		$5.0 \times 50\% = 2.5$	
Total for Extension	5%	5.0	0.25
4. Administration	5%	5.0	0.25
5. Production	-		
TOTAL	100		4.95

EQUIVALENT NUMERICAL RATING:

4.95

Add: Additional Points, if any:


TOTAL NUMERICAL RATING:

4.95

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

  
**JOTHAM LLOYD Y. ALEGRE**  
Name of Faculty

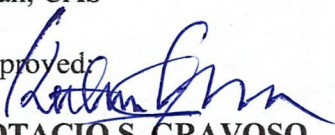
Reviewed by:

  
**MARK RYAN R. TRIPOLE**  
Head, DoPAC

Recommending Approval:

  
**GLENN G. PAJARES**  
Dean, CAS

Approved:

  
**ROTACIO S. GRAVOSO**  
Vice President for Academic Affairs

"Exhibit B"

# INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JOTHAM LLOYD Y. ALEGRE, a faculty member of the DEPARTMENT OF PURE AND APPLIED CHEMISTRY commit to the deliver and agree to be rated on the following accomplishments in with the indicated measures for the period January - June 2024.

**JOTHAM LLOYD Y. ALEGRE**

Instructor I

Date: 7/1/2024

Approved:

**MARK RYAN R. TRIPOLE**

Head, DoPAC

Date: 7/2/2024

**GLENN G. PAJARES**

Dean, CAS

Date: 7/4/2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	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 MFO 3. Higher Education Management Services										
	PI 10: Total FTE, coordinated, implemented and monitored *	A 2. Actual Faculty's FTE	Handles and teaches courses assigned	20	37.25	5	5	5	5.00	Chem 3.2 (2), ScTS 11c, Chem 200a1, Chem 140.1 Chem 127n, Chem 138.1
	PI 13: Percentage of courses offered with approved course syllabi	A 4. Percentage of courses offered with approved course syllabi	Teaches subjects with approved course syllabi							
	PI 14: Percentage of courses offered with IMs	A 5. Percentage of courses offered with approved IMs	Teaches subjects with approved IMs							



MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
	<b>PI 16:</b> Percentage of courses offered with final grades submitted within the allowable period	<b>A 7.</b> Percentage of courses offered with final grades submitted within the allowable period	Submits grade sheets within allowable period	100%	100%	5	5	5	5.00	Chem 3.2 (2), ScTS 11c, Chem 200a1, Chem 140.1, Chem 127n, Chem 138.1
	<b>PI 18:</b> Percentage of courses rated atleast VS in the Teaching Performance Evaluation by Students (TPES)	<b>A 8.</b> Percentage of courses rated atleast VS in the Teaching Performance Evaluation by Students (TPES)		100%	100%	5	5	5	5.00	1st Sem (August to Dec., 2023) Chem 115.2, Chem 131, Chem 130f, Chem 113.1, Chem 120 (2)
	<b>PI 19:</b> Additional Outputs	<b>A 9.</b> 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	0	5	5	5	5.00	
	<b>PI 19:</b> Additional Outputs	<b>A 10.</b> Number of long examinations administered and checked	Administers and checks long examination for subjects taught	5	11	5	5	5	5.00	Chem 3.2 (2 sections), ScTS 11c, Chem 140.1, Chem 127n, Chem 138.1
		<b>A 11.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	80	5	5	5	5.00	Chem 3.2 (2 sections), ScTS 11c, Chem 140.1, Chem 127n, Chem 138.1
		<b>A 12.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	10	80	5	5	5	5.00	Chem 3.2 (2 sections), Chem 140.1, , Chem 138.1
		<b>A 14.</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities							

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 3 . RESEARCH SERVICES										
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 (MOUs/MOAs)	A 32. 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	1	5	5	5	5.00	BuCor
	PI 2: Number of trainees weighted by the length of training	A 33. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	PI 3: Number of extension programs and projects	A 34. Number of extension programs and projects		1	1	5	5	5	5.00	
	PI 4: Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	A 35. Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses	1	100	5	5	5	5.00	
	PI 5: Number of technical/expert services rendered	A 36. Number of technical/expert services rendered as/in:	Provides the technical and expert services requested by beneficiaries							
		a. Peer reviewer of journal/book								
		b. Review of research and extension proposal								



MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
		<i>c. Resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, facilitator)</i>		1	1	5	5	5	5.00	
		<i>d. accreditor</i>								
		<i>e. consultancy</i>								
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
	<b>OVPI MFO 1. Faculty Development Services</b>									
	<b>PI 7:</b> Number of trainings, seminars, and conferences attended	<b>A 50.</b> Number of training, seminars, and conferences attended (international, national, regional/institutional)	Attends training, seminars, and conferences attended (international, national, regional/institutional)							
		<i>National</i>								
		<i>Regional/Institutional</i>								
	<b>OVPI MFO 3. Registration Services</b>									
	<b>OVPI MFO 4. Curricular Program Management Services</b>									
	<b>PI 12:</b> Number of IMs reviewed by the DIMRC	<b>A 53.</b> Number of IMs reviewed by the DIMRC	Submits IMs for review	1	1	5	5	5	5.00	
	<b>PI 13:</b> Number of course syllabi and TOS reviewed and approved	<b>A 54.</b> Number of course syllabi and TOS reviewed and approved	Submits course syllabi and TOS for approval	3	3	5	5	5	5.00	
	<b>PI 14:</b> Number of OJT MOAs prepared	<b>A 55.</b> Number of OJT MOAs prepared	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU, and prepares MOA for the student internship program							

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
	<b>PI 15:</b> Number of student interns deployed and monitored	<b>A 56.</b> Number of student interns deployed and monitored	Acts as student internship program coordinator							
	<b>PI 16:</b> Number of student thesis advised:	<b>A 57.</b> Number of students advised on thesis/field practice/special problem:								
		<i>As Thesis Adviser</i>	Advises and corrects research outline and thesis/SP manuscript	2	3	5	5	5	5.00	Aldiano, Idjao, Mojon
		<i>As SRC Chairman</i>	Advises and corrects research outline and thesis/SP manuscript	2	1	5	5	5	5.00	Milan
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	2	2	5	5	5	5.00	Belza
	<b>PI 20:</b> Number of students from other academic departments conducting research activities served	<b>A 61.</b> Number of students from other academic depts conducting research activities served	Facilitates in assisting students from other academic depts conducting research activities							
	<b>PI 21:</b> Additional outputs	<b>A 62.</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	30	5	5	5	5.00	Project related, thesis, technical consultation etc.
		<b>A 63.</b> Number of on-line course ware developed and submitted :	Prepares on-line course ware							
		Supplemental learning resources	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	2	2	5	5	5	5.00	




MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	5	5	5	5	5.00	
<b>UMFO 6. GENERAL ADMINISTRATIVE AND SUPPORT SERVICES</b>										
	<b>PI 1:</b> Number of departments/institutes/offices supervised	<b>A 65.</b> Number of departments/institutes/offices supervised	Acts as head of office							
	<b>PI 2:</b> Number of management meetings conducted	<b>A 66.</b> Number of management meetings conducted	Presides departmental meetings							
	<b>PI 4:</b> Number of routinary documents acted	<b>A 68.</b> Number of routinary documents acted	Signs documents							
	<b>PI 5:</b> Number of requests acted	<b>A 69.</b> Number of requests acted	Approves requests							
	<b>PI 6:</b> Number of memoranda prepared	<b>A 70.</b> Number of memoranda prepared	Issues memoranda							
	<b>PI 9:</b> Percentage of submitted DTR within 20 days after the last day of the month	<b>A 73.</b> Percentage of submitted DTR within 20 days after the last day of the month	Submits DTR within 20 days after the last day of the month	100%	100%	5	5	5	5.00	
	<b>PI 10:</b> Percentage of complaints, if any, addressed on time	<b>A 74.</b> Percentage of complaints, if any, addressed on time	Addresses complaints on time (if any)							
	<b>PI 12:</b> Percentage of monthly accomplishment report submitted	<b>A 76.</b> Percentage of monthly accomplishment report submitted	Submits monthly accomplishment report							
	<b>PI 17:</b> Additional Outputs	<b>A 80.</b> Number of meetings attended	Attends meetings (departmental/institutional)		3	5	5	5	5.00	

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
		A 81. Other outputs implementing new normal	Served as tree planting coordinator	1	1	5	5	5	5.00	
	<b>Total Over-all Rating</b>								<b>110.00</b>	


<b>Average Rating</b>		<b>5.00</b>
<b>Additional Points:</b>		
<b>Approved Additional points (with copy of approval)</b>		
<b>FINAL RATING</b>		<b>5.00</b>
<b>ADJECTIVAL RATING</b>		<b>Outstanding</b>

<b>Comments &amp; Recommendations for Development Purposes</b>
Attend relevant trainings and seminars for CPD points, conduct research and publish research outputs

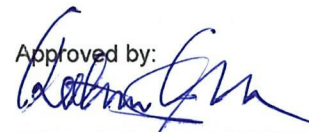
Evaluated & Rated by:

  
**MARK RYAN R. TRIPOLE**  
 Head, DoPAC  
 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
/	2 <sup>nd</sup>	
	3 <sup>rd</sup>	
	4th	

Name of Employee: JOTHAM LLOYD Y. ALEGRE

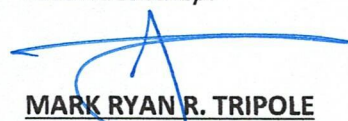
Head of Office: MARK RYAN R. TRIPOLE

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  Advised to take up MS in Chemistry as soon as the schedule in the FDP allows				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, prepare to go out for MS Chemistry studies				

*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
<b>MFO 3 Research Services</b>										
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
<b>MFO 4 Extension Services</b>										
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
<b>MFO 5 Support to Operations</b>										
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: **JOTHAM LLOYD Y. ALEGRE**

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 3.2 (2), ScTS 11c, Chem 140.1, Chem 127n, Chem 138.1
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: **JOTHAM LLOYD Y. ALEGRE**

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 1<sup>st</sup> 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. Leave to obtain MS Chemistry degree as soon as FDP allows.

Results: Meets the QS for tertiary instruction

Date: \_\_\_\_\_

Target Date: \_\_\_\_\_

Next Step:

\_\_\_\_\_

Outcome: \_\_\_\_\_

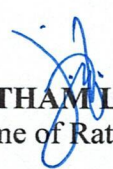
Final Step/Recommendation:

\_\_\_\_\_

Prepared by:

  
**MARK RYAN R. TRIPOLE**  
Head, DoPAC

Conforme:

  
**JOTHAM LLOYD Y. ALEGRE**  
Name of Ratee Faculty/Staff





## TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: ALEGRE, JOTHAM LLOYD Y.

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 115.2	PRINCIPLES OF CHEMISTRY (Laboratory)	LAB	5.00	Outstanding	100.0%
ESci 115a	CHEMISTRY FOR ENGINEERS (Lecture)	LEC	5.00	Outstanding	100.0%
Chem 120	ORGANIC CHEMISTRY (Lecture)	LEC	5.00	Outstanding	100.0%
ESci 115a	CHEMISTRY FOR ENGINEERS (Lecture)	LEC	5.00	Outstanding	100.0%
Chem 131	BIOCHEMISTRY (Lecture)	LEC	4.00	Very Satisfactory	80.0%
Chem 130f	GENERAL BIOCHEMISTRY (Lecture)	LEC	5.00	Outstanding	100.0%
Chem 115.2	PRINCIPLES OF CHEMISTRY (Laboratory)	LAB	5.00	Outstanding	100.0%
Chem 120	ORGANIC CHEMISTRY (Lecture)	LEC	5.00	Outstanding	100.0%
Chem 113.1	GENERAL INORGANIC CHEMISTRY (LABORATORY)	LAB	5.00	Outstanding	100.0%
Average Rating			4.89	Outstanding	97.78%

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:

ALEGRE, JOTHAM LLOYD Y.

Name and Signature of Faculty

Date: 05/24/24

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.