

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: **Jacob Glenn F. Jansalin**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.91 x 50 % =2.45	
b. Students (50%)		5.00 x 50 % =2.50	
Total for Instruction	75%	4.95	3.71
2. Research			
a. Client/Dir for Research		5 x 50%= 2.50	
b. Dept. Head/Center Director (50%)		5 x 50%= 2.50	
Total for Research	5%	5.00	0.25
3. Extension			
a. Client/Dir for		5 x 50% = 2.5	
b. Dept. Head/Center Director (50%)		5 x 50% = 2.5	
Total for Extension	5%	5.00	0.25
4. Administration	10%	5.00	0.50
5. Production	5%	5.00	0.25
TOTAL	100%		4.96

EQUIVALENT NUMERICAL RATING: 4.96

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.96

ADJECTIVAL RATING: Outstanding


Prepared by:


JACOB GLENN F. JANSALIN
Name of Faculty

Reviewed by:


CANDELARIO. CALIBO
Dean, CAS

Approved:


BEATRIZ S. BELONIAS
VP for Instructor

Journal of Management Inquiry 16(4)

1950-51 1951-52

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1992, 1993, 1994, 1995, 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 2158, 2159, 2160, 2161, 2162, 2163, 2164, 2165, 2166, 2167, 2168, 2169, 2170, 2171, 2172, 2173, 2174, 2175, 2176, 2177, 2178, 2179, 2180, 2181, 2182, 2183, 2184, 2185, 2186, 2187, 2188, 2189, 2190, 2191, 2192, 2193, 2194, 2195, 2196, 2197, 2198, 2199, 2200, 2201, 2202, 2203, 2204, 2205, 2206, 2207, 2208, 2209, 2210, 2211, 2212, 2213, 2214, 2215, 2216, 2217, 2218, 2219, 2220, 2221, 2222, 2223, 2224, 2225, 2226, 2227, 2228, 2229, 2230, 2231, 2232, 2233, 2234, 2235, 2236, 2237, 2238, 2239, 2240, 2241, 2242, 2243, 2244, 2245, 2246, 2247, 2248, 2249, 2250, 2251, 2252, 2253, 2254, 2255, 2256, 2257, 2258, 2259, 2260, 2261, 2262, 2263, 2264, 2265, 2266, 2267, 2268, 2269, 2270, 2271, 2272, 2273, 2274, 2275, 2276, 2277, 2278, 2279, 2280, 2281, 2282, 2283, 2284, 2285, 2286, 2287, 2288, 2289, 2290, 2291, 2292, 2293, 2294, 2295, 2296, 2297, 2298, 2299, 2300, 2301, 2302, 2303, 2304, 2305, 2306, 2307, 2308, 2309, 2310, 2311, 2312, 2313, 2314, 2315, 2316, 2317, 2318, 2319, 2320, 2321, 2322, 2323, 2324, 2325, 2326, 2327, 2328, 2329, 2330, 2331, 2332, 2333, 2334, 2335, 2336, 2337, 2338, 2339, 2340, 2341, 2342, 2343, 2344, 2345, 2346, 2347, 2348, 2349, 2350, 2351, 2352, 2353, 2354, 2355, 2356, 2357, 2358, 2359, 2360, 2361, 2362, 2363, 2364, 2365, 2366, 2367, 2368, 2369, 2370, 2371, 2372, 2373, 2374, 2375, 2376, 2377, 2378, 2379, 2380, 2381, 2382, 2383, 2384, 2385, 2386, 2387, 2388, 2389, 2390, 2391, 2392, 2393, 2394, 2395, 2396, 2397, 2398, 2399, 2400, 2401, 2402, 2403, 2404, 2405, 2406, 2407, 2408, 2409, 2410, 2411, 2412, 2413, 2414, 2415, 2416, 2417, 2418, 2419, 2420, 2421, 2422, 2423, 2424, 2425, 2426, 2427, 2428, 2429, 2430, 2431, 2432, 2433, 2434, 2435, 2436, 2437, 2438, 2439, 2440, 2441, 2442, 2443, 2444, 2445, 2446, 2447, 2448, 2449, 2450, 2451, 2452, 2453, 2454, 2455, 2456, 2457, 2458, 2459, 2460, 2461, 2462, 2463, 2464, 2465, 2466, 2467, 2468, 2469, 2470, 2471, 2472, 2473, 2474, 2475, 2476, 2477, 2478, 2479, 2480, 2481, 2482, 2483, 2484, 2485, 2486, 2487, 2488, 2489, 2490, 2491, 2492, 2493, 2494, 2495, 2496, 2497, 2498, 2499, 2500, 2501, 2502, 2503, 2504, 2505, 2506, 2507, 2508, 2509, 2510, 2511, 2512, 2513, 2514, 2515, 2516, 2517, 2518, 2519, 2520, 2521, 2522, 2523, 2524, 2525, 2526, 2527, 2528, 2529, 2530, 2531, 2532, 2533, 2534, 2535, 2536, 2537, 2538, 2539, 2540, 2541, 2542, 2543, 2544, 2545, 2546, 2547, 2548, 2549, 2550, 2551, 2552, 2553, 2554, 2555, 2556, 2557, 2558, 2559, 2560, 2561, 2562, 2563, 2564, 2565, 2566, 2567, 2568, 2569, 2570, 2571, 2572, 2573, 2574, 2575, 2576, 2577, 2578, 2579, 2580, 2581, 2582, 2583, 2584, 2585, 2586, 2587, 2588, 2589, 2590, 2591, 2592, 2593, 2594, 2595, 2596, 2597, 2598, 2599, 2600, 2601, 2602, 2603, 2604, 2605, 2606, 2607, 2608, 2609, 2610, 2611, 2612, 2613, 2614, 2615, 2616, 2617, 2618, 2619, 2620, 2621, 2622, 2623, 2624, 2625, 2626, 2627, 2628, 2629, 2630, 2631, 2632, 2633, 2634, 2635, 2636, 2637, 2638, 2639, 2640, 2641, 2642, 2643, 2644, 2645, 2646, 2647, 2648, 2649, 2650, 2651, 2652, 2653, 2654, 2655, 2656, 2657, 2658, 2659, 2660, 2661, 2662, 2663, 2664, 2665, 2666, 2667, 2668, 2669, 2670, 2671, 2672, 2673, 26

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DATE OF BIRTH: 1940-01-01

Mr. J. W. Davis

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INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **JACOB GLENN F. JANSALIN**, 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 **July 1 to December 31, 2018**.


JACOB GLENN F. JANSALIN

Ratee

Approved:


CANDELARIO L. CALIBO

CAS Dean

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 Services	PI 1. Full Teaching Equivalent (FTE)	Instruction	Chem 207	2	2	5	5	5	5	Graduate faculty
		PI 2. Number of graduate students advised	Instruction	Advise Master in Education major in Chemistry Students							
		PI 3: Number of GAC membership to graduate students	Instruction	Acted as GAC member	2	4	5	5	5	5	Gogo, Golong, Pugosa & Morales
MFO: 2	Higher Education Services	P 2.1 Full Teaching Equivalent (FTE)	Instruction	Teach Chem 151 lec, Chem 153 lec, Chem 110 lec, Chem 207 lec	8	13.65	5	5	5	5	Vacation-Sick Leave/ Dept. Head
		P2.2. Revised Course Outlines	Instruction	Revise course outlines	1	1	5	5	5	5	Chem 151
		P 2.3 Syllabi/Course Outline prepared/revised	Instruction	To develop course syllabi (OBE) format	2	2	5	5	5	5	Chem 157, 158
MFO: 3	Research Services	P3.1 Number of Awards received by student advisee	Research	student research							
		P 3.2 Number of research conducted	Research	Conducted approved and funded research	1	2	5	5	4	4.66667	Project leader-Survey & Chemical Characterization of Cinnamomum Species in Leyte Physico-chemical Characterization of Majors River Systems in Leyte Wood vinegar..
		P3.3 Number of research proposals prepared and submitted for VSU and other agencies	Research	Request research funding	1	1	5	5	5	5	
		P3.4. Amount of research fund generated from VSU and external agencies	Research fund generation	Generate fund for research	100K	100K	5	5	5	5	Project leader-Survey & Chemical Characterization of Cinnamomum Species in Leyte
		P3.5 Number of research completed	Research	Completed research within the prescribed period							
		P3.6 Number of groups or individuals mentored to conduct research	Research mentoring	Mentor groups or individuals to conduct research	1	2	5	5	5	5	2 High School groups (1 got 3rd place)
		Number of research paper submitted for publication		submits research paper for publication	1	1	5	5	5	5	Yu, M.A et al, ATR
		Number of seminars/workshops attended & facilitated	International								

			national		1	1	5	5	5	5	45th PSBMB Annual Convention
			regional								
			local/institutional		1	4	5	5	5	5	Scts, RQAT, HR-Prime, ASSERT
MFO: 4	Extension Services	P4.1 Number of individual beneficiaries served	Giving assistance to clientele	Accommodate individuals seeking assistance	2	2	5	5	5	5	
		P4.2. Number of group beneficiaries served	Giving assistance to clientele	Accommodate groups seeking assistance	1	2	5	5	5	5	HS Stbudents from Ormoc
		P4.3. Number of technical expert services conducted	Conducting technical expert services	Serve as on-call specialist in extension projects, panelist in RDE review, and a counterpart in the AACUP accreditation for BSChem	1	1	5	5	5	5	RDE
		P4.14Number of extension projects conducted and involved	Conducting extension activities	Conducts extension project	1	1	4	4	4	4	Enhancing Secondary and Senior High School Teachers Competencies in Teaching Sciences, Mathematics, Statistics and English
MFO: 5	Support to Operations	Faculty Development Services									
		Number of faculty pursuing advance research/degree programs facilitated, monitored & assisted	Faculty Devpt	Endorsed/Monitored faculty for Ph degree	1	3	5	5	5	5	AARamal. GCAIbarico & JGFJanslin
				Endorsed/Monitored faculty for MS degree	3	3	5	5	5	5	YASalas, KNSBandibas, YPLazona
				Recommends attendance of faculty & staff to seminars/trainings/workshops	2	2	5	5	5	5	AARamal. GCAIbarico & MALVillar
		P5. 1. Student advising and consultation servises	Support to students	Conducts special services to students	1	1	4	4	4	4	Tutorials for BSChem students
		P5. 2. Number of hours spent on student thesis outline/manuscript/special problem consultation	Support to Students	Record the number of hours spent on student consultation regarding thesis outline	20	40	5	5	5	5	All BSChem , BS AgChem & B Biotech students
		PI. 3Number of hours spent on student consultations	Support to Students	Record the number of hours spent on student consultation regarding subject matter	20	20	5	5	5	5	shifters & transferess students
		P5.3. Number of student thesis outline advised	Support to Students	Advise BSChem, BSBiotech, students as	4	4	5	5	5	5	Fernandez, Serano etc.
				as adviser	2	5	5	5	5	5	JRAragon, AMCDimas, AMOFernandez, AVSerano, SBManapsal, JFNayga, CJMParac & NJPRamal , RParis
				co-adviser	1	2	4	4	4	4	BSChem & BSBiotech
				chair , SRC	2	2	5	5	5	5	BSChem & BSBiotech
				member, SRC	3	3	5	5	5	5	BSChem & BSBiotech

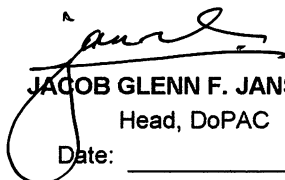
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Average Rating (Total Over-all rating divided by 6)		4.91
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.91
ADJECTIVAL RATING		


Comments & Recommendations for Development Purpose:

Keep up the good work despite limited resources -


Evaluated & Rated by:


JACOB GLENN F. JANSALIN
 Head, DoPAC
 Date: _____

Recommending Approval:


CANDELARIO L. CALIBO
 Dean, CAS
 Date: _____

Approved by:


BEATRIZ S. BELONIAS
 VP for Instruction
 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: JACOB GLENN F. JANSALIN

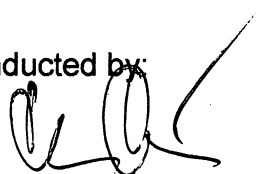
Head of Office: CANDELARIO L. CALIBO

Number of Personnel: 14 Faculty & 5 Admin

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	Advise him to give ample time to complete his PhD program with a time table to follow.				
Coaching					Keep up w/ "O" teaching performance

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

Conducted by:



CANDELARIO L. CALIBO
Immediate Supervisor

Noted



BEATRIZ S. BELONIAS
Next Higher Supervisor

091142 - 09443990 - 0510 to 1000

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1. Name of the person or organization	2. Address	3. City	4. State	5. Zip
6. Phone number	7. Fax number	8. E-mail address	9. Website	10. Other contact information
<p>11. Description of the project or activity</p> <p>12. Dates of the project or activity</p> <p>13. Budget</p> <p>14. Other relevant information</p>				

100-443887-100

1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 2158, 2159, 2160, 2161, 2162, 2163, 2164, 2165, 2166, 2167, 2168, 2169, 2170, 2171, 2172, 2173, 2174, 2175, 2176, 2177, 2178, 2179, 2180, 2181, 2182, 2183, 2184, 2185, 2186, 2187, 2188, 2189, 2190, 2191, 2192, 2193, 2194, 2195, 2196, 2197, 2198, 2199, 2200, 2201, 2202, 2203, 2204, 2205, 2206, 2207, 2208, 2209, 2210, 2211, 2212, 2213, 2214, 2215, 2216, 2217, 2218, 2219, 2220, 2221, 2222, 2223, 2224, 2225, 2226, 2227, 2228, 2229, 2230, 2231, 2232, 2233, 2234, 2235, 2236, 2237, 2238, 2239, 2240, 2241, 2242, 2243, 2244, 2245, 2246, 2247, 2248, 2249, 2250, 2251, 2252, 2253, 2254, 2255, 2256, 2257, 2258, 2259, 2260, 2261, 2262, 2263, 2264, 2265, 2266, 2267, 2268, 2269, 2270, 2271, 2272, 2273, 2274, 2275, 2276, 2277, 2278, 2279, 2280, 2281, 2282, 2283, 2284, 2285, 2286, 2287, 2288, 2289, 2290, 2291, 2292, 2293, 2294, 2295, 2296, 2297, 2298, 2299, 2300, 2301, 2302, 2303, 2304, 2305, 2306, 2307, 2308, 2309, 2310, 2311, 2312, 2313, 2314, 2315, 2316, 2317, 2318, 2319, 2320, 2321, 2322, 2323, 2324, 2325, 2326, 2327, 2328, 2329, 2330, 2331, 2332, 2333, 2334, 2335, 2336, 2337, 2338, 2339, 2340, 2341, 2342, 2343, 2344, 2345, 2346, 2347, 2348, 2349, 2350, 2351, 2352, 2353, 2354, 2355, 2356, 2357, 2358, 2359, 2360, 2361, 2362, 2363, 2364, 2365, 2366, 2367, 2368, 2369, 2370, 2371, 2372, 2373, 2374, 2375, 2376, 2377, 2378, 2379, 2380, 2381, 2382, 2383, 2384, 2385, 2386, 2387, 2388, 2389, 2390, 2391, 2392, 2393, 2394, 2395, 2396, 2397, 2398, 2399, 2400, 2401, 2402, 2403, 2404, 2405, 2406, 2407, 2408, 2409, 2410, 2411, 2412, 2413, 2414, 2415, 2416, 2417, 2418, 2419, 2420, 2421, 2422, 2423, 2424, 2425, 2426, 2427, 2428, 2429, 2430, 2431, 2432, 2433, 2434, 2435, 2436, 2437, 2438, 2439, 2440, 2441, 2442, 2443, 2444, 2445, 2446, 2447, 2448, 2449, 2450, 2451, 2452, 2453, 2454, 2455, 2456, 2457, 2458, 2459, 2460, 2461, 2462, 2463, 2464, 2465, 2466, 2467, 2468, 2469, 2470, 2471, 2472, 2473, 2474, 2475, 2476, 2477, 2478, 2479, 2480, 2481, 2482, 2483, 2484, 2485, 2486, 2487, 2488, 2489, 2490, 2491, 2492, 2493, 2494, 2495, 2496, 2497, 2498, 2499, 2500, 2501, 2502, 2503, 2504, 2505, 2506, 2507, 2508, 2509, 2510, 2511, 2512, 2513, 2514, 2515, 2516, 2517, 2518, 2519, 2520, 2521, 2522, 2523, 2524, 2525, 2526, 2527, 2528, 2529, 2530, 2531, 2532, 2533, 2534, 2535, 2536, 2537, 2538, 2539, 2540, 2541, 2542, 2543, 2544, 2545, 2546, 2547, 2548, 2549, 2550, 2551, 2552, 2553, 2554, 2555, 2556, 2557, 2558, 2559, 2560, 2561, 2562, 2563, 2564, 2565, 2566, 2567, 2568, 2569, 2570, 2571, 2572, 2573, 2574, 2575, 2576, 2577, 2578, 2579, 2580, 2581, 2582, 2583, 2584, 2585, 2586, 2587, 2588, 2589, 2590, 2591, 2592, 2593, 2594, 2595, 2596, 2597, 2598, 2599, 2600, 2601, 2602, 2603, 2604, 2605, 2606, 2607, 2608, 2609, 2610, 2611, 2612, 2613, 2614, 2615, 2616, 2617, 2618, 2619, 2620, 2621, 2622, 2623, 2624, 2625, 2626, 2627, 2628, 2629, 2630, 2631, 2632, 2633, 2634, 2635, 2636, 2637, 2638, 2639, 2640, 2641, 2642, 2643, 2644, 2645, 2646, 2647, 2648, 2649, 2650, 2651, 2652, 2653, 2654, 2655, 2656, 2657, 2658, 2659, 2660, 2661, 2662, 2663, 2664, 2665, 2666, 2667, 2668, 2669, 2670, 2671, 2672, 2673, 2674, 2675, 2676, 2677, 2678, 26

10/10/2016

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02-20-1054-10340
TO: HON. J. H. HARRIS

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **JACOB GLENN F. JANSALIN**

Performance Rating: Outstanding

Aim: Finalize PhD dissertation proposal

Proposed Interventions to Improve Performance:

Date: September 2018 Target Date: December 2018

First Step: Reduce teaching load/assign or train younger faculty by acting as OIC in his absence

Result:

Date: Target

Next Step:

Outcome: Conferred with his PhD Good Adviser for final dissertation proposal/schedule of activities to be conducted

Final Step/Recommendation: Enrolled at USC

Prepared by:



CANDELARIO L. CALIBO
Unit Head

Conforme:



JACOB GLENN F. JANSALIN
Name of Ratee Faculty