

# Exhibit K

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

Name of Faculty Member: **KEVIN NICK S. 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 50%	2.48
b. Students (50%)	50%	<del>4.29</del> x 50%	<del>2.15</del> 2.16
Total for Instruction		4.93	
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL			<del>4.62</del> 4.64

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

~~4.62~~ 4.64  
0

Prepared by:

**KEVIN NICK S. BANDIBAS**

Name of Faculty

Reviewed by:

**ELIZABETH S. QUEVEDO**

Department Head

Recommending Approval:

**MA. THERESA P. LORETO**

Dean/Director

Approved:

**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, KEVIN NICK S. 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 2022.

  
**KEVIN NICK S. BANDIBAS**

Instructor I

Date:

Approved:

  
**ELIZABETH S. QUEVEDO**

Department Head

Date: 7/8/2022

  
**MA. THERESA P. LORETO**

College Dean

Date:

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	21.15	5	5	5	5.00	Chem 113m PhSc 105 PhSc 105.1 Chem 200a3 Chem 200a1 Chem 200.1
		A10. Number of grade sheets submitted within prescribed period	Prepared gradesheet and submitted on or before deadline	3	8	5	5	5	5.00	Chem 113m (1) PhSc 105 (2) PhSc 105.1 (2) Chem 200a3 (1) Chem 200a1 (1) Chem 200.1 (1)
		A13. Number of long examinations administered and checked	Administered and checked long examination for subjects taught	6	8	5	5	5	5.00	Chem 113m (4) PhSc 105 (4)



	<b>A14 . Number of quizzes administered and checked</b>	Prepared and checked quizzes for lec and lab	15	49	5	5	5	5.00	Chem 113m (23) PhSc 105 (23) PhSc 105.1 (3)
	<b>A15 . Number of lab reports and term papers checked and graded</b>	Checked lab reports submitted as required	5	9	5	5	5	5.00	PhSc 105.1 (9)
<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	<i>Acted as academic adviser to students</i>	40	41	5	5	5	5.00	3rd year BSChem students
	<b>A17 . Number of students advised on thesis/ field practice/special problem:</b>	As Thesis Adviser	2	6	5	5	5	5.00	SMPCanizares IMMLaude SMVSalagao JMMTajos EANegad Jr. LMTJaducan
	<i>As SRC Chairman</i>	Advised and corrected research outline and thesis/SP manuscript	1	4	5	5	5	5.00	AMBJavier CFTOronan DVMPitlo RMJTan
	<i>As SRC Member</i>	Advised and corrected research outline and thesis/SP manuscript	1	1	5	4	5	4.67	RMCMoceno
	<b>A18 . Number of students entertained for consultation purposes</b>	Entertained students consulting on subject taught, thesis and grades	50	100	5	5	5	5.00	BSEd-Science BS Applied Physics BS Math BSChem
<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19 . Number of Student organizations advised</b>	<i>Advised student organizations recognized by USOO</i>							
	<b>A20 . Number of Student organizations assisted on student related activities</b>	<i>Assisted student organizations in implementing student related activities</i>							
<b>PI 10:</b> Number of instructional materials developed *	<b>A 21 :</b> Number of on-line course ware developed and submitted :	Prepared and submitted for review by the Technical Review Panel							

		On-line ready courseware	Prepared Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepared Power Point presentation, video clips, and reading assignments depending on course taught	15	20	5	5	5	5.00	Chem 113m (10) PhSc 105 (10)
		Assessment tools	Prepared assessment tools such as long exam, quizzes, problems sets, etc.	21	57	5	5	5	5.00	Chem 113m (27) PhSc 105 (27) PhSc 105.1 (3)
		<b>A 24</b> : Number of virtual classroom created and operational	Created virtual classroom using either Moodle or Google Classroom	3	5	5	5	5	5.00	Chem 113m PhSc 105 PhSc 105.1 Chem 200a3 Chem 200a1
<b>UMFO 3 . RESEARCH SERVICES</b>										
<b>UMFO 4. EXTENSION SERVICES</b>										
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
	<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>									
<b>UMFO 6. General Admin. &amp; Support Services</b>										
	<b>Total Over-all Rating</b>								64.67	
	<b>Average Rating</b>								4.97	
	<b>Adjectival Rating</b>								o	

Evaluated & Rated by:



ELIZABETH S. QUEVEDO

Department Head

Date: 7/8/2022

Recommending Approval



MA. THERESA P. LORETO

Dean, CAS

Date:

Approved by:



BEATRIZ S. BELONIAS

Vice President for Academic Affairs

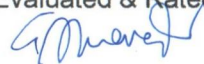
Date:

Average Rating (Total Over-all rating divided by 4)		4.97
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.97
ADJECTIVAL RATING		0

Comments & Recommendations for Development Purpose:

Finish the MS in Chemistry

Evaluated & Rated by:



**ELIZABETH S. QUEVEDO**

Head, DoPAC

Date: 7/8/2007

Recommending Approval:

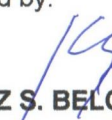


**MA. THERESA P. LORETO**

Dean, CAS

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

Approved by:



**BEATRIZ S. BELONIAS**

VP for Academic Affairs

1-Quality

2- Efficiency

3- Timeliness

4- Average



## PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Employee: KEVIN NICK S. BANDIBAS


Head of Office: ELIZABETH S. QUEVEDO

Number of Personnel: 1

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	Ensure that online synchronous classes are held regularly; Moodle Classrooms are created; Teaching and Learning materials are uploaded to the Moodle Classrooms; Advised to finish the MS program the soonest time possible				April 2022
Coaching	Advised to give more real time activities to encourage students' participation during online classes				

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

Conducted by:

  
ELIZABETH S. QUEVEDO  
 Immediate Supervisor

Noted:

  
MA. THERESA P. LORETO  
 Next Higher Supervisor

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: KEVIN NICK S. BANDIBAS

Performance Rating: \_\_\_\_\_

Aim: Aspire for an outstanding student rating in all subjects taught

Proposed Interventions to Improve Performance:

Date: July, 2022

Target Date: December, 2022

First Step:

Prepare and update learning materials for chemistry subjects to be taught in the 1st Semester AY 2022-2023, hold synchronous classes regularly, follow up student performance constantly and finish MS in Chemistry the soonest time possible

Results:

Meets the QS for tertiary instruction

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

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

Next Step:

\_\_\_\_\_  
\_\_\_\_\_

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

Final Step/Recommendation:

\_\_\_\_\_


Prepared by:



ELIZABETH S. QUEVEDO

Unit Head

Conforme:

  
KEVIN NICK S. BANDIBAS  
Name of Ratee Faculty/Staff