

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

Name of Faculty Member: RAFAEL JUNNAR P. DUMALAN

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.76x50%= 2.38	
b. Students (50%)		4.57x50%=2.285	
Total for Instruction	100%	4.665	4.665
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	100%		4.665

EQUIVALENT NUMERICAL RATING: 4.665  
 Add: Additional Points, if any: none  
 TOTAL NUMERICAL RATING: 4.665

ADJECTIVAL RATING: OUTSTANDING


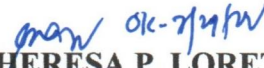
Prepared by:

Reviewed by:

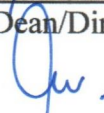
  
RAFAEL JUNNAR P. DUMALAN  
 Name of Faculty

  
ANALYN M. MAZO  
 Department Head

Recommending Approval:

   
MA. THERESA P. LORETO  
 Dean/Director

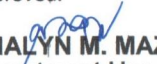
Approved:


  
BEATRIZ S. BELONIAS  
 Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Rafael Junnar P. Dumalan, a faculty member of the DEPARTMENT OF BIOLOGICAL SCIENCES commit to the deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period January - June 2022.

  
**RAFAEL JUNNAR P. DUMALAN**  
 Instructor I  
 Date: 07-12-22

Approved:  
  
**ANALYN M. MAZO**  
 Department Head  
 Date: 7/27/22

  
**MA. THERESA P. LORETO**  
 College Dean  
 Date: 7/28/22

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 *	A 9. Actual Faculty's FTE	Handles and teaches lectures: Biol198n, MarB138, MarB 110 and ScTS 11b; laboratory: MarB138, MarB110	4 Subjects: Biol 198n (20 students); MarB 110 (16 students); MarB 138 (23 students); ScTS 11b (60 students)	4 Subjects complied (about 60% is accomplished for Jan-June 2022)	5	5	4	4.67	Target is for Jan-Dec 2022
		A 10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4 (Subjects)	1 (Midterm and Final Grades for ScTS 11b)	5	5	4	4.67	Accomplishment is from Jan-June 2022
		A 11. 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	4 (Deferred grades)	75 (Def grades Zool 11); 3 (Def grades MarB 111)	5	5	4	4.67	Deferred students in Zool 11 and Marb 111 from the 1st Sem SY 2021-2022 (Jan-June Accomplishment)
		A 12. Number of trainings attended related to instruction	Attend mandated trainings	2	12	5	5	5	5.00	Accomplishment is from Jan-June 2022
		A 13. Number of long examinations administered and checked	Administers and checks long examination for Biol198n, MarB138, MarB110 and ScTS 11b	3	7 (Major Exams)	5	5	4	4.67	Midterm and Final Exams: MarB138, MarB110 and ScTS 11b; Draft Manuscript and Defense: Biol 198n

		<b>A 14.</b> Number of quizzes administered and checked	<i>Prepares and checks quizzes for lecture (Biol198n, MarB138 and ScTS 11b) and lab (MarB138; MarB 110)</i>	50 (lecture) 10 (laboratory)	37 (lecture) 8 (laboratory)	5	5	4	4.67	Lecture: based on Learning Tasks and Assessments (ScTS 11b, Marb 138, MarB 110)
		<b>A 15.</b> Number of lab reports and term papers checked and graded	<i>Checks lab reports for MarB138 (5); MarB 112 (5) and Thesis Proposal (Biol198n)</i>	10 (lab reports) and 10 (term papers/ manuscripts)	5 (lab reports) and 20 (term papers)	5	5	4	4.67	Laboratory: based on Laboratory exercises (Marb 138, MarB 110); based on Draft Manuscripts (Biol198n)
	<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	<i>Acts as academic adviser to students</i>	10	25	5	5	5	5.00	Accomplishment is from Jan-June 2022



		<b>A17.</b> Number of students advised on thesis/ field practice/special problem:	Advises and corrects research outline and thesis/SP manuscript	5	9	5	5	5	5.00	As Thesis Adviser
		As SRC Chairman	Advises and corrects research outline and thesis/SP manuscript	2	1	5	5	4	4.67	As SRC-Chairman
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	5	5	5	5	5.00	As SRC-Member
		<b>A 18.</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	32	5	5	5	5.00	Accomplishment is from Jan-June 2022
	<b>PI 10:</b> Number of instructional materials developed*	<b>A 21.</b> Number of on-line ready course ware developed and submitted	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	2	5	5	4	4.67	Accomplishment is for Biol 198n; MarB 110; MarB 138; ScTS 11b
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	4	5	5	4	4.67	Accomplishment is for Biol 198n; MarB 110; MarB 138; ScTS 11b
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	4	5	4	5	4.67	Accomplishment is for Biol 198n; MarB 110; MarB 138; ScTS 11b
		<b>A 23.</b> Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	1	4	5	5	4	4.67	Accomplishment is for Biol 198n; MarB 110; MarB 138; ScTS 11b
		<b>A 24.</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	2	4	5	5	4	4.67	Accomplishment is for Biol 198n; MarB 110; MarB 138; ScTS 11b
<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>PI 8.</b> Compliance to all	<b>A 44.</b> Compliance to all requirements of	Ensures that all the QMS core		zero non-conformity					
		<b>A 45.</b> Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools		100% compliant					
		On program accreditations								
		On institutional accreditations								

UMFO 6. General Admin. & Support Services (GASS)									
	PI 2. Zero percent	A 46. Customerly friendly frontline	Provides customer friendly		zero % complaint				
	Total Over-all							81.00	
	Average Rating							4.76	
	Adjectival Rating							Outstanding	
<b>Comments &amp; Recommendations for Development</b> <b>Purpose:</b> More research involvement									

Evaluated & Rated by:

*grm*  
ANALYN M. MAZO

Department Head

Date: *7/27/2012*

Recommending Approval

*for: grm - ok*  
MA. THERESA P. LORETO

Dean, CAS

Date: *7/28/2012*

Approved by:

*Qu.*  
BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: *7-28-12*

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Rafael Junnar P. Dumalan

Performance Rating: Outstanding

Aim: More research related to physical and chemical oceanography

Proposed Interventions to Improve Performance: Conduct research on physical/chemical oceanography if possible

Date: January 2022 Target Date: December 2022

First Step:

Integrate aspects on physical and chemical oceanography to approved research if there is

Result:


Date: Jan 2022 Target Date: December 2022

Next Step:

Outcome:

Final Step/Recommendation:

Prepared by:

  
**ANALYN M. MAZO**  
Unit Head

Conforme:

  
**RAFAEL JUNNAR P. DUMALAN**  
Instructor