

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **ALLAN A. RAMAL**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	50%	4.9375 x 50%	2.46875
b. Students (50%)	50%	4.3 x 50%	2.150
Total for Instruction	100%		4.61875
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			4.61875

EQUIVALENT NUMERICAL RATING: 4.62

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.62

ADJECTIVAL RATING: Outstanding

Prepared by:

ALLAN A. RAMAL

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

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Allan A. Ramal, a faculty member of the DEPARTMENT OF PURE AND APPLIED CHEMISTRY delivered and agreed to be rated on the attainment of the following targets in accordance with the indicated measures for the period JANUARY-JUNE, 2023.

afoney
ALLAN A. RAMAL
Associate Professor V
Date: *7/4/23*

Approved: *Elizabeth S. Quevedo*
ELIZABETH S. QUEVEDO
Department Head
Date: *7/4/23*

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MA. THERESA P. LORETO
College Dean
Date: *JUL 07 2023*

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	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											
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE		Handled subjects/courses assigned	1	1.25	5	5	5	5.00	Chem 209 (1st sem)
	PI 8: Number of graduate students advised *	A2. Number of students advised		Acts as academic adviser to graduate students							
		A3 . Number of students advised on thesis/special problem/dissertation									
		As GAC Chairman		Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member		Advises and corrects research outline and thesis/SP/dissertation manuscript							
		A4 . Number of students entertained for consultation purposes		Entertained students seeking consultation with faculty	4	5	5	5	5	5.00	Chem 209 students plus graduating Mchem students

	PI 9: Number of instructional materials developed *	A5. Number of on-line ready coursewares developed and submitted for review		Converts the existing instructional materials into flexible learning systems							
		On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources		Prepared Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	3	5	5	5	5.00	Chem 209 topics
		Assessment tools		Prepared assessment tools such as long exam, quizzes, problems sets, etc.	2	2	5	5	5	5.00	Chem 209 final and 1 long exams
		A 6 : 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							
		A 7 : Number of virtual classroom created and operational		Created virtual classroom using either Moddle or Google Classroom	1	1	5	5	5	5.00	Chem 209 google classroom
	PI 10. Additional outputs:	<u>A 8. Other outputs implementing the new normal due to covid 19</u>		Designs experiential learning activities and other outputs to implement new normal							
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 teaches courses assigned	16	27.9	5	5	5	5.00	Chem 148, chem 148.2, chem 143.1, Envi 120, SCTS 11 Chem 194

	A10. Number of grade sheets submitted within prescribed period	Preparation	Prepared gradesheet and submits on or before deadline	5	10	5	5	5	5.00	Chem 209, Chem 149 (2), Chem 149.1 (2), chem 172, ESCI 115 (4)
	A11. Number of INC forms with grade submitted within prescribed period		Facilitated students in their completion of the subject and submits completion forms with grade within prescribed period	1	1	5	5	5	5.00	Mr. Enad in Chem 200a2
	A12. Number of trainings attended related to instruction	Trainings attended	Attends mandated trainings							
	A13. Number of long examinations administered and checked	exam prep	Administered and checked long examination for subjects taught	20	24	5	5	5	5.00	Chem 148, Chem 148.2, chem 143.1, Envi 120, SCTS 11
	A14. Number of quizzes administered and checked		Prepared and checks quizzes for lec and lab	20	25	5	5	5	5.00	Chem 148, Chem 148.2, chem 143.1, Envi 120, SCTS 11
	A15. Number of lab reports and term papers checked and graded		Checked lab reports and term papers submitted as required	20	80	5	5	5	5.00	Chem 148.2, chem 143.1, Envi 120
PI 8: Number of students advised: *	A16. Number of students advised:		Acted as academic adviser to students	4	6	5	5	5	5.00	Mr. Enad, Mr. Aldamia, Mr. Napiere, Ms. Arradaza Ms. Necio, Mr. Sosmena
	A17. Number of students advised on thesis/ field practice/special problem:			4	6	5	5	5	5.00	Mr. Enad, Mr. Aldamia, Mr. Napiere, Ms. Arradaza Ms. Necio, Mr. Sosmena
	As SRC Chairman	Advising/correction	Advised, and corrected research outline and thesis/SP manuscript	5	6	5	5	5	5.00	Mr Bugtas, Mr. Ruba, Ms. Aluta, Mr Bation, Ms Arellano, Mr. Wenceslao
	As SRC Member	Advising/correction	Advised and corrected research outline and thesis/SP manuscript	5	5	5	5	5	5.00	Mr. Omandam, Mr. sacay, Mr Arcilla, Ms. Batistil, Ms Matuguina
	A18. Number of students entertained for consultation purposes		Entertained students consulting on subject taught, thesis and grades	40	100	5	5	5	5.00	Chem 148, chem 148.2, chem 143.1, Envi 120, SCTS 11 Chem 194
PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised		Advises student organizations recognized by USOO							
	A20. Number of Student organizations assisted on student related activities		Assisted student organizations in implementing student related activities	1	1	5	5	5	5.00	VSU ChemSOC

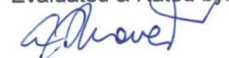
PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :		Prepares and submits for review by the Technical Review Panel							
	On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof							
	Supplemental learning resources		Prepared Power Point presentation, video clips, movie clips, reading assignments depending on course taught	10	25	5	5	5	5.00	Chem 148, chem 148.2, chem 143.1, Envi 120, SCTS 11 Chem 194
	Assessment tools		Prepared assessment tools such as long exam, quizzes, problems sets, etc.	10	20	5	5	5	5.00	Chem 148, chem 148.2, chem 143.1, Envi 120, SCTS 11 Chem 194
	A 23 : 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							
	A 24 : Number of virtual classroom created and operational		Created virtual classroom using either Moodle or Google Classroom	3	6	5	5	5	5.00	6 google classrooms, 6 FB chat groups
PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:									
	Program accreditation/evaluation		Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	1	6	5	5	5	5.00	Obedized syllabi in Chem 194, chem 172, chem 149, chem 149.1, chem 148 and chem 148.2
	Agency/firm/Industry linkages		Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
	A 26. Other outputs implementing the new normal due to covid 19		Designs experiential learning activities and other outputs to implement new normal							
	A.27. Awards received		International/National/Regional awards received							

UMFO 3 . RESEARCH SERVICES										
UMFO 4. EXTENSION SERVICES										
UMFO 5. SUPPORT TO OPERATIONS										
OVPI MFO 4. Program and Institutional Accreditation Services										
UMFO 6. General Admin. & Support Services (GASS)										
Total Over-all Rating									105.00	
Average Rating										
Additional Points:										
Approved Additional points (with copy of approval)										
FINAL RATING										
ADJECTIVAL RATING										

Comments & Recommendations for Development Purposes

- Finish the PhD in Chemistry program;
- Commitments on trainings/webinars/workshops should be met

Evaluated & Rated by:


ELIZABETH S. QUEVEDO

Department Head

Date: 7/4/23

Recommending Approval


MA. THERESA P. LORETO
 Dean, College of Arts & Sciences

Date: JUL 07 2023

Approved by:


BEATRIZ S. BELONIAS
 Vice President for Academic Affairs

Date: 7/10/23

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Employee: ALLAN A. RAMAL

Head of Office: ELIZABETH S. QUEVEDO

Number of Personnel: 1

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	Advised to finish his PhD program the soonest time possible; Stay within VSU campus for early and safe reporting to work; On-time submission of DTR; TPES results				March 27, 2023
Coaching	Report to work regularly; Log in/out the biometrics religiously; submit monthly DTR on time; Improve Satisfactory TPES results to outstanding by holding class regularly and follow up students progress				

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: ALLAN A. RAMAL

Performance Rating: Very Satisfactory

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

Proposed Interventions to Improve Performance:

Date: July, 2023

Target Date: December, 2023

First Step:

Prepare and update learning materials for assigned chemistry subjects in the 1st Semester AY 2023-2024; hold classes regularly and on time for assigned chemistry subjects 1st Semester AY 2023-2024; implement planned activities on time; submit research and extension proposal; and finish PhD in Chemistry program the soonest time possible

Results:

Date: _____

Target Date: _____

Next Step:

Outcome: _____

Final Step/Recommendation:

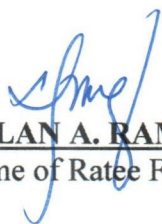
Prepared by:



ELIZABETH S. QUEVEDO

Unit Head

Conforme:



ALLAN A. RAMAL

Name of Ratee Faculty/Staff