

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **MERVIN JUNE B. GASATAN**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	50%	4.92 x 50%	2.46
b. Students (50%)	50%	3.40 x 50%	1.70
Total for Instruction		F	F
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			4.16 F

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

Prepared by:

MERVIN JUNE B. GASATAN

Name of Faculty

Reviewed by:

ELIZABETH S. QUEVEDO

Department Head

Recommending Approval:

MA. THERESA P. LORETO

Dean

Approved:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MERVIN JUNE B. GASATAN, 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 JULY TO DECEMBER 2021.

MERVIN JUNE B. GASATAN

Instructor

Date:

Approved:

ELIZABETH S. QUEVEDO

Department Head

Date: 1/18/2022

MA. THERESA P. LORETO

College Dean

Date: 2/8/2022

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicator 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	29.75	5	5	5	5.00	Chem 113.2 (1), ESci115a (3), Chem 120 (2), & Chem 132b (3)
		A10. Number of grade sheets submitted within prescribed period	Prepared gradesheet and submitted on or before deadline	9	9	5	5	5	5.00	Chem 113.2 (1), ESci115a (3), Chem 120 (2), & Chem 132b (3)
		A13. Number of long examinations administered and checked	Administered and checked long examination for subjects taught	9	18	5	5	5	5.00	Chem 113.2 (2), ESci115a (6), Chem 120 (4), & Chem 132b (6)
		A14. Number of quizzes administered and checked	Prepared and checked quizzes for lec and lab	50	50	5	5	5	5.00	Chem 113.2 (10), ESci115 (15), Chem 120 (10), & Chem 132b (15)
		A15. Number of lab reports and term papers checked and graded	Checked lab reports and term papers submitted as required	15	20	5	5	5	5.00	Chem 113.2 (20)

	PI 8: Number of students advised: *	A16. Number of students advised:	<i>Acted as academic adviser to students</i>							
		A17. Number of students advised on thesis/ field practice/special problem:								
		<i>As Adviser</i>	Advised and corrected research outline and thesis/SP manuscript	5	5	5	5	4	4.67	
		<i>As SRC Chairman</i>	Advised and corrected research outline and thesis/SP manuscript	5	5	5	5	4	4.67	
		<i>As SRC Member</i>	Advised and corrected research outline and thesis/SP manuscript	5	5	5	5	4	4.67	
		A18. Number of students entertained for consultation purposes	Entertained students consulting on subject taught, thesis and grades	50	75	5	5	5	5.00	BSABE, BSCE, BSME, BS MarBio and BSA
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	<i>Advised student organizations recognized by USOO</i>							
		A20. Number of Student organizations assisted on student related activities	<i>Assisted student organizations in implementing student related activities</i>							
	PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :	Prepared and submitted for review by the Technical Review Panel							
		<i>On-line ready courseware</i>	<i>Prepared instructional module/laboratory guide/workbook or a combination thereof</i>							
		Supplemental learning resources	Prepared Power Point presentation, video clips, movie clips, reading assignments depending on course taught	50	70	5	5	5	5.00	Chem 113.2 (15), ESci115a (20), Chem 120 (15), & Chem 132b (20)
		<i>Assessment tools</i>	Prepared assessment tools such as long exam, quizzes, problems sets, etc.	50	70	5	5	5	5.00	Chem 113.2 (15), ESci115a (20), Chem 120 (15), & Chem 132b (20)

		A 24 : Number of virtual classroom created and operational	Created virtual classroom using either Moddle or Google Classroom	9	9	5	5	5	5.00	Google Classrooms: Chem 113.2 (1), ESci115a (3), Chem 120 (2), & Chem 132b (3)
UMFO 3 . RESEARCH SERVICES										
UMFO 4. EXTENSION SERVICES										
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 4. Program and Institutional Accreditation Services									
	PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensured that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero non-conformity						
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepared required documents and complied all requirements as prescribed in the accreditation tools	100% compliant						
		On program accreditations								
		On institutional accreditations								
UMFO 6. General Admin. & Support Services										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provided customer friendly frontline services to clients	Zero % complaint						
	Total Over-all Rating								59.01	
	Average Rating								4.92	
	Adjectival Rating								VS	

Evaluated & Rated by:

Elizabeth S. Quevedo
ELIZABETH S. QUEVEDO
 Department Head
 Date: 1/18/2022

Recommending Approval

MA. Theresa P. Loreto
MA. THERESA P. LORETO
 Dean, CAS
 Date: 2/8/2022

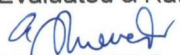
Approved by:

Beatriz S. Belonias
BEATRIZ S. BELONIAS
 Vice President for Instruction
 Date: 2/17/22

Average Rating (Total Over-all rating divided by		4.92
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.92
ADJECTIVAL RATING		0

Comments and Recommendation for Development Purpose:
Pursue MS in Chemistry

Evaluated & Rated by:


ELIZABETH S. QUEVEDO

Head, DoPAC

Date: _____

Recommending Approval:


MA. THERESA P. LORETO

Dean, CAS

Date: 2/8/2022

Approved by:


BEATRIZ S. BELONIAS

VP for Academic Affairs

Date: 2/12/22

1- Quality 2 - Efficiency 3 - Timeliness 4 - Average

PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2nd	
<input checked="" type="checkbox"/>	3rd	
<input checked="" type="checkbox"/>	4th	

Name of Employee: MERVIN JUNE B. GASATAN

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; Teaching and Learning materials are available to students all the time in the Moodle Classrooms				August 24, 2021
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:

Noted:


ELIZABETH S. QUEVEDO
 Immediate Supervisor


MA. THERESA P. LORETO
 Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MERVIN JUNE B. GASATAN

Performance Rating: _____

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

Proposed Interventions to Improve Performance:

Date: January, 2022

Target Date: June 2022

First Step:

Prepare and update learning materials for assigned chemistry subjects 2nd Semester AY 2021-2022, hold synchronous classes and follow up performance of students regularly in all subjects to be taught

Results:

Date: _____


Target Date: _____

Next Step:

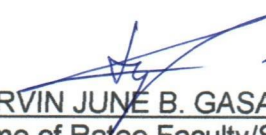
Outcome: _____

Final Step/Recommendation:

Prepared by:


ELIZABETH S. QUEVEDO
Head, DoPAC

Conforme:


MERVIN JUNE B. GASATAN
Name of Ratee Faculty/Staff