

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: RAFEL JUNNAR DUMULAN^A

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
26. Instruction			
w. Head/Dean (50%)		4.80x100% = 4.80	
x. Students (50%)			
Total for Instruction	100%	4.80	4.80
27. Research			
w. Client/Dir. for Research (50%)			
x. Dept. Head/Center Director (50%)			
Total for Research			
28. Extension			
y. Client/Dir. For Extension (50%)			
z. Dept Head/Center Director (50%)			
Total for Extension			
29. Administration			
30. Production			
TOTAL	100%		4.80

EQUIVALENT NUMERICAL RATING: 4.80
Add: Additional Points, if any: none
TOTAL NUMERICAL RATING: 4.80

ADJECTIVAL RATING: **OUTSTANDING**

RAFEL JUNNAR DUMULAN
Name of Faculty

ANALYN M. MAZO
Department Head

Recommending Approval:

CANDELARIO L. CALIBO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

"Exhibit B"

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 targets in accordance with the indicated measures for the period July - December, 2020.

RAFAEL JUNNAR P. DUMALAN
Instructor I
Date: 12-17-2020

Approved:
ANALYN M. MAZO
Department Head
Date: 12/17/20

CANDELARIO L. CALIBO
College Dean
Date: Dec. 21, 2020 ✓

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: Biol22e, Zool11 and ScTS 11b; laboratory: Biol25; Bsci103; MarB 111	20	34.3	5	5	5	5.00	Lecture: Biol22e (2.3), Zool11 (5.0) and ScTS 11b (9.6); laboratory: Biol25 (3.9); Bsci103 (11.7); MarB 111 (1.8)
		A 10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	8	on-going					Lecture: Biol22e, Zool11 and ScTS 11b; Laboratory: Biol25; Bsci103; MarB 111 gradesheets 1st sem 2020-2021
		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	3	on-going					Lecture: Biol22e, Zool11 and ScTS 11b
		A 12. Number of trainings attended related to instruction	Attend mandated trainings	1	1	5	5	5	4.83	~Training Workshop on MOODLE Learning Management System for VSUEE ~A webinar on Coral Bleaching (PAMS) ~Reverting, Abandoned, Underdeveloped, and Underutilized Fishponds into Mangroves ~2020 Webinar Series: Philippine Seas Connectivity and Oceanography ~2020 Webinar Series: Philippine Seas Biodiversity and Threats
		A 13. Number of long examinations administered and checked	Administers and checks long examination for Biol22e, Zool11 and ScTS 11b	3	3	5	5	5	4.83	Biol22e, Zool11 and ScTS 11b (2 long exams per subject)
		A 14. Number of quizzes administered and checked	Prepares and checks quizzes for lecture (Biol22e, Zool11 and ScTS 11b) and lab (Biol25; Bsci103; MarB 111)	37 (lecture) 12 (laboratory)	49	5	5	5	4.83	Biol22e (8 quizzes), Zool11 (7 quizzes) and ScTS 11b (22 quizzes)

		A 15. Number of lab reports and term papers checked and graded	Checks lab reports for Biol25 (4); Bsci103 (4); MarB 111 (2) and 3 term papers per lecture subject	10 (lab reports) and 3 (term papers)	13	5	5	5	4.83	Biol25; BSci103; MarB 111(3 types of lab reports and term papers)
	PI 8: Number of students advised: *	A 18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	100 students	121	5	5	5	4.83	Lecture students: Biol22e (23), Zool11 (50) and ScTS 11b (48)
	PI 10: Number of instructional materials	A 21. Number of on-line ready courseware developed and submitted	Prepares and submits for review by the Technical Review Panel							Biol22e and ScTS 11b
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	6	5	5	5	4.83	Lecture: Biol22e, Zool11 and Bsci 103; Laboratory: MarB 111, Biol25 and Bsci 103
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	3	5	5	4	4.70	Lecture: Biol22e, Zool11 and ScTS 11b
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	3	5	5	4	4.70	Lecture: Biol22e, Zool11 and ScTS 11b
		A 23. Number of on-line courseware reviewed by TRP & edited by MMDC editor	Submits the courseware duly reviewed by TRP for editing by MMDC editor	1	3	5	5	4	4.70	Lecture: Biol22e, Zool11 and Bsci 103
		A 24. Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	2	3	5	5	4	4.70	Lecture: Biol22e, Zool11 and ScTS 11b
UMFO 3 . RESEARCH SERVICES										
UMFO 4. EXTENSION SERVICES										
UMFO 5. SUPPORT TO OPERATIONS										
OVPI MFO 4. Program and Institutional Accreditation Service										
	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	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures 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:	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 complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		zero % complaint					
	Total Over-all Rating								52.78	
	Average Rating								4.80	
	Adjectival Rating								OUTSTANDING	

Evaluated & Rated by:

ANALYN M. MAZO
Department Head
Date: 12/15/24

Recommending Approval

CANDELARIO L. CALIBO
Dean, CAS
Date: 12/15/24

Approved by:

BEATRIZ S. BELONIAS
Vice President for Instruction
Date:

Comments & Recommendations for Development

Purpose:

Can attend trainings and workshops on teaching strategies

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Rafael Junnar P. Dumalan
Performance Rating: Outstanding

Aim: Be familiar with the teaching strategies and online platform used

Proposed Interventions to Improve Performance: Peer Learning and training

Date: October Target Date: November 2020

First Step:

Briefing with the teaching load for first semester

Result:

Potential teaching load identified

Date: November 2020 Target Date: December 2020

Next Step:

Coordinate and the discuss with other faculty members teaching similar courses as well as with the subject coordinator regarding the teaching strategies employed. Attend the scheduled training regarding moodle.

Outcome:

Was able to carry out assigned courses upon coordination with co-teachers and subject coordinator. Was able to learn and use moodle after attending the training.

Final Step/Recommendation:

Continue to coordinate with co-teachers and subject coordinator.

Prepared by:


ANALYN M. MAZO
Unit Head

Conforme:


RAFAEL JUNNAR P. DUMALAN
Instructor I