

**Exhibit K****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%)		4.94x50%= 2.47	
b. Students (50%)		4.67x50%=2.335	
Total for Instruction	95%	4.805	4.564
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%	5.0	0.25
5. Production			
TOTAL	100%		4.814

EQUIVALENT NUMERICAL RATING: 4.814  
Add: Additional Points, if any: none  
TOTAL NUMERICAL RATING: 4.814

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 accomplishments in accordance with the indicated measures for the period July - December, 2021.

  
**RAFAEL JUNNAR P. DUMALAN**  
 Instructor I  
 Date: March 7, 2022

Approved:  
  
**ANALYN M. MAZO**  
 Department Head  
 Date: 3/8/2022

  
**MA. THERESA P. LORETO**  
 College Dean  
 Date: 3/8/2022

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										
	PI 4: Total FTE coordinated,	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	PI 8: Number of graduate	A2. Number of students advised	Acts as academic adviser to graduate students							
		A3. Number of students advised on								
		As GAC Chairman	Advises and corrects research outline and							
		AS GAC Member	Advises and corrects research outline and	1	1	5	5	5	5.00	RALatreno "Evaluation of the closure and
		A4. Number of students entertained for	Entertains students seeking consultation with	1	1	5	5	5	5.00	
	PI 9: Number of instructional	A5. Number of on-line ready coursewares	Converts the existing instructional materials into							
		On-line ready courseware	Prepares instructional materials/moderator laboratory							
		Supplemental learning resources	Prepares Power Point presentation, video clips,							
		Assessment tools	Prepares assessment tools such as long exam,							
		A 6 : Number of on-line course ware	Submits the course ware duly reviewed by TRP							
		A 7 : Number of virtual classroom created	Creates virtual classroom using either Moddle or							
	PI 10. Additional outputs:	A 8. Other outputs implementing the new	Designs experiential learning activities and other							
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated,	A 9. Actual Faculty's FTE	Handles and teaches Lectures: MarB111,	20	37.35	5	5	4	4.67	Lecture: MarB111 (3.15), Biol123n (3.15),
		A 10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	9	on-going	5	5	4	4.67	Lectures: MarB111, Biol123n, BSci102 and Zool11; Laboratory: MarB111; Zool11 gradesheets 1st sem 2021-2022
		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	3	12	5	5	5	5.00	INC students in Lectures: Zool11 (5/13), Biol22e (1/7) and ScTS 11b (6/12)
		A 12. Number of trainings attended related to instruction	Attend mandated trainings	3	26	5	5	5	5.00	Conference (3); Worshop (3); Lecture Series (5); Seminars (15)



		<b>A 13</b> Number of long examinations administered and checked	Administers and checks long examination for Zool11, BSci102, Biol123n and MarB111	3	12	5	5	4	4.67	Zool11 Lec (E288, E289, E297, E295 - 1 LE each); Zool11 Lab (E292 - 1 LE); BSci102 Lec (E396, E398 - 2 LE each); Biol 123n (E400 - 3 LE); MarB 111 (E331 - 2 LE)
		<b>A 14</b> Number of quizzes administered and checked	Prepares and checks quizzes for Lecture (Zool11, BSci102, Biol123n and MarB111) and Laboratory (Zool11 and MarB111)	20 (lecture); 10 (laboratory)	45 (lecture); 31 (laboratory)	5	5	5	5.00	Lec: Zool11 (17 quizzes), BSci102 (14 quizzes), Biol123n (7 quizzes) and MarB111 (7 quizzes); Lab: Zool11 (26 quizzes), MarB111 (5 quizzes)
		<b>A 15</b> Number of lab reports and term papers checked and graded	Checks lab reports for Zool11 (5); MarB 111 (5)	10 (lab reports)	13	5	5	5	5.00	Zool 11 (8 lab reports); MarB 111 (5 lab reports)
	<b>PI 8:</b> Number of students	<b>A16</b> Number of students advised:	Acts as academic adviser to students	20	26	5	5	5	5.00	26 for BS Marine Biology
		<b>A17:</b> Number of students advised on thesis/As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	5	7	5	5	5	5.00	As Thesis adviser
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	1	1	5	5	5	5.00	As SRC-Chairman
				1	3	5	5	5	5.00	As SRC-Member
		<b>A 18</b> Number of students entertained for	Entertains students consulting on subject taught,	100	215	5	5	5	5.00	Lecture students: Biol123n (29), BSci102
	<b>PI 10:</b> Number of instructional	<b>A 21</b> Number of on-line ready course ware	Prepares and submits for review by the							MarB111, Biol123n and Zool11 (lec & lab)
		On-line ready courseware	Prepares Instructional module/laboratory	2	3	5	5	4	4.67	Lecture: Biol123n, MarB111 and Zool 11;
		Supplemental learning resources	Prepares Power Point presentation, video clips,	1	3	5	5	5	5.00	Biol123n, MarB111 and Zool11 (lec & lab)
		Assessment tools	Prepares assessment tools such as long exam,	1	3	5	5	5	5.00	Biol123n, MarB111 and Zool11 (lec & lab)
		<b>A 23</b> Number of on-line course ware	Submits the course ware duly reviewed by TRP	1	3	5	5	5	5.00	Biol123n, MarB111 and Zool11 (lec & lab)
		<b>A 24</b> Number of virtual classroom created	Creates virtual classroom using either Moodle or	2	3	5	5	5	5.00	Biol123n, MarB111 and Zool11 (lec & lab)
<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 processes of the		zero non-conformity	5	5	5	5.00	
		<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	5	5	5	5.00	
		On program accreditations								
		On institutional accreditations								
<b>UMFO 6. General Admin. &amp; Support Services (GASS)</b>										
	<b>PI 2.</b> Zero percent complaint from	<b>A 46.</b> Customerly friendly frontline services	Provides customer friendly frontline services to		zero % complaint	5	5	5	5.00	
	<b>Total Over-all Rating</b>								108.67	
	<b>Average Rating</b>								4.94	
	<b>Adjectival Rating</b>								Outstanding	

**Comments & Recommendations for Development Purpose:**  
May consider involvement in research

Evaluated & Rated by:

*ANALYN M. MAZO*  
Department Head

Date: March 7, 2022

Recommending Approval

*MA. THERESA P. LORETO*  
Dean, CAS

Date: 3/8/2022

Approved by:

*BEATRIZ S. BELONIAS*  
Vice President for Academic Affairs

Date: 3/11/2022

## EMPLOYEE DEVELOPMENT PLAN

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

Aim: To conduct research

Proposed Interventions to Improve Performance: To attend more trainings and seminars

Date: August 2021 Target Date: 2022

First Step:

Make research proposal

Result:

Submit proposal to potential funding agency


Date: Jan 2022 Target Date: August 2022

Next Step:

If accepted, implement the research. If not accepted, look for other funding agencies  
Outcome:

Final Step/Recommendation:

Prepared by:

  
**ANALYN M. MAZO**  
Unit Head

Conforme:

  
**RAFAEL JUNNAR P. DUMALAN**  
Instructor