

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: KEVIN NICK S. BANDIBAS

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	100%	4.98x 100% = 4.98	4.98
b. Students (50%)			
Total for Instruction			
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%	4.98	4.98

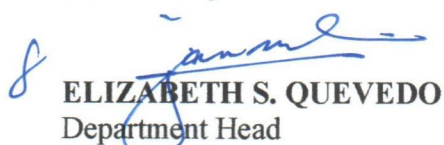
EQUIVALENT NUMERICAL RATING: 4.98
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.98
ADJECTIVAL RATING: OUTSTANDING

Prepared by:



KEVIN NICK S. BANDIBAS
Name of Faculty

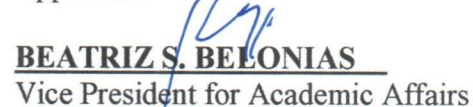
Reviewed by:


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, KEVIN NICK S. BANDIBAS, 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.



KEVIN NICK S. BANDIBAS
Instructor I
Date:

Approved: 

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



MA. THERESA P. LORETO
College Dean
Date: Jan. 27, 2022

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											
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	25.35	5	5	4	4.67	Chem 1n (2) Chem 2 (1) Chem 118 (2) Chem 118.1 (2)
		A10. Number of grade sheets submitted within prescribed period	Preparation	Prepared gradesheet and submitted on or before deadline	7	7	5	5	5	5.00	Chem 1n (2) Chem 2 (1) Chem 118 (2) Chem 118.1 (2)
		A13. Number of long examinations administered and checked	exam prep	Administered and checked long examination for subjects taught	8	10	5	5	5	5.00	Chem 1n (4) Chem 2 (2) Chem 118 (2) Chem 118.1 (2)
		A14. Number of quizzes administered and checked		Prepared and checked quizzes for lec and lab	40	55	5	5	5	5.00	Chem 1n (25) Chem 2 (10) Chem 118 (10) Chem 118.1 (10)
		A15. Number of lab reports and term papers checked and graded		Checked lab reports submitted as required	8	8	5	5	5	5.00	Chem 118.1 (8)

	PI 8: Number of students advised: *	A16. Number of students advised:	<i>Acted as academic adviser to students</i>	40	44	5	5	5	5.00	3rd Year BSChem students
		A17. Number of students advised on thesis/ field practice/special problem:								
		<i>As SRC Chairman</i>	Advised and corrected research outline and thesis/SP manuscript	2	6	5	5	5	5.00	SMSalabao SCanizares ENegad JTajos IMLaude LJaducan
		<i>As SRC Member</i>	Advised and corrected research outline and thesis/SP manuscript	1	2	5	5	5	5.00	AJavier RMoceno
		A18. Number of students entertained for consultation purposes	Entertained students consulting on subject taught, thesis and grades	50	115	5	5	5	5.00	BSChem, BSES
	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	<i>Prepared Power Point presentation, video clips, and reading assignments depending on course taught</i>	20	27	5	5	5	5.00	Chem 1n (11) Chem 2 (6) Chem 118 (5) Chem 118.1 (5)
		<i>Assessment tools</i>	Prepared assessment tools such as long exam, quizzes, problems sets, etc.	48	65	5	5	5	5.00	Chem 1n (29) Chem 2 (12) Chem 118 (12) Chem 118.1 (12)

		A 24 : Number of virtual classroom created and operational	Created virtual classroom using either Moddle or Google Classroom	4	4	5	5	5	5.00	Chem 1n (1) Chem 2 (1) Chem 118 (1) Chem 118.1 (1)
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	zero non-conformity	5	5	5	5.00	
		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	100% compliant	5	5	5	5.00	
		On program accreditations								
		On institutional accreditations								
	Total Over-all Rating								69.67	
	Average Rating								4.98	
	Adjectival Rating								O	

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: Jan. 27, 2022

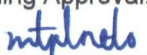
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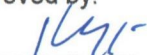
Beatriz S. Belonias
BEATRIZ S. BELONIAS
 Vice President for Academic Affairs
 Date: 1/31/22

Average Rating (Total Over-all rating divided by		4.98
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.98
ADJECTIVAL RATING		O

Comments and Recommendation for Development Purpose:
Finish the MS in Chemistry

Evaluated & Rated by: 
ELIZABETH S. QUEVEDO
Head, DoPAC
Date: _____

Recommending Approval: 
MA. THERESA P. LORETO
Dean, CAS
Date: Jan - 27, 2022

Approved by: 
BEATRIZ S. BELONIAS
VP for Academic Affairs
Date: 1/31/22

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

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Employee: KEVIN NICK S. BANDIBAS

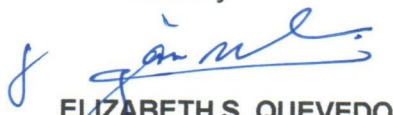
Head of Office: ELIZABETH S. QUEVEDO

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; Moodle Classrooms are created; Teaching and Learning materials are uploaded to the Moodle Classrooms; Advised to finish the MS program the soonest time possible				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:


ELIZABETH S. QUEVEDO
 Immediate Supervisor

Noted:


MA. THERESA P. LORETO
 Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: KEVIN NICK S. BANDIBAS

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 & update learning materials for chemistry subjects to be taught in the 2nd Semester AY 2021-2022, hold synchronous classes regularly, follow-up student performance constantly and finish MS in Chemistry the soonest possible time.

Results:

Date: _____

Target Date: _____

Next Step:


Outcome: _____

Final Step/Recommendation:

Prepared by:


ELIZABETH S. QUEVEDO
Unit Head

Conforme:


KEVIN NICK S. BANDIBAS
Name of the Ratee Faculty