

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: **Candelario L. Calibo**

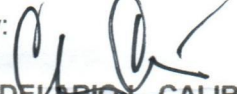
Program Involvement (1)	Percentage Weight of	Numerical Rating (Rating x %)	Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.96 x 50 % = 2.48	
b. Students (50%)		5.00 x 50 % = 2.50	
Total for Instruction	75%	4.98	3.74
2. Research			
a. Client/Dir for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	0%		
3. Extension			
a. Client/Dir for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Extension	5%	5.00	0.25
4. Administration	15%	5.00	0.75
5. Production	5%	5.00	0.25
<b>TOTAL</b>	<b>100%</b>		<b>4.99</b>

EQUIVALENT NUMERICAL RATING: 4.99

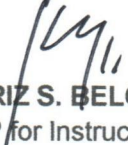
Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.99

ADJECTIVAL RATING: VS 9

Prepared by:   
**CANDELARIO L. CALIBO**  
Name of Faculty

Reviewed by:   
**JACOB GLENN F. JANSALIN**  
Head, DoPAC

Approved:   
**BEATRIZ S. BELONIAS**  
VP for Instruction

## INDIVIDUAL PERFORMANCE COMMITMENT &amp; REVIEW FORM (IPCR)

I, CANDELARIO L. CALIBO, of the Department of Pure & Applied Chemistry, College of Arts & Sciences commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January 1, - June 30, 2019

CANDELARIO L. CALIBO

Ratee

Approved: 

BEATRIZ S. BELONIAS

VP for Instruction

MFO No.	MFO & PAPs	Success/Performance Indicators(PI)	Program/ Activities Projects	Tasks Assigned	Target	Details of Actual Accomplishment	Rating				Remarks
							Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
<b>MFO: 1</b>	<b>Advanced Education</b>	PI 1. Full Teaching Equivalent (FTE)	Instruction								
		PI 2. Number of graduate students advised		Advise Master in Education major in Chemistry Students	1	1	5	5	5	5	MEd students
		PI 3: Number of GAC membership to graduate students		Acted as GAC member/Observer in thesis defense	1	1	5	5	5	5	
		P1.4 Endorsed & submitted MS proposal		Endorsed BS/MS proposals	1	1	5	5	5	5	
<b>MFO: 2</b>	<b>Higher Education Services</b>	P2. 1. Full Teaching Equivalent (FTE)	Instruction	Chem 131 lec, Chem 198 lec	8	9	5	5	5	5	Vacation-Sick leave; DoPAC Head & CAS Dean
		P2. 2. Number of students advised									
		academic adviser		Advises students	10	10	5	5	5	5	BSChem/BSAC (3rd yr); shifters/transferees
		thesis adviser		Advises thesis students	13	13	5	5	1	4.67	
		P2.3. Number of instructional materials developed									
		P2. 4 Additional Output		Facilitated OJT MOA/MOU endorsed	2	3	5	5	5	5	for BSChem & BSAC
				Award received							
<b>MFO: 3</b>	<b>Research Services</b>	P3.1. Number of Awards received	Research paper presentation								
		P3.2. Number of research paper presented	Research	Research output presentation							
		P3. 3. Number of CAS research project conducted	Research	Conducted approved and funded research							
		P3.4 Number of research accomplishment submitted on time	Research	Completed research							
		P3. 5. Number of CAS research proposal submitted/endorsed	Research	No. of research proposal submitted/endorsed for funding							
		P3. 6. Number of research paper published in journals or proceedings	Research	Published research output	1	1	5	5	5	5	
		P3.6 Number of trainings/seminars attended, conducted/facilitated/endorsed			1	10	5	5	5	5	
				institutional/local							

[illegible]


[illegible]

Average Rating		
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		
ADJECTIVAL RATING		

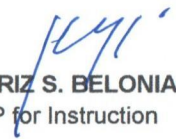
<p><b>Comments &amp; Recommendations for Development Purpose:</b></p> <p>✓ Should strictly monitor compliance of CAS faculty to approved policies.</p>
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Evaluated & Rated by:

Approved by:

  
**BEATRIZ S. BELONIAS**  
 Immediate Supervisor

Date: \_\_\_\_\_

  
**BEATRIZ S. BELONIAS**  
 VP for Instruction

Date: \_\_\_\_\_

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

# PERFORMANCE MONITORING & COACHING JOURNAL

√	1st	Q U A R T E R
√	2 <sup>nd</sup>	
	3 <sup>rd</sup>	
	4th	

Name of Employee: CANDELARIO L. CALIBO

Head of Office: JACOB GLENN F. JANSALIN

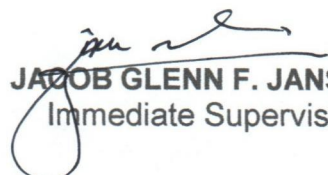
Number of Personnel: 14 Faculty & 5 Admin Staff

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
Coaching	None Needed				

*Note: Please indicate the date in the appropriate box when the monitoring was conducted.*

Conducted by:

Noted

  
**JACOB GLENN F. JANSALIN**  
 Immediate Supervisor

  
**BEATRIZ S. BELONIAS**  
 Next Higher Supervisor

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **CANDELARIO L. CALIBO**

Performance Rating: Outstanding

Aim: Maintain outstanding student rating

Proposed Interventions to Improve Performance:

Date: November 15, 2019

Target Date: 1<sup>st</sup> sem 2019-2020

First Step:

Result:

Date:

Target Date:

Next Step:

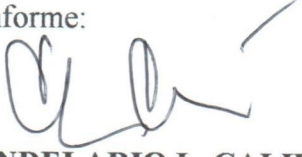
Outcome:

Final Step/Recommendation:

Prepared by:

  
**JACOB GLENN F. JANSALIN**  
Unit Head

Conforme:

  
**CANDELARIO L. CALIBO**  
Name of Ratee Faculty