

**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **ALLAN A. RAMAL**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$5.0 \times 50\% = 2.5$	
b. Students (50%)		$4.43 \times 50\% = 2.215$	
Total for Instruction	80%	4.715	3.772
2. Research			
a. Client/Dir. for Research (50%)		$5.0 \times 50\% = 2.50$	
b. Dean/Center Director (50%)		$5.0 \times 50\% = 2.5$	
Total for Research	5%	5.0	0.25
3. Extension			
a. Client/Dir. for Extension (50%)		$5.0 \times 50\% = 2.50$	
b. Dean/Center Director (50%)		$5.0 \times 50\% = 2.5$	
Total for Extension	5%	5.0	0.25
4. Administration	10%	5.0	0.5
5. Production			
TOTAL	100%		4.772

EQUIVALENT NUMERICAL RATING: 4.77

Add: Additional Points, if any: \_\_\_\_\_

TOTAL NUMERICAL RATING: 4.77ADJECTIVAL RATING: Outstanding

Prepared by:

  
**ALLAN A. RAMAL**  
Name of Faculty

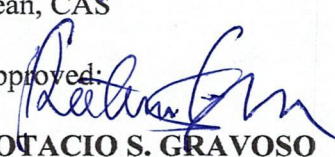
Reviewed by:

  
**MARK RYAN R. TRIPOLE**  
Head, DoPAC

Recommending Approval:

  
**GLENN C. PAJARES**  
Dean, CAS


Approved:


  
**ROTACIO S. GRAVOSO**  
Vice President for Academic Affairs


"Exhibit B"

# INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **ALLAN A. RAMAL**, a faculty member of the DEPARTMENT OF PURE AND APPLIED CHEMISTRY commit to the deliver and agree to be rated on the the following accomplishments in accordance with the indicated measures for the period **January - June 2024**.

  
**ALLAN A. RAMAL**  
 Associate Professor V  
 Date: 7/1/2024

Approved:  
  
**MARK RYAN R. TRIPOLE**  
 Head, DoPAC  
 Date: 7/2/2024

  
**GLENN G. PAJARES**  
 Dean, College of Arts and Sciences  
 Date: 7/4/2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	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 MFO 3. Higher Education Management Services										
	PI 6: Number of programs accredited	A 1. Number of programs accreditation/evaluation	Prepared documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	1	5.00	5	5	5	5.00	Provided OBE syllabi on the subjects taught during the econd semester of 2023-2024 for ISO evaluation
	PI 10: Total FTE, coordinated, implemented and monitored *	A 2. Actual Faculty's FTE	Handled and taught courses assigned	18	28.70	5	5	5	5.00	Chem 148, Chem 148.2, ScTS 11, Chem 194, Envi 120 lab
	PI 11: Number of new revised curricular proposals submitted	A 3. Number of new revised curricular proposals submitted	Contributed to the submission of a new revised curricular proposals	1	1.00	5	5	5	5.00	attended the meeting on the revision of the the existng BSChem curriculum



MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
	<b>PI 13:</b> Percentage of courses offered with approved course syllabi	<b>A 4.</b> Percentage of courses offered with approved course syllabi	Taught subjects with approved course syllabi	100%	100%	5	5	5	5.00	Chem 148, Chem 148.2, ScTS 11, Chem 194, Envi 120 lab
	<b>PI 14:</b> Percentage of courses offered with IMs	<b>A 5.</b> Percentage of courses offered with approved IMs	Taught subjects with approved IMs	20%	20%	5	5	5	5.00	Envi 120 laboratory Manual is an approved IM
	<b>PI 15:</b> Number of Instructional Materials approved	<b>A 6.</b> Number of Instructional Materials approved	Prepared and submitted IMs for review and approval	1	1.00	5	5	5	5.00	Chem 194 OBE syllabus
	<b>PI 16:</b> Percentage of courses offered with final grades submitted within the allowable period	<b>A 7.</b> Percentage of courses offered with final grades submitted within the allowable period	Submitted grade sheets within allowable period	100%	100%	5	5	5	5.00	Chem 148, chem 148.2, SCTS 11, Chem 194, Envi 120 lab
	<b>PI 18:</b> Percentage of courses rated atleast VS in the Teaching Performance Evaluation by Students (TPES)	<b>A 8.</b> Percentage of courses rated atleast VS in the Teaching Performance Evaluation by Students (TPES)	obtained a rating of VS and outstdading for all the subjects taught during the second semester	50%	100.00%	5	5	5	5.00	Chem 148, chem 148.2, SCTS 11, Chem 194, Envi 120 lab
	<b>PI 19:</b> Additional Outputs	<b>A 10.</b> Number of long examinations administered and checked	Administered and checked long examination for subjects taught	20	22	5	5	5	5.00	Chem 148, chem 148.2, SCTS 11, Chem 194, Envi 120 lab
		<b>A 11.</b> Number of quizzes administered and checked	Prepared and checked quizzes for lec and lab	40	50	5	5	5	5.00	Chem 148, chem 148.2, SCTS 11, Chem 194, Envi 120 lab
		<b>A 12.</b> Number of lab reports and term papers checked and graded	Checked lab reports and term papers submitted as required	40	60	5	5	5	5.00	Chem 148, chem 148.2, SCTS 11, Chem 194, Envi 120 lab
		<b>A 14.</b> Number of Student organizations assisted on student related activities	Assisted student organizations in implementing student related activities	1	1	5	5	5	5.00	VSU ChemSoc

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 3 . RESEARCH SERVICES										
	PI 1: Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A 15. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducted research for possible utilization by industry or other beneficiaries		1	5	5	5	5.00	study leader on " NPK levels of the River system on Leyte"
	PI 2: Number of research outputs completed within the year *	A 16. Number of research outputs completed within the year *	Conducts and completes research project within the year							
	PI 3: Number of research outputs presented in regional/national/ int'l fora/conferences	A 17. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic fora/conferences							
		a. International								
		b. National								
		c. Regional or Institutional Conferences								
	PI 7: Amount of research money obtained from external sources	A 21. Amount of research money obtained from external sources	Requests for research money from external sources							
UMFO 4. EXTENSION SERVICES										
	PI 1: Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities (MOUs/MOAs)	A 32. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identified and linked with probable partners for extension activities and maintains this active partnership	2	1	5	5	5	5.00	BuCor



MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
	<b>PI 2:</b> Number of trainees weighted by the length of training	<b>A 33.</b> Number of trainees weighted by the length of training	Conducted trainings among beneficiaries of technologies for transfer	20	50	5	5	5	5.00	More or less 50 trainees attended in soap making at BuCor
	<b>PI 3:</b> Number of extension programs and projects	<b>A 34.</b> Number of extension programs and projects								
	<b>PI 4:</b> Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	<b>A 35.</b> Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	Provided quality and relevant training courses	100	100%	5	5	5	5.00	BuCor soap making training was rated outstanding by the participants
	<b>PI 5:</b> Number of technical/expert services rendered	<b>A 36.</b> Number of technical/expert services rendered as/in:	Provides the technical and expert services requested by beneficiaries							
		<i>a. Peer reviewer of journal/book</i>								
		<i>b. Review of research and extension proposal</i>								
		<i>c. Resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, facilitator)</i>	acted as facilitator , moderator , convenor in seminars and trainings	2	2	5	5	5	5.00	BuCor soapmaking training (facilitator), Seminar on lab waste management as convenor and moderator
		<i>d. accreditor</i>								
		<i>e. consultancy</i>								
	<b>PI 6:</b> Number of extension proposals submitted	<b>A 37.</b> Number of extension proposals submitted	Prepared extension project proposals and submits for review	1	1	5	5	5	5.00	Chem Cares Project(planning stage)
	<b>PI 7:</b> Number of extension proposals approved	<b>A 38.</b> Number of extension proposals approved	Follow ups submitted and reviewed extension proposals							

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
	<b>PI 8:</b> Number of extension proposals implemented	<b>A 39.</b> Number of extension proposals implemented	Implements duly approved extension projects							
	<b>PI 9:</b> Number of extension outputs presented in int'l, national, regional or institutional conferences	<b>A 40.</b> Number of extension outputs presented in:	Prepares, submits and presents extension paper in conferences							
		a. <i>International</i>								
		b. <i>National</i>								
		c. <i>Regional or Institutional Conferences</i>								
	<b>PI 10:</b> Number of extension activities conducted	<b>A 41.</b> Number of extension activities conducted	Conducted extension program activities	2	2	5	5	5	5.00	BuCor Soap making training and Seminar on Lab waste Management
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
	<b>OVPI MFO 1. Faculty Development Services</b>									
	<b>PI 7:</b> Number of trainings, seminars, and conferences attended	<b>A 50.</b> Number of training, seminars, and conferences attended (international, national, regional/institutional)	Attends training, seminars, and conferences attended (international, national, regional/institutional)							
		<i>International</i>	already registered at PCC and ICC on July 22-24, 2024	1	1	5	5	5	5.00	I still have 6 months to comply this
		<i>National</i>	attended national seminar	2	1	5	5	5	5.00	PALEU seminar
		<i>Regional/Institutional</i>	attended local training and seminar	4	2	5	5	5	5.00	Soap Making training and Seminar on Lab waste Management
	<b>OVPI MFO 3. Registration Services</b>									



MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
	<b>PI 9:</b> Percentage of students enrolled and validated within the registration period	<b>A 51.</b> Percentage of students enrolled and validated within the registration period	Validated students within the registration period	90%	100%	5	5	5	5.00	validated all enrolled in second semester of 2023-2024 and summer 2024
	<b>PI 10.</b> Number of students advised during the registration period	<b>A 52.</b> Number of students advised during the registration period	Acted as academic adviser	15	20	5	5	5	5.00	20 BSChem Junior students
	<b>OVPI MFO 4. Curricular Program Management Services</b>									
	<b>PI 12:</b> Number of IMs reviewed by the DIMRC	<b>A 53.</b> Number of IMs reviewed by the DIMRC	Submits IMs for review	1	1	5	5	5	5.00	Chem 148.2 ( on process)
	<b>PI 13:</b> Number of course syllabi and TOS reviewed and approved	<b>A 54.</b> Number of course syllabi and TOS reviewed and approved	Submitted course syllabi and TOS for approval	10	5	5	5	5	5.00	Chem 148, Chem 148.2, SCTS, Chem 194, Envi 120 lab, Chem 132b
	<b>PI 16:</b> Number of student thesis advised:	<b>A 57.</b> Number of students advised on thesis/field practice/special problem:	Advised and corrected research outline and thesis/SP manuscript	4	4	5	5	5	5.00	Mr Enad, Mr Napiere, Mr Aldamia and Ms. Arradaza
		<i>As SRC Chairman</i>	Advised and corrected research outline and thesis/SP manuscript	2	2	5	5	5	5.00	Mr. Bation, Ms. Batistil,
		<i>As SRC Member</i>	Advised and corrected research outline and thesis/SP manuscript	2	3	5	5	5	5.00	Mr. Arcilla, Ms. Matuguina, Mr. Wenceslao
	<b>PI 18:</b> Number of students from other schools having summer program supervised	<b>A 59.</b> Number of students from other schools having summer program supervised	Acts coordinator/facilitator for students from other schools having summer program in VSU							
	<b>PI 19:</b> Number of external institutions/agencies conducting benchmarking activities served	<b>A 60.</b> Number of external institutions/agencies conducting benchmarking activities served	Facilitated in assisting of the external institutions/agencies conducting benchmarking activities	1	1	5	5	5	5.00	BuCor

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
	<b>PI 20:</b> Number of students from other academic departments conducting research activities served	<b>A 61.</b> Number of students from other academic depts conducting research activities served	Facilitated in assisting students from other academic depts conducting research activities	2	3	5	5	5	5.00	Serve as SRC member for 3 BS meteorology students
	<b>PI 21:</b> Additional outputs	<b>A 62.</b> Number of students entertained for consultation purposes	Entertained students consulting on subject taught, thesis and grades	30	60	5	5	5	5.00	Chem 148, Chem 148.2, SCTS, Chem 194, Envi 120 lab, Chem 132b
<b>UMFO 6. GENERAL ADMINISTRATIVE AND SUPPORT SERVICES</b>										
	<b>PI 1:</b> Number of departments/institutes/offices supervised	<b>A 65.</b> Number of departments/institutes/offices supervised	Acts as head of office							
	<b>PI 2:</b> Number of management meetings conducted	<b>A 66.</b> Number of management meetings conducted	Presides departmental meetings							
	<b>PI 3:</b> Number of committee meetings conducted	<b>A 67.</b> Number of committee meetings conducted	Acted as committee chairman	4	4	5	5	5	5.00	as Chair of seminars. Training and workshop , social and lab management committees
	<b>PI 4:</b> Number of routinary documents acted	<b>A 68.</b> Number of routinary documents acted	Signed documents	50	100	5	5	5	5.00	as Chair of seminars. Training and workshop , social and lab management committees
	<b>PI 5:</b> Number of requests acted	<b>A 69.</b> Number of requests acted	Approved requests	10	20	5	5	5	5.00	as chair of lab management committee
	<b>PI 6:</b> Number of memoranda prepared	<b>A 70.</b> Number of memoranda prepared	Issues memoranda							



MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
	<b>PI 7:</b> Percentage of IFWs submitted to OVPAA before deadline	<b>A 71.</b> Number of IFWs submitted to OVPAA before deadline	Monitors submission of IFWs before deadline							
	<b>PI 8:</b> Percentage of Report of Actual Teaching Load submitted to OVPAA 30 days after the start of classes	<b>A 72.</b> Percentage of Report of Actual Teaching Load submitted to OVPAA 30 days after the start of classes	Monitors submission of ATL 30 days after start of classes							
	<b>PI 9:</b> Percentage of submitted DTR within 20 days after the last day of the month	<b>A 73.</b> Percentage of submitted DTR within 20 days after the last day of the month	Submitted DTR within 20 days after the last day of the month		100%	5	5	5	5.00	from January to June 2024
	<b>PI 10:</b> Percentage of complaints, if any, addressed on time	<b>A 74.</b> Percentage of complaints, if any, addressed on time	Addresses complaints on time (if any)							
	<b>PI 11:</b> Percentage of action plans implemented and monitored as scheduled	<b>A 75.</b> Percentage of action plans implemented and monitored as scheduled	Implements and monitors action plans as scheduled							
	<b>PI 12:</b> Percentage of monthly accomplishment report submitted	<b>A 76.</b> Percentage of monthly accomplishment report submitted	Submits monthly accomplishment report							
	<b>PI 13:</b> Number of classroom and lab rooms constructed and renovated	<b>A 77.</b> Number of approved and implemented requests for classroom and lab rooms construction and renovation	Requests and monitors approval and implementation of requests classrooms and lab rooms construction and renovation							
	<b>PI 14:</b> Percentage budget utilization (GAA)	<b>A 78.</b> Percentage budget utilization (GAA)								
	<b>PI 15:</b> Percentage budget utilization (STF)	<b>A 79.</b> Percentage budget utilization (STF)								

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
	PI 17: Additional Outputs	A 80. Number of meetings attended	Attended meetings (departmental/institutional)	4	6	5	5	5	5.00	attended all department montly meeting
		A 81. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice							
	Total Over-all Rating								185.00	

Average Rating		5.00
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		5.00
ADJECTIVAL RATING		Outstanding

#### Comments & Recommendations for Development Purposes

Should aim to finish his PhD studies at USC to bolster the faculty of the department.

Evaluated & Rated by:

MARK RYAN R. TRIPOLE

Head, DoPAC

Date: 7/2/2024

Recommending Approval:

GLENN G. PAJARES

Dean, CAS

Date: 7/4/2024

Approved by:

ROTACIO S. GRAVOSO

Vice President for Academic Affairs

Date: 7/25/2024



# PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Employee: ALLAN A. RAMAL

Head of Office: MARK RYAN R. TRIPOLE

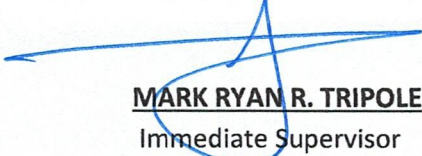
Number of Personnel: 1


Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	Ensure commitments on research, extension, and publication are attained, finish PhD studies in the soonest possible time				June, 2024
Coaching	Advised to consult Graduate Advisory Committee in order to finish his PhD in the soonest possible time, to submit research and extension proposals for funding (institutional/local/international), and to attend relevant trainings and scientific fora				

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

Conducted by:

Noted:

  
MARK RYAN R. TRIPOLE  
Immediate Supervisor

  
GLENN G. PAJARES  
Next Higher Supervisor



## TRACKING TOOL FOR MONITORING TARGETS

[illegible]



PI 16: Percentage of course offered with final grades submitted within the allowable period	Teaching	Dept. Head & Faculty	Jan-June, 2024	x	x	x	x	x	x	104/106 grade sheets submitted within allowable period (second semester AY 2023)
PI 17: Percentage of faculty rated at least VS in the Teaching Performance Evaluation by Students (TPES)	Teaching	Dept. Head & Faculty	Jan-June, 2024	x	x	x	x	x	x	As of first semester AY 2023: 60% Outstanding, 35% VS; 5% S
PI 18: Percentage of faculty rated at least VS by Supervisor	Teaching	Dept. Head & Faculty	Jan-June, 2024	x	x	x	x	x	x	Ratings for 1st and 2nd Semester (100% OS for regular faculty)
PI 19: Additional Outputs										
Number of student organizations advised/assisted*	Organization Advising	Dept. Head & Organization Adviser	Jan-June, 2024	x	x	x	x	x	x	VSU Chemical Society, ViHOS, Viscan Eruditos
Percentage of graduates (2 years prior) that are employed*	Teaching	Dept. Head & Faculty	Continuing task							At least 10 BS Chem graduates are employed
<b>MFO 3 Research Services</b>										
PI 2: Number of research outputs completed	Conducting research	Dept. Head & Faculty	Jan-June, 2024	x	x	x	x	x	x	Physicochemical Characterization of the Major River Systems in Leyte (Palhi River AY 2023), LNF - PHASE 2
PI 8: Amount of research money obtained from internal sources	Conducting research	Faculty Researchers	Continuing task			x				P60,000 for MRS Project
<b>MFO 4 Extension Services</b>										
PI 5: Number of expert services rendered:	Conducting trainings, consultancy, etc.	Dept. Head & Faculty	Continuing task		x		x		x	MRRT (1) - Chemical Waste Management Resource Speaker, DWWT (1) - consultancy

[illegible]



										with ITEEM, FMS (1) - consultancy with DOST
<b>MFO 5 Support to Operations</b>										
OVPI MFO 1. Faculty Development Services										
PI 1: Number of faculty pursuing advanced research degrees	Faculty development	Dept. Head & Faculty	Continuing task							For compliance in second half
PI 7: Number of faculty sent to trainings, seminars and conferences	Faculty development	Dept. Head & Faculty	Continuing task							MRRT, ESQ, AAR, JLYA, JMA, GCA (38th PCC), ESQ (2)
OVPI MFO 2. Faculty Recruitment/Hiring Services										
PI 8: Number of new faculty hired with at least Master's degree	Faculty development	Dept. Head & DPC								For compliance in second half
OVPI MFO 3. Registration Services										
PI 9: Percentage of students enrolled and validated within the registration period	Student enrollment	Dept. Head & Academic Adviser	Jan-June, 2024	x	x	x	x	x	x	BS Chemistry 1st Year to 4th Year
PI 10: Number of students advised during the registration period.	Student enrollment	Dept. Head & Academic Adviser	Jan-June, 2024	x	x	x	x	x	x	BS Chemistry 1st Year to 4th Year
OVPI MFO 4. Curricular Program Management Services										
PI 12: Number of IMs reviewed by the CCC	Teaching	Dept. Head & Academic Adviser	Continuing task							For compliance in second half
PI 13: Number of course syllabi and TOs reviewed and approved	Teaching	Dept. Head & Academic Adviser	Continuing task	x	x	x	x	x	x	2nd Semester AY 2023 Chem 157.1, Chem 195n, PhSc 105.1, Chem 159, PhSc 105, Chem 140, Chem 157, Chem 141, Chem 208, Chem 21, Chem 138, PhSc 105.2, Envi 120, Chem





submitted a DTR every month		Faculty and Staff								submitted their monthly DTRs
PI 12: Monthly accomplishment report submitted on time	Administrative functions	Dept. Head and concerned personnel	Jan-June, 2024	x	x	x	x	x	x	ESQ (January 1 to May 21), MRRT (May 22 to June 30), department heads have submitted accomplishment reports on time 4 JO (Jan-Jun, 2/month), 2 part-time instructors (Jan-Jun)
PI 14: Percentage budget utilization (GAA)	Administrative functions	Dept. Head & Admin. Staff	Jan-June, 2024						x	As of July 10, 2024
PI 15: Percentage budget utilization (STF)	Administrative functions	Dept. Head & Admin. Staff	Jan-June, 2024						x	As of July 10, 2024
PI 17: Additional Outputs										
Number of laboratory classes assisted	Teaching	Dept. Head & Admin. Staff (laboratory)	Continuing task	x	x	x	x	x	x	Assisted laboratory classes specially in the preparation of chemicals needed for the conduct of classes

Prepared by:

  
**MARK RYAN R. TRIPOLE**  
Head, DoPAC

## PERFORMANCE MONITORING FORM

Name of Employee: ALLAN A. RAMAL

Task No.	Task Description	Expected Output	Date Assigned	expected Date to Accomplish	Actual Date Accomplished	Quality of Outputs*	Over-all Assessment of Outputs**	Remarks/ Recommendation
1.	Advanced Education – Evaluating MEd admission applications, Teaching of Med courses	-	-	-	-	-	-	No MEd subjects taught as of first half of 2024
2.	Higher Education – Teaching of Chemistry & Non-Chemistry courses	Virtual classrooms w/ learning materials & assessments	1/2/2024	6/30/2024	6/30/2024	Very impressive	Outstanding	Chem 148, Chem 148.2, ScTS 11, Chem 194, Envi 120 lab
3.	Research Services	Research conducted	1/2/2024	6/30/2024	6/30/2024	Very impressive	Outstanding	Major River System Project (Component Leader)
4.	Extension Services	Extension projects/activities conducted	1/2/2024	6/30/2024	6/30/2024	Very impressive	Outstanding	BuCOR Soap Making Extension Activity
5.	Support to Operations	Varied ISO & academic documents and services	1/2/2024	6/30/2024	6/30/2024	Very impressive	Outstanding	Assigned ISO, academic documents, student registration, etc.
6.	General Administration & Support Services	Varied general documents and services	1/2/2024	6/30/2024	6/30/2024	Very impressive	Outstanding	Assigned general documents and services done

\*Either very impressive, needs improvement, poor, very poor

\*\* Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by

  
**MARK RYAN R. TRIPOLE**  
 Head, DoPAC



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **ALLAN A. RAMAL**

Performance Rating: Outstanding

Aim: Aspire to obtain outstanding student ratings in all subjects taught and further scientific knowledge

Proposed Interventions to Improve Performance:

Date: January, 2024

Target Date: June, 2024

First Step:

Prepare and update learning materials for all chemistry subjects to be taught in the 1<sup>st</sup> semester AY 2024-2025; follow up student performance constantly; submit research and extension proposals for funding and research paper for possible publication in peer-reviewed international journals. Finish PhD studies in the shortest possible time.

Results: Meets the QS for tertiary instruction

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

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

Next Step:

Outcome: \_\_\_\_\_

Final Step/Recommendation:

Prepared by:

  
**MARK RYAN R. TRIPOLE**  
Head, DoPAC

Conforme:

  
**ALLAN A. RAMAL**  
Name of Ratee Faculty/Staff





**TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING**

**First Semester SY 2023-2024**

**Name of faculty:** RAMAL, ALLAN A.

**Department:** Dept. of Pure and Applied Chemistry

**College:** College of Arts and Sciences

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
ESci 115a	CHEMISTRY FOR ENGINEERS (Lecture)	LEC	5.00	Outstanding	100.0%
ESci 115a	CHEMISTRY FOR ENGINEERS (Lecture)	LEC	4.00	Very Satisfactory	80.0%
Chem 131	BIOCHEMISTRY (Lecture)	LEC	5.00	Outstanding	100.0%
Chem 149n	ANALYTICAL CHEMISTRY 3 (Lecture)	LEC	4.00	Very Satisfactory	80.0%
Chem 149.1	ANALYTICAL CHEMISTRY 3 (Laboratory)	LAB	4.00	Very Satisfactory	80.0%
Chem 172	INDUSTRIAL CHEMISTRY	LEC	5.00	Outstanding	100.0%
Chem 132.3	BIOMOLECULES (LABORATORY)	LAB	4.00	Very Satisfactory	80.0%
Average Rating			4.43	Very Satisfactory	88.57%

**Source:** Results of Teaching Performance Evaluation by Students filed at ODIE

**Legend:**

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory(S)

3.50 – 4.49 Very Satisfactory(VS)

4.50 – 5.00 Outstanding(O)

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: April 24, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: April 24, 2024

Received by:

RAMAL, ALLAN A.

Name and Signature of Faculty

Date: April 24, 2024

Distribution of copies: ODIE, College, Department, Faculty