

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **GENESIS C. ALBARICO**

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%)		$4.5 \times 50\% = 2.25$	
Total for Instruction	85 % <i>g</i>	4.75	4.0375 <i>g</i>
2. Research			
a. Client/Dir. for Research (50%)		$5.0 \times 50\% = 2.5$	
b. Dept. Head/Center Director (50%)		$5 \times 50\% = 2.5$	
Total for Research	10%	5.0	0.50
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%		4.7875 <i>g</i>

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

Prepared by:

GENESIS C. ALBARICO

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, GENESIS C. ALBARICO, a faculty member of the DEPARTMENT OF PURE AND APPLIED CHEMISTRY 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 2023.


GENESIS C. ALBARICO
 Instructor II
 Date: 12/29/2023

Approved: 
ELIZABETH S. QUEVEDO
 Department Head
 Date: 1/5/24


MA THERESA P. LORETO
 College Dean
 Date: JAN 16 2024

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, implemented & monitored*	A1. Actual Faculty's FTE								
	PI 8: Number of graduate students advised *	A2. Number of students advised	acted as GAC to MEd major in Chemistry							
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman								
		AS GAC Member								
		A4 . Number of students entertained for consultation purposes	entertained students seeking consultation with Faculty	1	4	5	5	5	5.00	Entertained students from DFST, DPM, ITEEM

	PI 9: Number of instructional materials developed *	A5. Number of on-line ready coursewares developed and submitted for review								
		On-line ready courseware	prepared powerpoint presentation, video clips							
		Supplemental learning resources	prepared supplemental learning resources							
		Assessment tools	prepared quizzes, learning activities, assessment, long/term examinations							
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor								
		A 7 : Number of virtual classroom created and operational	updated virtual classroom							
	PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	As GAC Member MEd major in Chemistry							
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	taught Chemistry subjects assigned	5	23	5	5	5	5.00	Chem 132.3; Chem 120; Chem 121n, Chem 11, Chem 132b, Chem 123, Chem 130f, Chem 200a2
		A10. Number of grade sheets submitted within prescribed period	prepared and submitted grade sheets for chemistry subjects assigned	1	10	5	5	5	5.00	Chem 132.3; Chem 120; Chem 121n, Chem 11, Chem 132b, Chem 123, Chem 130f, Chem 200a2
		A 11 . Number of INC forms with grade submitted within prescribed period								

	A12. Number of trainings attended related to instruction	attended trainings related to instruction	1	1	5	5	5	5.00	VSU Faculty On-boarding,
	A13. Number of long examinations administered and checked	gave long examinations and checked test papers in Chemistry subjects assigned	2	10	5	5	5	5.00	Chem 132.3; Chem 120; Chem 121n, Chem 11, Chem 132b, Chem 123, Chem 130f, Chem 200a2
	A14. Number of quizzes administered and checked	gave quizzes and checked answers of students	10	30	5	5	5	5.00	Chem 132.3; Chem 120; Chem 121n, Chem 11, Chem 132b, Chem 123, Chem 130f, Chem 200a2
	A15. Number of lab reports and term papers checked and graded								
PI 8: Number of students advised: *	A16. Number of students advised:	served as academic adviser	74	45	5	5	5	5.00	All 1st year BSChem Students
	A17. Number of students advised on thesis/ field practice/special problem:								
	As thesis adviser	served as thesis adviser to BS Chemistry major students and checked thesis outline/manuscript	3	5	5	5	5	5.00	Duenas, Lendio, Abad, Vasquez
	As SRC Chairman	advised and checked thesis outline/manuscript of BS Chemistry students							
	As SRC Member	advised and checked thesis outline/manuscript of BS Chemistry students							
	A18. Number of students entertained for consultation purposes	accommodated students seeking consultation related to subjects enrolled, thesis, and grades	10	30	5	5	5	5.00	BS Chemistry major and nonmajor students

	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised								
		A20 . Number of Student organizations assisted on student related activities								
	PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :								
		On-line ready courseware	developed and submitted on-line ready course ware such as Learning Module							
		Supplemental learning resources	developed and submitted supplemental learning resources such as lecture powerpoints							
		Assessment tools	developed and submitted assessment tools such as long examination, quizzes, problem sets	1	25	5	5	5	5.00	Chem 132.3; Chem 120; Chem 121n, Chem 11, Chem 132b, Chem 123, Chem 130f, Chem 200a2
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	developed and submitted on-line course ware for review by TRP and MMDC editor							
		A 24 : Number of virtual classroom created and operational	updated operational virtual classrooms (Moodle or Google Classroom)							
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		Designation as Tree Planting Coordinator	Lead in the preparation, planning, organizing, monitoring, and evaluation in the implementation of the tree planting activity for the BS Chemistry and Masters major in Chemistry students							

		Program accreditation/evaluation								
		Agency/firm/Industry linkages								
		A 26. Other outputs implementing the new normal due to covid 19	advised and checked thesis outline/manuscript of BS Chemistry students	1	7	5	5	5	5.00	BS Chemistry 4
		A.27. Awards received								
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *								
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	conducted and completed research study within the year							
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year								
		<i>In refereed int'l journals</i>	submitted paper for possible publication	1	1	5	5	5	5.00	
		<i>In refereed nat'l/regional journals</i>								
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *								
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								
	PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	submitted research proposal for possible funding	1	2	5	5	5	5.00	VSU Funding

	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)								
		A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer								
		A 34. Number of UMs submitted to ITSO, VSU								
		A 35. Other outputs implementing the new normal due to covid 19								
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained								
	PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training								
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented								
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance								

	PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:								
	Research Mentoring	Research Mentor								
	Peer reviewers/Panelists	Peer reviewers/Panelists								
	Resource Persons	Resource Persons								
	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant								
	Evaluator	Evaluator								
	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *								
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *								
		A 43. Other outputs implementing the new normal due to covid 19								
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 4. Program and Institutional Accreditation Services									
	PI 8. Compliance to all requirements thru the established/adequate implementation,	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	participated in the compliances of QMS core processes of the university under ISO 9001:2015	1	1	5	5	5	5.00	ISO Internal Audit
		A 45. Compliance to all requirements of the program and institutional accreditations:	participated in the preparation of all required documents for compliance requirements of the program and institutional accreditations	1	1	5	5	5	5.00	PRB Chemistry evaluation and monitoring

		On program accreditations	participated in the preparation of all required documents for compliance requirements of the BS Chemistry program	1	1	5	5	5	5.00	CHED R08 Site Visit
		On institutional accreditations	Participated in the preparation of compliances documents of QMS core processes of the university under ISO 9001:2015	1	1	5	5	5	5.00	ISO recertification for VSU
UMFO 6. General Admin. & Support Services (GASS)										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	ensured a customer friendly frontline services		100% customer's satisfaction	5	5	5	5.00	
	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	designed new initiatives as best practices							
		A 48. Other outputs implementing the new normal due to covid 19	organized administration/management related activities and other outputs implementing the new normal due to COVID-19							
	Total Over-all Rating								90.00	

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
Advise to finish Ph.D. program as soon as possible

Evaluated & Rated by:

ELIZABETH S. QUEVEDO

Department Head

Date: 1/5/24

Recommending Approval

MA. THERESA P. LORETO

Dean, College of Arts & Sciences

Date: JAN 16 2024

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction

Date: 1/18/24

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Employee: GENESIS C. ALBARICO

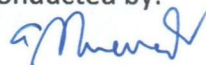
Head of Office: ELIZABETH S. QUEVEDO

Number of Personnel: 1

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	Advised to finish his PhD program the soonest time possible				December, 2023
Coaching	Encouraged the Faculty to: a) aim for Outstanding TPES result in all subjects taught through constant follow up students progress; b) submit research paper for publication and research and extension proposal for possible funding (local/external/international)				

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: GENESIS C. ALBARICO

Performance Rating: Very Satisfactory

Aim: Aspire for an outstanding student rating in all subjects taught

Proposed Interventions to Improve Performance:

Date: January, 2024

Target Date: June, 2024

First Step:

Prepare and update learning materials for assigned chemistry subjects in the 2nd Semester AY 2023-2024; hold classes regularly and on time for assigned chemistry subjects 2nd Semester AY 2023-2024; implement planned activities on time; submit research and extension proposal; and finish PhD in Chemistry program the soonest time possible

Results:

Date: _____

Target

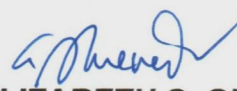
Date:

Next Step:

Outcome: _____

Final Step/Recommendation:

Prepared by:


ELIZABETH S. QUEVEDO
Unit Head

Conforme:


GENESIS C. ALBARICO
Name of Ratee Faculty/Staff