

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%)	50%	4.8 x 50%	2.4
b. Students (50%)	50%	5.0 x 50%	2.5
Total for Instruction	<i>100%</i>		4.9
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			4.9

EQUIVALENT NUMERICAL RATING: 4.9

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.9

ADJECTIVAL RATING: Outstanding

Prepared by:

Kevin Nick S. Bandibas
KEVIN NICK S. BANDIBAS
Name of Faculty

Reviewed by:

Elizabeth S. Quevedo
ELIZABETH S. QUEVEDO
Department Head

Recommending Approval:

MA. Theresa P. Loreto
MA. THERESA P. LORETO
Dean/Director

Approved:

Beatriz S. Belonias
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 JANUARY TO JUNE 2023.

Kevin Nick S. Bandibas
KEVIN NICK S. BANDIBAS

Instructor I

Date: *7/3/23*

Approved:

Elizabeth S. Quevedo
ELIZABETH S. QUEVEDO

Department Head

Date: *7/4/23*

Ma. Theresa P. Loreto
MA. THERESA P. LORETO

College Dean

Date: *JUL 07 2023*

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										
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	19.05	5	5	5	5.00	Chem 117 Chem 117.1 Chem 113m Chem 113.1
		A10. Number of grade sheets submitted within prescribed period	Prepared gradesheet and submitted on or before deadline	3	8	5	5	5	5.00	Chem 117 (2) Chem 117.1 (2) Chem 113m (1) Chem 113.1 (1)
		A13. Number of long examinations administered and checked	Administered and checked long examination for subjects taught	6	10	5	5	5	5.00	Chem 117 (4) Chem 113m (6)


		<u>A15</u> . Number of lab reports and term papers checked and graded	Checked lab reports submitted as required	5	14	5	5	5	5.00	Chem 117.1 (6) Chem 113.1 (8)
	PI 8: Number of students advised: *	<u>A16</u> . Number of students advised:	Acted as academic adviser to students	1	35	5	5	5	5.00	4th year BSChem students
		<u>A17</u> . Number of students advised on thesis/ field practice/special problem:	As Thesis Adviser	1	3	5	5	5	5.00	OVertudazo AAIute SBercero
		As SRC Chairman	Advised and corrected research outline and thesis/SP manuscript	1	3	5	5	5	5.00	MMondragon RJaguines DRamada
		As SRC Member	Advised and corrected research outline and thesis/SP manuscript	1	5	5	5	5	5.00	KGarma DAndoy AArcillas JHeraldo MTanaid
		<u>A18</u> . Number of students entertained for consultation purposes	Entertained students consulting on subject taught, thesis and grades	50	100	5	5	5	5.00	BSChem BSAP
	PI 9: Number of student organizations advised/ assisted *	<u>A19</u> . Number of Student organizations advised	Advised student organizations recognized by USOO							
		<u>A20</u> . Number of Student organizations assisted on student related activities	Assisted student organizations in implementing student related activities							
	PI 10: Number of instructional materials developed *	<u>A 21</u> : Number of on-line course ware developed and submitted :	Prepared and submitted for review by the Technical Review Panel							
		On-line ready courseware	Prepared Instructional module/laboratory guide/workbook or a combination thereof							

		On-line ready courseware	Prepared Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepared Power Point presentation, video clips, and reading assignments depending on course taught	15	27	5	5	5	5.00	Chem 113m (15) Chem 117 (12)
		Assessment tools	Prepared assessment tools such as long exam, quizzes, problems sets, etc.	21	40	5	5	5	5.00	Chem 117 (14) Chem 117.1 (5) Chem 113m (16) Chem 113.1 (5)
		A 24 : Number of virtual classroom created and operational	Created virtual classroom using either Moddle or Google Classroom	3	3	5	5	5	5.00	Chem 113.1 Chem 117 Chem 117.1
UMFO 3 . RESEARCH SERVICES										
UMFO 4. EXTENSION SERVICES										
UMFO 5. SUPPORT TO OPERATIONS										
OVPI MFO 4. Program and Institutional Accreditation Services										
UMFO 6. General Admin. & Support Services										
Total Over-all Rating									64.67	

Average Rating		4.97
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.97
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purposes
Finish the MS in Chemistry the soonest time possible


Evaluated & Rated by:


ELIZABETH S. QUEVEDO
 Department Head
 Date: 7/4/23

Recommending Approval


MA. THERESA P. LORETO
 Dean, CAS
 Date: JUL 07 2023

Approved by:


BEATRIZ S. BELONIAS
 Vice President for Academic Affairs
 Date: 7/10/23

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

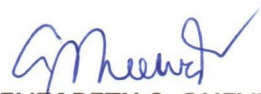
Number of Personnel: 1

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	Ensure commitments on research, extension, and publications are attained Advised to finish MS in Chemistry program the soonest time possible				March 27, 2023
Coaching	Encouraged the faculty to: a) submit research paper for possible publication in a peer-reviewed journal; b) submit research and extension proposal for possible funding (local/external/international) c) attend relevant training & scientific fora				

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

Conducted by:

Noted:


ELIZABETH S. QUEVEDO
Immediate Supervisor


MA. THERESA P. LORETO
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: KEVIN NICK S. BANDIBAS

Performance Rating: _____

Aim: Aspire to maintain an outstanding student rating in all subjects taught

Proposed Interventions to Improve Performance:

Date: July, 2023

Target Date: December, 2023

First Step:

Prepare and update learning materials for all chemistry subjects to be taught in the 1st Semester AY 2023-2024, hold face-to-face classes regularly and on time, follow up student performance constantly and finish MS in Chemistry the soonest time possible

Results:

Meets the QS for tertiary instruction

Date: _____

Target Date: _____

Next Step:

Outcome: _____

Final Step/Recommendation:


Prepared by:



ELIZABETH S. QUEVEDO

Unit Head

Conforme:


KEVIN NICK S. BANDIBAS
Name of Ratee Faculty/Staff