SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Ronald Arlet P. Villaber

Program Involvement (1)	Percentage Weight of	Numerical Rating (Rating x %)	Equivalent Numerical
	Involvement	(3)	Rating
	(2)		(2x3)
1. Instruction			
a. Head/Dean (50%)		4.98 x 50 %	2.49
b. Students (50%)		4.86 x 50 %	2.43
Total for Instruction	100%		4.92
2. Research			
a. Client/Dir for Research			
(50%)			
 b. Dept. Head/Center Director 			
Total for Research			
3. Extension			
a. Client/Dir for Research			
b. Dept. Head/Center Director			
Total for Extenstion			
4. Administration			
5. Production			
TOTAL	100%		4.92

4.92

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.92

ADJECTIVAL RATING:

VS

Prepared by:

Reviewed by:

RONALD ARLEY P. VILLABER

Name of Faculty

Approved:

Recommending Approval:

CANDELARIO L. CALIBO

Dean, CAS

BEATRIZ S. BELONIAS

VP for Instructor

GLENN F. JANSALIN

Head, DoPAC

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, RONALD ARLET P. VILLABER, of the <u>Department of Pure & Applied Chemistry</u> commits the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>January 1</u> to <u>June 30, 2019</u>

RONALD ARLET P. VILLABER

Ratee

Approved:

JACOB GLENN F. JANSALIN

Department Head

MFO No MFO & PAPs	Success/ Performance Indicators (PI) Program/Activities cts	I ASKS ASSIDI	Tasks Assigned	Tasks Assigned Target	Details of Actual Accomplishme	Rating				Remarks	
		cts	3			Q ¹	E ²	T ³	A ⁴		
MFO:1	Advanced Education	PI. 1 Full time Equivalent (FTE)	Instruction	To teach 234	0.25	0.50	5	5	5	5	as graduate faculty
		PI. 2 Number of graduate student advised		as GAC adviser							
	Higher Education Services	P2.1 FTE	Instruction	Teaches Chem 131 lec, Chem 162 lec, Chem 172 lec, Chem 143 lec, Chem 143.1 lab	18	23	5	5	5	5	Teachers Leave
		P2. 2 Number of Instructional materials developed/revised									
IVIEU 5 I	Research Services	P3.1 Number of outputs presented in local conferences	Research							- 165	
		P3. 2. Number of seminars/trainings attended					C	-			
				regional	1	2	5	5	5		2nd Regional Symposium of the PSBMB-Visayas Chapter 1st General Assembly and Symposium ICP- Leyte

,											
		P3. 3. Number of research output published	Research	submits research paper for publication							
MFO 5:	Support to Students	P5.1 Student advising and consultation services:	Support to students								
		P5. 2 Number of student organization advised									
		student advising		advised student organization	1	3	5	5	5	5	CAS SSC, VSUChemSoc, DOST
				as thesis adviser	4	5	5	5	5	5	Jajalla, Olasiman , Puray, Maranga & Bibera (deceased prior to graduation)
		SRC		student thesis , member	1	5	5	5	5	5	Bejar, Gallardo, Gasatan, Orais & Oppu
		P5.3. Number of hours spent for student consultation & thesis		student consultation re: subject matter	1	2	5	5	5	5	BS Chem & BSBiotech
		P5.4. Number of hours spent in checking thesis outline/manuscript		thesis outline/manuscript checking	1	2	5	5	5	5	BS Chem & BSBiotech
MFO 6:	Gen Administration & Support Serices (GASS)	P6. 1 Efficient & Customer Friendly	General services	Zero percent complaint from client served	0 % complaint	1 % complaint	5	5	5	5	
		P6.2 Number of times attended CAS meeting		takes minutes of CAS meeting	1	2	5	5	5	5	CAS Colege Secretary
		P6. 3 Number of hours spent for CAS meeting as CAS College		as Secretary	1 hr/meeting	2 hr/meeting	5	5	5	5	
		Total Over-all Rating Average Rating Adjectival Rating								55 5	

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

comments & Recommendations for Development Purpose:

Must objain (enrol) in Pho purgram

must take the Chemist Lisurance Exam

attend confuences

Evaluated & Rated by:

JACOB GLENN F. JANSALIN

Head, DoPAC

Date:

Recommending Approval:

CANDELARIO L. CALIBO

Dean, CAS

Date:

Approved by:

BEATRIZ S. BELONIAS

VP for Instruction

Date:

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



PERFORMANCE MONITORING & COACHING JOURNAL

1	1st	Q
V	2 nd	A R
	3 rd	Т
	4th	E R

Name of Office: RONALD ARLET P. VILLABER

Head of Office: JACOB GLENN F. JANSALIN

Number of Personnel: 14 Faculty & 5 Admin Staff

	N				
Activity Monitoring	Meeting			Others	Domesto
	One-on-One	Group	Memo	(PIs. specify)	Remarks
Monitoring					
Coaching	Review negative comments of				
	students and improved on them				

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

Conducted by:

JACOB GLENN F. JANSALIN Immediate Supervisor Noted

CANDELARIO L. CALIBO Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **RONALD ARLET P. VILLABER**Performance Rating: Outstanding & Very Satisfactory

Aim: Attain all outstanding students rating by 1st semester 2019-2020

Proposed Interventions to Improve Performance:

Date: November 15, 2019

Target Date: 1st semester 2019-2020

First Step:

Review comments of students
 Improve delivery of instructor

Date:

Target Date:

Next Step:

Outcome:

Final Step/Recommendation:

Prepared by:

OB GLENN F. JANSALIN Unit Head

Conforme:

Name of Rates Faculty