

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

Name of Faculty Member: **Ronald Arlet P. Villaber**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (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 Extension			
4. Administration			
5. Production			
TOTAL	100%		4.92

EQUIVALENT NUMERICAL RATING: 4.92

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.92

ADJECTIVAL RATING: VS

Prepared by:

Reviewed by:


RONALD ARLET P. VILLABER

Name of Faculty


JACOB GLENN F. JANSALIN

Head, DoPAC

Recommending Approval:

Approved:


CANDELARIO L. CALIBO

Dean, CAS


BEATRIZ S. BELONIAS

VP for Instructor

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

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


RONALD ARLET P. VILLABER

Approved:


JACOB GLENN F. JANSALIN

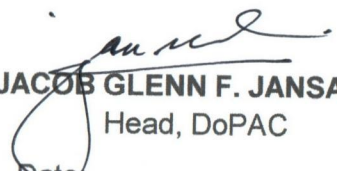
Department Head

MFO No	MFO & PAPs	Success/ Performance Indicators (PI)	Program/Activities/Projects	Tasks Assigned	Target	Details of Actual Accomplishme	Rating				Remarks
							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							
MFO:2	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									
MFO 3:	Research Services	P3.1 Number of outputs presented in local conferences	Research								
		P3. 2. Number of seminars/trainings attended									
				regional	1	2	5	5	5	5	2nd Regional Symposium of the PSBMB-Visayas Chapter 1st General Assembly and Symposium ICP-Leyte

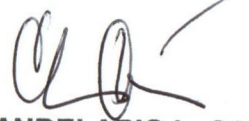
Average Rating (Total Over-all rating divided by		
Additional Points:		
Punctuality		
Approved Additional points (with copy of		
FINAL RATING		
ADJECTIVAL RATING		

Comments & Recommendations for Development Purpose: • must obtain (enrol) in PhD program • must take the Chemist License Exam • attend conferences


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 - Efficiency 3 - Timeliness 4 - Average

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: RONALD ARLET P. VILLABER

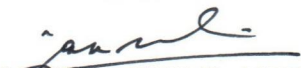
Head of Office: JACOB GLENN F. JANSALIN

Number of Personnel: 14 Faculty & 5 Admin Staff


Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
Coaching	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:

1. Review comments of students
2. Improve delivery of instructor

Date:

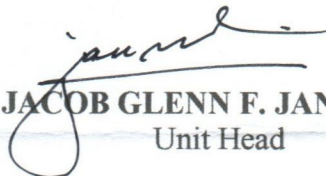
Target Date:

Next Step:


Outcome:

Final Step/Recommendation:

Prepared by:


JACOB GLENN F. JANSALIN
Unit Head

Conforme:


RONALD ARLET P. VILLABER
Name of Ratee Faculty