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%) | | 5.00 x 50 % =2.50 | |
| b. Students (50%) | | 4.00 x 50 % =2.00 | |
| Total for Instruction | 85% | 4.50 | 3.83 |
| 2. Research | | | |
| a. Client/Dir for Research (50%) | | 0 x 50%= | |
| b. Dept. Head/Center Director | | 0 x 50%= | |
| Total for Research | 0% | 0.00 | 0.00 |
| 3. Extension | | | |
| a. Client/Dir for Research (50%) | | 0 x 50% = 0 | |
| b. Dept. Head/Center Director | | 0 x 50% = 0 | |
| Total for Extenstion | 0% | 0.00 | 0.00 |
| 4. Administration | 15% | 5.00 | 0.75 |
| 5. Production | 0% | 0.00 | 0.00 |
| TOTAL | 100% | | 4.58 |

EQUIVALENT NUMERICAL RATING:

4.58

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.58

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

ALLAN A. RAMAL

Name of Faculty

COB GLENN F. JANSALIN

Head, DoPAC

Recommending Appro

Approved:

CANDÉLARIO L. CALIBO

Dean, CAS

BEATRIZ S. BELONIAS

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| 5. Production | ow I | d ngo | 0730 |
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TOTAL NUMERICAL RATING: Acor Augitorial Points, it any. ECUIVALEMENUMERICAL KATING. ្រាស្រាស់ខ្មែរ

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VOTECTION PART C

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INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ALLAN A. RAMAL, of the Department of Pure & Applied Chemistry, <u>College of Arts & Sciences</u> commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>January</u> 1-June 30, 2018

ALLAN A. RAMAL Ratee Approved:

ACOB GLENN F. JANSALIN

Department Head

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|---------|------------------------|--|---------------------------------|---|---|--------------------------|----------------|----------------|--|----------------|-----------------|--|
| MFO No. | MFO & PAPs | Success/Performance Indicators(PI) | Program/ Activities Projects | | Target | Actual Accomplishment | -01 | Rating | | | Remarks | |
| 1150 | 11: 1 | | | | | | Q ¹ | E ² | T ³ | A ⁴ | | |
| MFO: 2 | Higher Education | P2.1 Full Teaching Equivalent (FTE) | Instruction | Chem 146 lec, Chem 146 | 16 | 24.45 | | | | | Teacher's leave | |
| | | P1.2. Number of instructional | | | | | | | | | | |
| | | P1.3 New Syllabi | Instruction | Developed an OBEdized | 1 | | 5 | 5 | 5 | 5 | Chem 145, 146 | |
| | | P1.4. Revised Lab Manual | | Revised Lab Manual | 1 | | 5 | 5 | 5 | 5 | Chem 146 | |
| | | P1.5. New Laboratory Manual | | | | | | | | 1 | | |
| | | P1.5. Revised a laboratory manual in | | | Anni di mananana kanana ya mwaka aka ka | | - | | | † | | |
| | | P2.2. Revised Course Outlines | | Revised Course Outline | 1 | 2 | 5 | 5 | 5 | 5 | Chem 145 | |
| MFO: 3 | Research Services | P3.1 Number of student research advised | Research services | | | ٢, | 7 | | | | | |
| | | P3.2 Number of research proposal submitted | | Research proposal submitted for funding | 1 | 1) 4 | 5 | 5 | 4 | 4.6667 | | |
| | | P3.3. Number of research conducted | | | | | | | | | | |
| | | P3.4. Number of research paper presented | | Research paper presented | | | | | an agustinis minin de de companyo e communicación de la companyo de companyo e companyo de companyo e companyo | | | |
| | | P3.5Number seminars/training attended | | national | 1 | 1 | 5 | 5 | 5 | 5 | | |
| | | | | regional | 1 | 1 | 5 | 5 | 5 | 5 | | |
| | | | | institutional/local | 1 | 1 | 5 | 5 | 5 | 5 | | |
| MFO: 4 | Extension Services | P4.1. Number of individual beneficiaries served | Extension services | | | | | | | | | |
| | | P4. 2. Additional Output | Extension services | | | | | | | | | |
| MFO: 5 | Support to Students | P5.1. Number of special services such as resource speaker on programs and technical judge conducted in support to students | Support to students | | | | | | | | | |

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P5.2. Number of hours spent on student thesis outline/manuscript as adviser 20 4.6667 40 hours 5 5 4 consultation P5.2.2. Number of hours spent on as SRC, chair 20 40 hours 5 5 4 4.6667 student consultations as SRC, member 20 40 hours 5 5 4 4.6667 P5.3. Number of student related tutorials, poster making, quiz as consultant 2 2 5 5 5 activities assisted show, P5.4. Number of student thesis outline las adviser 2 6 5 5 5 5 BSChem advised P5.5. Number of student thesis as adviser 1 1 5 5 4.6667 manuscript advised and checked P5.6. Number of hours spent on student thesis as adviser, SRC 20 5 40 hours 5 5 5 outline/manuscript/special problem consultation General P6. 1 Efficient and customer friendly Administration and Zero complaints from zero MFO:6 **General Services** zero complaint 5 5 5 5 Support Services frontline service clients served complaint (GASS) Pl6.2. Number of hours spent as VSU 2 3 hours as VSU PCO 5 5 5 5 PCO hrs/week hrs/week 3 5 5 5 P6.3 Number of times served as OIC serves as OIC Total Over-all Rating 85 Average Rating 5.00 Adjectival Rating

• "

| Average Rating (Total Over-all rating divided by 6) | 5.00 |
|---|------|
| Additional Points: | |
| Punctuality | |
| Approved Additional points (with copy of approval) | |
| FINAL RATING | 5.00 |
| ADJECTIVAL RATING | 0 |

| Comments & Recommendations for Development Purpose: | Conish 1 | The T |
|---|----------|-------|
| can give at least 15 CM walt per year. | y gora | men |
| 7, Finesh PhO in Chemistry | | |
| , | | |

| Evaluated & Rated by: | Recommending Approval: | Approved by: |
|-------------------------|------------------------|---------------------|
| JACOB GLENN F. JANSALIN | CANDELARIO L. CALIBO | BEATRIZ S. BELONIAS |
| Head, DoPAC | Dean, CAS | VP for Instruction |
| Date: | Date: | Date: |

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

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: ALLAN A. RAMAL

Head of Office: **JACOB GLENN F. JANSALIN**

Number of Personnel: _____

| Activity | Meeting | | | Others | Remarks | | |
|------------|--|-------|------|----------------|----------------------------------|--|--|
| Monitoring | One-on-One | Group | Memo | (Pls. specify) | | | |
| Monitoring | | | | | | | |
| Coaching | In-depth analysis of strong and weak points based on student evaluation & come up with ways for improvement. | | | | Outstanding Student Rating | | |

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

Conducted by:

ACOB GLENN F. JANSALIN
Immediate Supervisor

Noted

CANDELARIO L. CALIBO Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ALLAN A. RAMAL

Performance Rating: Outstanding & Very Satisfactory

Aim: To obtain Outstanding student rating in all subject taught.

Proposed Interventions to Improve Performance:

Date: Sept. 18, 2018

Target Date: Dec. 31, 2018

First Step:

- 1. Review results of students evaluation
- 2. Address general comments of students

Date:

Target Date:

Next Step:

Outcome:

Final Step/Recommendation:

Prepared by:

EOB GLENN F. JANSALINUnit Head

Conforme:

ALLAN A. RAMAL Name of Ratee Faculty