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%)		5.00 x 50 % =2.5	
Total for Instruction	90%	4.99	4.49
2. Research			
a. Client/Dir for Research	esearch 0 x 50%= 0		
(50%)			
b. Dept. Head/Center		0 x 50%= 0	
Total for Research	0%	0.00	0.00
3. Extension			
a. Client/Dir for Research		$5 \times 50\% = 2.5$	
b. Dept. Head/Center		5 x 50% = 2.5	
Total for Extenstion	5%	5.00	0.25
4. Administration	5%	5.00	0.25
5. Production	0%	0.00	0.00
TOTAL	100%		4.99

EQUIVALENT NUMERICAL RATIN

4.99

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.99

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

RONALD ARLET P. VILLABER

Name of Faculty

JACOB GLENN F. JANSALIN

Head, DoPAC

Recommending Approval:

Approved:

CANDÉLARIO L. CALIBO

Dean, CAS

BEATRIZ S. BELONIAS

VP for Instructor

SUPPRIARY OF INDVOLDE RATIATES OF PARTICIPATED SERVICES.

Name of Fuculty Monther Ronald and R. Villablet

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Approved:

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Recommending Approved

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"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</u> to <u>June 2018.</u>

RONALD ARLETP. VILLABER

Approved:

JACOB GLENN F. JANSALIN

Department Head

							nent Head				
MFO No	MFO & PAPs	MFO & PAPs Success/ Performance Indicators Program/Activities/Projects Cts	Tasks Assigned Tar	Target	Details of Target Actual	Rating				Remarks	
		ļ · · · · ·	V		Acco	Accomplishme	Q ¹	E ²	T ³	A ⁴	
MFO:1	Advanced Education	PI. 1 Full time Equivalent (FTE)	Instruction	To teach 211	0.25	2.5	5	5	5	5	as graduate faculty
		PI. 2 Number of graduate student advised		as GAC adviser	1	1	5	5	5	5	Abrantes (MEd)
MFO:2	Higher Education Services	P2.1 FTE	Instruction	Teaches Chem 146 lab, Chem 15 lab, Chem 21 lec, Chem 21 lab, SHS lab	18	37.35	5	5	5	5	Teachers Leave
		P2. 2 Number of Instructional materials developed/revised									
		Lab Manual	Instruction	Updated lab manual	1	1	5	5	4	4.667	Chem 16
		Revised syllabus		revised syllabus (OBEdized format)	1	1	5	5	5	5	Chem 15
IIVIEO 3 I	Research Services	P3.1 Number of outputs presented in local conferences	Research								
		research output presentation		research paper presented(national)	1	1	5	5	5	5	
		P3. 2. Number of seminars/trainings attended									
				national	1	1	5	5	5	5	
				institutional/local	1	1	5	5	5	5	
		P3. 3. Number of research output published	Research	submits research paper for publication	1	1	5	5	5	5	for international
	Support to Students	P5.1 Student advising and consultation services:	Support to students								

P5. 2 Number of student organization advised advised student CAS SSC , student advising 1 2 5 5 5 organization VSUChemSoc as thesis adviser 1 9 5 **BSChem** 5 5 5 SRC student thesis, member 1 5 5 5 5 5 **BSChem** P5.3. Number of hours spent for student consultation re: 15 15 5 5 BSChem 5 student consultation & thesis subject matter P5.4. Number of hours spent in thesis 20 20 5 5 BSChem 5 5 checking thesis outline/manuscript Gen P6. 1 Efficient & Customer Administration & Zero percent complaint 0% 0% MFO 6: General services 5 5 5 Support Serices Friendly 5 from client served complaint complaint (GASS) P6.2 Number of times attended takes minutes of CAS 2 5 5 5 5 CAS College Secretary ICAS meeting meeting P6. 3 Number of hours spent for 1 as Secretary 1 hr/meeting CAS meeting as CAS College Total Over-all Rating hr/meetina 79.67 Average Rating 4.979 Adjectival Rating

Average Rating (Total Over-all rating divided by	4.98
Additional Points:	
Punctuality	
Approved Additional points (with copy of	
FINAL RATING	4.98
ADJECTIVAL RATING	

Comments &
Recommendations for
Development Purpose:
1. Apply for this in chemistry here or abroad
2. Affirst PCC or any chemistry for a to help abreast
with dwelopment in chemistry.

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

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

Name

RONALD ARLET P. VILLABER

Head of Office: <u>JACOB GLENN F. JANSALIN</u>

Number of Personnel:

	MEC				
Activity Monitoring	Meeting		Others	Damada	
	One-on-One	Group	Memo	(Pls. specify)	Remarks
Monitoring					
Coaching	Review student suggestions for teaching improvement and devise strategies to address advise comments.				

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:

- 1. To obtain Outstanding student rating in all subjects taught.
- 2. To endorse his pursuit of a PhD degree.

Proposed Interventions to Improve Performance:

Date: Sept. 18, 2018

Target Date: Dec. 31, 2018

First Step:

- 1. Review results of last student evaluation and address general comments of
- 2. Encourage to send application for PhD study abroad.

Date:

Target Date:

Next Step:

Outcome:

Final Step/Recommendation:

Prepared by:

ACOB GLENN F. JANSALIN

Unit Head

Conforme:

Name of Ratee Faculty