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%)		4.96 x 50 % =2.48	
b. Students (50%)		5.00 x 50 % =2.50	
Total for Instruction	95%	4.98	4.73
2. Research			
a. Client/Dir for Research		0 x 50%	
b. Dept. Head/Center		0 x 50%	
Total for Research	0%		0.00
3. Extension			
a. Client/Dir for Research		0 x 50%	
Total for Extenstion	0%	0.00	0.00
4. Administration	5%	5.00	0.25
5. Production	0%	0.00	0.00
TOTAL	100%		4.98

EQUIVALENT NUMERICAL RATIN

4.98

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.98

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

Approved:

KEVIN NIÇK S. BANDIBAS

Name of Faculty

COB GLENN F. JANSALIN

Head, DoPAC

Recommending Approval:

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BEATRIZ S. BELONIAS

Dean, CAS

VP for Instructor

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 $\{x_i, x_i \in X_i\} = \{x_i \in X_$

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, KEVIN NICK S. BANDIBAS, 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>July 1</u> to <u>December 31, 2018.</u>

KEVIN NICK S. BANDIBAS
Ratee

Approved:

JACOB GLENN F. JANSALIN

Department Head

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MFO No.	MFO & PAPs	Success/ Performance Indicators	-	Tasks Assigned Ta	Tasks Assigned Target	Details of Actual	Rating				Remarks
		(PI)	cts	3	Accomplishment	Q ¹	E ²	T ³	A ⁴		
1 1/41-(1.1 1	Advanced Education	Pl. 1 Full time Equivalent (FTE)	Instruction								
		Pl. 2 Number of graduate student advised				·					
		PI.1 FTE	Instruction	Esci 115a lec, Chem 151 lab, Chem 153 lec,Chem 153 lab, Chem 120 lec	16	26.8	5	5	5	5	Teachers leave
		PI. 1 Number of Instructional materials developed/revised									
		Course outline	Instruction	To course outline	1	1	5	5	4	4.6667	EScie 115
		Revised syllabus									
MFO 3:	Research Services	Pl.1 Number of outputs presented in local conferences	Research								
		PI. 2. Number of seminars/trainings attended									
				national	1	1	5	5	5	5	AAACU 22nd Biennial Conference
				institutional/local	0	1	5	5	5	5	Prime-HRM
		PI 3. Number of research conducted									
		Pl. 4. Number of research output published									
		PI 5. Number of research student advised									
	Support to Students	PI.1 Student advising and consultation services:	Support to students								
		PI. 2 Number of student organization advised									

		SRC		student thesis , member	3	7	5	5	5	5	SAAldamia, RCHLFlores, JACMatunog, JJSPuray & GBManagbanag
		PI 2. Number of hours spent for student consultation & thesis advising		student consultation re: subject matter	15	15	5	5	5	5	BSChem
		PI 3. Number of hours spent in checking thesis outline/manuscript		thesis outline/manuscript checking	20	20	5	5	5	5	BSChem
MFO 6:	Gen Administration & Support Serices (GASS)		General services	Zero percent complaint from client served	0% complaint	0% w/o complaint	5	5	5	5	
		Pl. 2 No of times serve as OIC of DoPAC			0	5	5	5	5	5	
		Total Over-all Rating								44.67	
		Average Rating								4.96	
		Adjectival Rating									

.24

Average Rating (Total Over-all rating divided by	4.96
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	
ADJECTIVAL RATING	4.96

Comments & Recommendations for Development Purpose:

Alkend annual Philippine Chemistry Conquess

Present research outputs in scientific fore
here bor abroad

Evaluated & Rated by:	Recommending Approval:	Approved by:
an ne	CANDELARIO L. CALIBO	SEATON OF CAMAS
JAÇOB GLENN F. JANSALIN		BEATRIZ S. BELONIAS
Head, DoPAC	Dean, CAS	VP for Instruction
Date:	Date:	Date:

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

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Employee: **KEVIN NICK S. BANDIBAS**

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

Number of Personnel: _____

Activity Monitoring					
	Meeting			Others	1 .
	One-on-One	Group	Memo	(PIs. specify)	Remarks
Monitoring				3.0	
Coaching	None				All Outstanding rating

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

Conducted by:

JACOB GLENN F. JANSALIN mmediate Supervisor Noted

CANDELARIO L. CALIBO Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee:	KEVIN NICK S. BA	<u>ANDIBAS</u>
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Performance Rating: Outstanding

Aim: To finish MS Chem

Proposed Interventions to Improve Performance:

Date: January 2019

Target Date: June 2019

First Step: Have reduced load to continue experimental work and manuscript preparation

Date:

Target Date: June 2019

Next Step:

Outcome:

Final Step/Recommendation:

Prepared by:

JACOB GLENN F. JANSALIN Unit Head

Conforme:

EVIN MICK'S. BANDIB.

Name of Ratee Faculty