

**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 Extension	0%	0.00	0.00
4. Administration	5%	5.00	0.25
5. Production	0%	0.00	0.00
<b>TOTAL</b>	<b>100%</b>		<b>4.98</b>

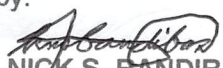
EQUIVALENT NUMERICAL RATIN                      4.98

Add: Additional Points, if any:

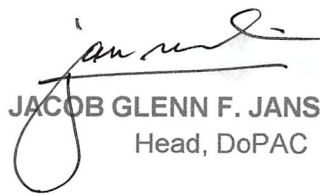
TOTAL NUMERICAL RATING:                      4.98

ADJECTIVAL RATING:                      Outstanding

Prepared by:

  
**KEVIN NICK S. BANDIBAS**  
Name of Faculty

Reviewed by:

  
**JACOB GLENN F. JANSALIN**  
Head, DoPAC

Recommending Approval:

  
**CANDELARIO L. CALIBO**  
Dean, CAS

Approved:

  
**BEATRIZ S. BELONIAS**  
VP for Instructor

Worshiped by 104,300,000

[illegible]

1990-1991

[illegible]

2000-01-01

07/514-96

1. *Phragmites* (common)

100

1. What is the purpose of the study?

1. NUMBER OF HOURS OF WORK PER WEEK

**"Exhibit B"**

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, KEVIN NICK S. BANDIBAS , 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 July 1 to December 31, 2018.

**KEVIN NICK S. BANDIBAS**

Ratee

**Approved:**

**JACOB GLENN F. JANSALIN**

Department Head

[illegible]




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:


- Attend annual Philippine Chemistry Congress
- Present research outputs in scientific fora here &/or abroad

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 <sup>nd</sup>	
√	3 <sup>rd</sup>	
√	4th	

Name of Employee: KEVIN NICK S. BANDIBAS

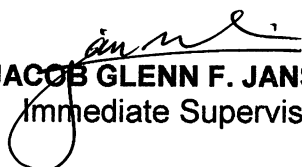
Head of Office: JACOB GLENN F. JANSALIN

Number of Personnel: \_\_\_\_\_


Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
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**  
 Immediate Supervisor

Noted

  
**CANDELARIO L. CALIBO**  
 Next Higher Supervisor

## EMPLOYEE DEVELOPMENT PLAN

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

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:

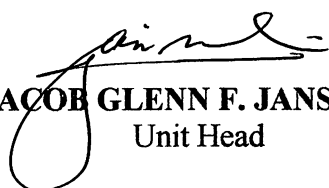
Target Date: June 2019

Next Step:

Outcome:

Final Step/Recommendation:

Prepared by:

  
**JACOB GLENN F. JANSALIN**  
Unit Head

Conforme:

  
**KEVIN NICK S. BANDIBAS**  
Name of Ratee Faculty