

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: _____

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction		¹⁰⁰	
a. Head/Dean (50%)		$4.934 \times 50\% =$	
b. Students (50%)		$\times 50\% =$	
Total for Instruction	48%	0.95×4.934	4.687
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept. Head/Center Director (50%)			
Total for Extension			
4. Administration	5%	0.05×5	0.25
5. Production			
TOTAL	100%		4.937

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

Prepared by:

ALLAN A. RAMAL
Name of Faculty

Reviewed by:

JACOB GLENN F. JANSALIN
Department Head

Recommending Approval:

CANDELARIO L. CALIBO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ALLAN A. RAMAL, a faculty member of the DEPARTMENT OF PURE AND APPLIED CHEMISTRY commit to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period JANUARY TO JUNE 2020.

ALLAN A. RAMAL

Assoc. Prof. V

Date:

Approved:

JACOB GLENN F. JANSALIN

Department Head

Date:

CANDELARIO L. CALIBO

College Dean

Date:

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	18	18	5	5	4.5 4.67	5.00 5.00	Chem 148 lec (2) Chem 148.2 (2) Chem 149 (Technical analysis)
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	5	5	5	5	5.00	Chem 148 lec (2) Chem 148.2 (2) Chem 149 (Technical analysis)
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	10	5	5	5	5.00	Chem 148 lec (2) Chem 148.2 (2) Chem 149 (Technical analysis)
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	20	40	5	5	5	5.00	Chem 148 lec (2) Chem 148.2 (2) Chem 149 (Technical analysis)
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	20	45	5	5	5	5.00	Chem 148 lec (2) Chem 148.2 (2) Chem 149 (Technical analysis)
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students							

		<u>A17</u> . Number of students advised on thesis/ field practice/special problem:		2	2	5	5	5	5.00	Mantua, jL and Sta Iglesia
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	5	6	5	5	5	5.00	pls see dopac records
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	5	7	5	5	5	5.00	pls see dopac records
		<u>A18</u> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	40	50	5	5	5	5.00	BSChem and BSAgChem
	<u>PI 9</u> : Number of student organizations advised/ assisted *	<u>A19</u> . Number of Student organizations advised	Advises student organizations recognized by USOO							
		<u>A20</u> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	4	5	5	5	5.00	VSU ChemSo, BCAED, BSED, BIOTECHc
	<u>PI 10</u> : Number of instructional materials developed *	<u>A 21</u> : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							

		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom							
UMFO 3 . RESEARCH SERVICES										
UMFO 4. EXTENSION SERVICES										
UMFO 5. SUPPORT TO OPERATIONS										
OVPI MFO 4. Program and Institutional Accreditation Services										
	PI 8.Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	A 44. Compliance to all requirements of theQMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero non-conformity	zero non-conformity	5	5	4	4.67	
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant	100% compliant	5	5	5	5.00	
		On program accreditations								
		On institutional accreditations								
UMFO 6. General Admin. & Support Services										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint	Zero % complaint	5	5	5	5.00	
Total Over-all Rating										
Average Rating									4.934	
Adjectival Rating									Outstanding	

Average Rating (Total Over-all rating divided by		4.934
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.934
ADJECTIVAL RATING		0

Comments & Recommendations for Development Purpose:

Finish PhD degree

Evaluated & Rated by:

Jansalin
JACOB GLENN F. JANSALIN
 Head, DoPAC

Date: _____

Recommending Approval:

Calibo
CANDELARIO L. CALIBO
 Dean, CAS

Date: _____

Approved by:

Belonias
BEATRIZ S. BELONIAS
 VP for Academic Affairs

Date: _____

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

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Employee: ALLAN A. RAMAL

Head of Office: JACOB GLENN F. JANSALIN

Number of Personnel: _____

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	improve punctuality in coming to class				
Coaching					

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

Conducted by:


JACOB GLENN F. JANSALIN
Immediate Supervisor

Noted by:


CANDELARIO L. CALIBO
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ALLAN A. RAMAL

Performance Rating: 0

Aim: Maintain outstanding ^{performance} student rating

Proposed Interventions to Improve Performance:

Date: July 2020

Target Date: Dec 2020

First Step:

Prepare teaching materials for next semester

Result:

Learning Guide / Modules are ready for implementation

Date: _____

Target Date: _____

Next Step:

Outcome: _____

Final Step/Recommendation:

Prepared by:

Jacob Glenn F. Jansalin
JACOB GLENN F. JANSALIN
Unit Head

Conforme:

Allan A. Ramal
ALLAN A. RAMAL
Name of Ratee Faculty