

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: **Alice Martinez- Acabal**


| Program Involvement (1) | Percentage Weight of Involvement | 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 x 50 % =2.50 | |
| Total for Instruction | 85% | 4.99 | 4.24 |
| 2. Research | | | |
| a. Client/Dir for Research (50%) | | 5 x 50%= 2.50 | |
| b. Dept. Head/Center Director | | 5 x 50%= 2.50 | |
| Total for Research | 10% | 5.00 | 0.50 |
| 3. Extension | | | |
| a. Client/Dir for Research (50%) | | 0 x 50% = 0 | |
| b. Dept. Head/Center Director (50%) | | 0 x 50% = 0 | |
| Total for Extension | 0% | 0.00 | 0.00 |
| 4. Administration | 5% | 5.00 | 0.25 |
| 5. Production | 0% | 0.00 | 0.00 |
| TOTAL | 100% | | 4.99 |

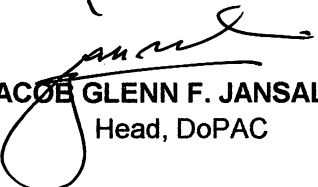
EQUIVALENT NUMERICAL RATING: 4.99

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.99

ADJECTIVAL RATING: Outstanding

Prepared by:

ALICE MARTINEZ- ACABAL
 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

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **ALICE MARTINEZ- ACABAL**, of the Department of Pure & Applied Chemistry, **College of Arts & Sciences** commits to 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**.


ALICE R. MARTINEZ- ACABAL
Ratee

Approved: 
JACOB GLENN F. JANSALIN
Department Head

| MFO No. | MFO & PAPs | Success/Performance Indicators(PI) | Program/ Activities Projects | Tasks Assigned | Target | Details of Actual Accomplishment | Rating | | | | Remarks |
|---------------|------------------------------------|--|------------------------------------|---|--------|-------------------------------------|----------------|----------------|----------------|----------------|--|
| | | | | | | | Q ¹ | E ² | T ³ | A ⁴ | |
| MFO: 1 | Advanced Education Services | PI. 1. Full Teaching Equivalent (FTE) | Instruction | Chem 233 Lec, Chem 233 Lab & Chem 209 Lec | 0 | 1.83 | 5 | 5 | 5 | 5 | graduate faculty |
| | | PI. 2 Number of graduate students advised | Instruction | as GAC to students major in Chemistry | 1 | 4 | 5 | 5 | 5 | 5 | Pedere, Goyo etc., |
| MFO: 2 | Higher Education Services | P2.1. Full Teaching Equivalent (FTE) | Instruction | Chem 125 lec & Chem 120 lec | 8 | 17.55 | 5 | 5 | 5 | 5 | Vacation Leave |
| | | P2.2 Number of instructional materials developed/revised and utilized | Instruction | | | | | | | | |
| | | Revise Course Outline | | updated course outline | 1 | 1 | 5 | 5 | 5 | 5 | Chem 125 |
| MFO: 3 | Research Services | | | | | | | | | | |
| | | P 3.1 Conducts research project/study approved/ conducted | Research | Conducts approved research study/project | 0 | 1 | 5 | 5 | 5 | 5 | Co-Component Leader of the research entitled "Survey & Chemical Characterization of Cinnamomun species in Leyte" |
| | | P3.2. Number Oral and poster presentations in national and international conferences | Research | | | | | | | | |
| | | P3.3 Additional output(attended seminars/workshops/trainings) | | national | 1 | 2 | 5 | 5 | 5 | 5 | AAACU & PSBMB |
| | | | | institutional/local | 1 | 2 | 5 | 5 | 5 | 5 | RQAT , Prime-HRM |
| MFO: 4 | Extension Services | P4. 1. Number of individual beneficiaries served | Giving assistance to clientele | extends assistance to | 1 | 1 | 5 | 5 | 5 | 5 | DVM |
| | | P4.2. Number of group beneficiaries served | | Accommodate groups seeking assistance | 1 | 1 | 5 | 5 | 4 | 4.667 | BSDC Students |

[illegible]

| | | |
|---|--|------|
| Average Rating (Total Over-all rating divided by 6) | | 4.98 |
| Additional Points: | | |
| Punctuality | | |
| Approved Additional points (with copy of approval) | | |
| FINAL RATING | | 4.98 |
| ADJECTIVAL RATING | | |

Comments & Recommendations for Development Purpose:

*Attend Annual Philippine Chemistry Congress
Present research work in scientific forum
New/abroad*

Evaluated & Rated by:


JACOB GLENN F. JANSALIN

Head, DoPAC

Date: _____

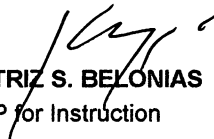
Recommending Approval:


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 nd | |
| ✓ | 3 rd | |
| ✓ | 4th | |

Name of Employee: ALICE MARTINEZ- ACABAL

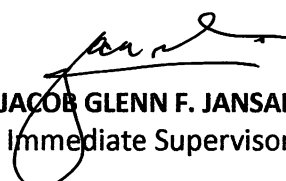
Head of Office: JACOB GLENN F. JANSALIN

Number of Personnel: _____

| Activity Monitoring | MECHANISM | | | | Remarks |
|---------------------|----------------|-------|------|-----------------------|--------------------|
| | Meeting | | Memo | Others (Pls. specify) | |
| | One-on-One | Group | | | |
| Monitoring | | | | | |
| Coaching | None necessary | | | | 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: ALICE MARTINEZ- ACABAL

Performance Rating: Outstanding

Aim:

Proposed Interventions to Improve Performance:

Date: Target Date:

First Step: Has maintained an all outstanding student rating

Date: January 2019 Target Date: June 2019


Next Step:

- Encourage to make research proposals
- Attend seminar/trainings for skills & knowledge updating


Outcome:

Final Step/Recommendation:

Prepared by:


JACOB GLENN F. JANSALIN
Unit Head

Conforme:


ALICE MARTINEZ- ACABAL
Name of Ratee Faculty