

**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%)		$4.98 \times 50 \% = 2.49$	
b. Students (50%)		$5.00 \times 50 \% = 2.5$	
Total for Instruction	95%	4.99	4.74
2. Research			
a. Client/Dir for Research (50%)		$0 \times 50\% = 0$	
b. Dept. Head/Center		$0 \times 50\% = 0$	
Total for Research	0%	0.00	0.00
3. Extension			
a. Client/Dir for Research		$5 \times 50\% = 2.5$	
b. Dept. Head/Center		$5 \times 50\% = 2.5$	
Total for Extension	5%	5.00	0.25
4. Administration	0%	0.00	0.00
5. Production	0%	0.00	0.00
<b>TOTAL</b>	<b>100%</b>		<b>4.99</b>

EQUIVALENT NUMERICAL RATING: 4.99

Add: Additional Points, if any:

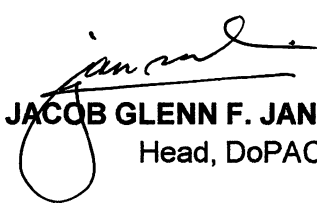
TOTAL NUMERICAL RATING: 4.99

ADJECTIVAL RATING: Outstanding

Prepared by:

  
**RONALD ARLET P. VILLABER**  
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

STATEMENT OF WORKS FOR THE YEAR 2010  
 WITH THE FOLLOWING INFORMATION

Project Name: [illegible]

Item No.	Description of Work	Unit	Quantity	Rate	Amount
1	...	...	...	...	...
2	...	...	...	...	...
3	...	...	...	...	...
4	...	...	...	...	...
5	...	...	...	...	...
6	...	...	...	...	...
7	...	...	...	...	...
8	...	...	...	...	...
9	...	...	...	...	...
10	...	...	...	...	...
11	...	...	...	...	...
12	...	...	...	...	...
13	...	...	...	...	...
14	...	...	...	...	...
15	...	...	...	...	...
16	...	...	...	...	...
17	...	...	...	...	...
18	...	...	...	...	...
19	...	...	...	...	...
20	...	...	...	...	...
21	...	...	...	...	...
22	...	...	...	...	...
23	...	...	...	...	...
24	...	...	...	...	...
25	...	...	...	...	...
26	...	...	...	...	...
27	...	...	...	...	...
28	...	...	...	...	...
29	...	...	...	...	...
30	...	...	...	...	...
31	...	...	...	...	...
32	...	...	...	...	...
33	...	...	...	...	...
34	...	...	...	...	...
35	...	...	...	...	...
36	...	...	...	...	...
37	...	...	...	...	...
38	...	...	...	...	...
39	...	...	...	...	...
40	...	...	...	...	...
41	...	...	...	...	...
42	...	...	...	...	...
43	...	...	...	...	...
44	...	...	...	...	...
45	...	...	...	...	...
46	...	...	...	...	...
47	...	...	...	...	...
48	...	...	...	...	...
49	...	...	...	...	...
50	...	...	...	...	...
51	...	...	...	...	...
52	...	...	...	...	...
53	...	...	...	...	...
54	...	...	...	...	...
55	...	...	...	...	...
56	...	...	...	...	...
57	...	...	...	...	...
58	...	...	...	...	...
59	...	...	...	...	...
60	...	...	...	...	...
61	...	...	...	...	...
62	...	...	...	...	...
63	...	...	...	...	...
64	...	...	...	...	...
65	...	...	...	...	...
66	...	...	...	...	...
67	...	...	...	...	...
68	...	...	...	...	...
69	...	...	...	...	...
70	...	...	...	...	...
71	...	...	...	...	...
72	...	...	...	...	...
73	...	...	...	...	...
74	...	...	...	...	...
75	...	...	...	...	...
76	...	...	...	...	...
77	...	...	...	...	...
78	...	...	...	...	...
79	...	...	...	...	...
80	...	...	...	...	...
81	...	...	...	...	...
82	...	...	...	...	...
83	...	...	...	...	...
84	...	...	...	...	...
85	...	...	...	...	...
86	...	...	...	...	...
87	...	...	...	...	...
88	...	...	...	...	...
89	...	...	...	...	...
90	...	...	...	...	...
91	...	...	...	...	...
92	...	...	...	...	...
93	...	...	...	...	...
94	...	...	...	...	...
95	...	...	...	...	...
96	...	...	...	...	...
97	...	...	...	...	...
98	...	...	...	...	...
99	...	...	...	...	...
100	...	...	...	...	...

TOTAL WORK DONE  
 TOTAL WORK DONE  
 TOTAL WORK DONE

TOTAL WORK DONE

TOTAL WORK DONE

TOTAL WORK DONE

TOTAL WORK DONE

TOTAL WORK DONE

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, RONALD ARLET P. VILLABER, 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**

**RONALD ARLET P. VILLABER**  
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 <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
MFO:1	Advanced Education	PI. 1 Full time Equivalent (FTE)	Instruction	Chem 212	1.5	1.5	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	Chem 105 lab, Chem 31 lec, Chem 172 lec, Chem 132.2 lab	16	15.15	5	5	5	5	Teachers Leave
		P2. 2 Number of Instructional materials developed/revised									
		Lab Manual	Instruction	Updated lab manual	1	1	5	5	5	5	Chem 16
		Revised syllabus		revised syllabus (OBE-dized format)	1	1	5	5	5	5	Chem 15
MFO 3:	Research Services	P3.1 Number of outputs presented in local conferences	Research								
		research output presentation		research paper presented(national)	1	1	5	5	4	4.667	
		P3. 2. Number of seminars/trainings attended									
				national	1	1	5	5	5	5	
				institutional/local	1	1	5	5	5	5	HR -Prime
		P3. 3. Number of research output published	Research	submits research paper for publication	1	1	5	5	5	5	for international
MFO 5:	Support to Students	P5.1 Student advising and consultation services:	Support to students								



# PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2 <sup>nd</sup>	
√	3 <sup>rd</sup>	
√	4th	

Name of Office: RONALD ARLET P. VILLABER


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 needed				All Outstanding Student 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

# RESEARCH AND ANALYSIS OF THE

1	2
3	4
5	6
7	8
9	10
11	12
13	14
15	16
17	18
19	20
21	22
23	24
25	26
27	28
29	30
31	32
33	34
35	36
37	38
39	40
41	42
43	44
45	46
47	48
49	50
51	52
53	54
55	56
57	58
59	60
61	62
63	64
65	66
67	68
69	70
71	72
73	74
75	76
77	78
79	80
81	82
83	84
85	86
87	88
89	90
91	92
93	94
95	96
97	98
99	100

RESEARCH AND ANALYSIS OF THE

RESEARCH AND ANALYSIS OF THE

RESEARCH AND ANALYSIS OF THE

RESEARCH AND ANALYSIS OF THE

RESEARCH AND ANALYSIS OF THE

RESEARCH AND ANALYSIS OF THE

RESEARCH AND ANALYSIS OF THE

RESEARCH AND ANALYSIS OF THE

RESEARCH AND ANALYSIS OF THE

RESEARCH AND ANALYSIS OF THE

RESEARCH AND ANALYSIS OF THE

RESEARCH AND ANALYSIS OF THE

RESEARCH AND ANALYSIS OF THE

RESEARCH AND ANALYSIS OF THE

RESEARCH AND ANALYSIS OF THE

RESEARCH AND ANALYSIS OF THE

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **RONALD ARLET P. VILLABER**

Performance Rating: Outstanding

Aim:

Proposed Interventions to Improve Performance:

Date:

Target Date:

First Step: Achieved an all Outstanding rating

Date: January 2019


Target Date: June 2019

Next Step: Maintain an all Outstanding rating

Outcome:

Final Step/Recommendation:

Prepared by:

  
**JACOB GLENN F. JANSALIN**  
Unit Head

Conforme:

  
**RONALD ARLET P. VILLABER**  
Name of Ratee Faculty