

Exhibit K

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%) | 50% | 4.97 x 50% | 2.485 |
| b. Students (50%) | 50% | 4.83 x 50% | 2.415 |
| Total for Instruction | 100% | 4.9 | 4.9 |
| 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. Production | | | |
| TOTAL | | | 4.9 |

EQUIVALENT NUMERICAL RATING:

4.9

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.9

ADJECTIVAL RATING:

Outstanding

Prepared by:

KEVIN NICK S. BANDIBAS

Name of Faculty

Reviewed by:

ELIZABETH S. QUEVEDO

Department Head

Recommending Approval:

MA. THERESA P. LORETO

Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, KEVIN NICK S. BANDIBAS, 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 JULY TO DECEMBER 2023.


KEVIN NICK S. BANDIBAS

Instructor I

Date: Dec. 31, 2023

Approved:


ELIZABETH S. QUEVEDO

Department Head

Date: 1/5/24


MA. THERESA P. LORETO

College Dean

Date: JAN 16 2024

| 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 | Handled and taught courses assigned | 18 | 28.85 | 5 | 5 | 5 | 5.00 | Chem 113m Chem 11 Chem 1n (2) Chem 200a2 Chem 118 Chem 118.1 (2) Chem 191 |
| | | A10. Number of grade sheets submitted within prescribed period | Prepared gradesheet and submitted on or before deadline | 3 | 9 | 5 | 5 | 5 | 5.00 | Chem 113m (1) Chem 11 (1) Chem 1n (2) Chem 200a2 (1) Chem 118 (1) Chem 118.1 (2) Chem 191 (1) |
| | | A13. Number of long examinations administered and checked | Administered and checked long examination for subjects taught | 6 | 19 | 5 | 5 | 5 | 5.00 | Chem 113m (4) Chem 11 (4) Chem 1n (4) Chem 118 (5) Chem 191 (2) |


| | | | | | | | | | |
|--|--|---|----|-----|---|---|---|------|--|
| | A14. Number of quizzes administered and checked | Prepared and checked quizzes for lec and lab | 15 | 53 | 5 | 5 | 5 | 5.00 | Chem 113m (11) Chem 11 (11) Chem 1n (11) Chem 118 (10) Chem 118.1 (5) Chem 191 (5) |
| | A15. Number of lab reports and term papers checked and graded | Checked lab reports submitted as required | 5 | 5 | 5 | 5 | 5 | 5.00 | Chem 118.1 (5) |
| PI 8: Number of students advised: * | A16. Number of students advised: | Acted as academic adviser to students | 40 | 41 | 5 | 5 | 5 | 5.00 | Already reported in January to June Accomplishment: 4th year BSChem students (Graduated August 2023) |
| | A17. Number of students advised on thesis/ field practice/special problem: | As Thesis Adviser | 2 | 3 | 5 | 5 | 5 | 5.00 | Already Reported in January to June Accomplishment: OAVertudazo APAlute (Graduated Aug 2023) |
| | As SRC Chairman | Advised and corrected research outline and thesis/SP manuscript | 1 | 3 | 5 | 5 | 5 | 5.00 | Already reported in January to June Accomplishment: RJCJaguines DPRamada Mmondragon (Graduated Aug 2023) |
| | As SRC Member | Advised and corrected research outline and thesis/SP manuscript | 1 | 3 | 5 | 4 | 5 | 4.67 | Villacampa Magdaraog Sanico |
| | A18. Number of students entertained for consultation purposes | Entertained students consulting on subject taught, thesis and grades | 50 | 142 | 5 | 5 | 5 | 5.00 | BSChem (40) BSMath (16) BSMet (26) BSES (60) |
| PI 9: Number of student organizations advised/ assisted * | A19. Number of Student organizations advised | Advised student organizations recognized by USOO | | | | | | | |
| | A20. Number of Student organizations assisted on student related activities | Assisted student organizations in implementing student related activities | | | | | | | |
| PI 10: Number of instructional materials developed * | A 21 : Number of on-line course ware developed and submitted : | Prepared and submitted for review by the Technical Review Panel | | | | | | | |

| | | | | | | | | | | |
|--|--|---|--|----|----|---|---|---|-------|---|
| | | On-line ready courseware | Prepared Instructional module/laboratory guide/workbook or a combination thereof | | | | | | | |
| | | Supplemental learning resources | Prepared Power Point presentation, video clips, and reading assignments depending on course taught | 15 | 40 | 5 | 5 | 5 | 5.00 | Chem 113m (10) Chem 11 (10) Chem 1n (10) Chem 118 (8) Chem 191 (2) |
| | | Assessment tools | Prepared assessment tools such as long exam, quizzes, problems sets, etc. | 21 | 72 | 5 | 5 | 5 | 5.00 | Chem 113m (15) Chem 11 (15) Chem 1n (15) Chem 118 (15) Chem 118.1 (5) Chem 191 (7) |
| | | A 24 : Number of virtual classroom created and operational | Created virtual classroom using either Moodle or Google Classroom | 3 | 7 | 5 | 5 | 5 | 5.00 | Chem 113m Chem 11 Chem 1n Chem 200a2 Chem 118 Chem 118.1 Chem 191 |
| UMFO 3 . RESEARCH SERVICES | | | | | | | | | | |
| UMFO 4. EXTENSION SERVICES | | | | | | | | | | |
| UMFO 5. SUPPORT TO OPERATIONS | | | | | | | | | | |
| UMFO 6. General Admin. & Support Services | | | | | | | | | | |
| Total Over-all Rating | | | | | | | | | 64.67 | |


| | | |
|--|--|-------------|
| Average Rating | | 4.97 |
| Additional Points: | | |
| Approved Additional points (with copy of approval) | | |
| FINAL RATING | | 4.97 |
| ADJECTIVAL RATING | | Outstanding |

| |
|--|
| Comments & Recommendations for Development Purposes |
| Finish the MS in Chemistry the soonest time possible |


Evaluated & Rated by:


ELIZABETH S. QUEVEDO
 Department Head
 Date: 1/5/24

Recommending Approval


MA. THERESA P. LORETO
 Dean, CAS
 Date: JAN 16 2024

Approved by:


BEATRIZ S. BELONIAS
 Vice President for Academic Affairs
 Date: 1/17/24

PERFORMANCE MONITORING & COACHING JOURNAL

| | | |
|---|-----------------|---------------------------------|
| | 1st | Q U A R T E R |
| | 2 nd | |
| / | 3 rd | |
| / | 4th | |

Name of Employee: KEVIN NICK S. BANDIBAS


Head of Office: ELIZABETH S. QUEVEDO

Number of Personnel: 1

| Activity Monitoring | MECHANISM | | | | Remarks |
|---------------------|---|-------|------|-----------------------|-----------------|
| | Meeting | | Memo | Others (Pls. specify) | |
| | One-on-One | Group | | | |
| Monitoring | Ensure commitments on research, extension, and publications are attained | | | | September, 2023 |
| | Followed up the status of his MS Chemistry program | | | | November, 2023 |
| Coaching | Encouraged the faculty to: | | | | |
| | a) submit research paper for possible publication in a peer-reviewed journal; b) submit research and extension proposal for possible funding (local/external/international) c) attend relevant training & scientific fora | | | | |
| | d) consult his Graduate Adviser for his MS thesis-related matter | | | | |

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

Conducted by:



ELIZABETH S. QUEVEDO

Immediate Supervisor

Noted:



MA. THERESA P. LORETO

Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: KEVIN NICK S. BANDIBAS

Performance Rating: _____

Aim: Aspire to maintain an outstanding student rating in all subjects taught

Proposed Interventions to Improve Performance:

Date: January, 2024

Target Date: June, 2024

First Step:

Prepare and update learning materials for all chemistry subjects to be taught in the 1st Semester AY 2023-2024, hold face-to-face classes regularly and on time, follow up student performance constantly and finish MS in Chemistry the soonest time possible

Results:

Meets the QS for tertiary instruction

Date: _____

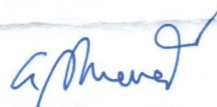
Target Date: _____

Next Step:

Outcome: _____

Final Step/Recommendation:


Prepared by:



ELIZABETH S. QUEVEDO

Unit Head

Conforme:


KEVIN NICK S. BANDIBAS
Name of Ratee Faculty/Staff