

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: ALICE M. ACABAL

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	50%	$4.96 \times 50\% = 2.48$	2.48
b. Students (50%)	50%	$4.11 \times 50\% = 2.06$	2.06
Total for Instruction	100%	4.54	4.54
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	100%	4.54	4.54

EQUIVALENT NUMERICAL RATING:

4.54

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.54

ADJECTIVAL RATING:

VERY SATISFACTORY

Prepared by:

ALICE M. ACABAL

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, ALICE MARTINEZ-ACABAL, a faculty member of the DEPARTMENT OF PURE AND APPLIED CHEMISTRY agree to be rated on the following accomplishments in accordance with the indicated measures for the period JANUARY - JUNE, 2021.

Alice Martinez-Acabal

ALICE MARTINEZ-ACABAL
Associate Professor
Date: 07/26/2021

Approved:

E. Quevedo

ELIZABETH S. QUEVEDO
Department Head
Date: 7/27/2021

Theresa P. Loreto

MA. THERESA P. LORETO
College Dean
Date: 10/22/2021

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	Timelines	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Chem 209							
	PI 8: Number of graduate students advised *	A2. Number of students advised	as GAC to MEd major in Chemistry	2	4	5	5	5	5.00	E.J.Meridor, E. Luntayao-Modina, E. Mirafior, H. Pedrera
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman								
		AS GAC Member								
		A4. Number of students entertained for consultation purposes								
	PI 9: Number of instructional materials developed *	A5. Number of on-line ready coursewares developed and submitted for review								
		On-line ready courseware								
		Supplemental learning resources								
		Assessment tools								

		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor								
		A 7 : Number of virtual classroom created and operational								
	PI 10 : Additional outputs:	A 8 : Other outputs implementing the new normal due to covid 19	Google meet							
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	taught Chemistry subjects assigned	8	18.6	5	5	5	5.00	
		A10 : Number of grade sheets submitted within prescribed period	prepared and submitted grade sheets for chemistry subjects assigned	2	10	5	5	5	5.00	
		A 11 : Number of INC forms with grade submitted within prescribed period								
		A12 : Number of trainings attended related to instruction	attended training related to instruction	1	1	5	5	5	5.00	
		A13 : Number of long examinations administered and checked	gave long examinations and checked test papers in Chemistry subjects assigned	2	10	5	5	5	5.00	
		A14 : Number of quizzes administered and checked	gave quizzes and checked answers of students	10	20	5	5	5	5.00	
		A15 : Number of lab reports and term papers checked and graded	checks and grades laboratory written reports in chemistry laboratory subject assigned							
	PI 8: Number of students advised: *	A16 : Number of students advised:	serves as academic adviser							

		A17 . Number of students advised on thesis/ field practice/special problem:	advises and checks manuscripts of thesis advisees							
		As SRC Chairman	advises and checks thesis outlines and manuscripts of BS Chemistry students							
		As SRC Member	advises and checks thesis outlines and manuscripts of BS Chemistry students							
		A18 . Number of students entertained for consultation purposes	accommodated students who were seeking consultation related to subjects enrolled, thesis, and grades	1	20	5	5	5	5.00	Chem 3, Chem 127n, and Chem 128 Students
	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	serves as adviser to USSO-recognized student organization							
		A20 . Number of Student organizations assisted on student related activities								
	PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :								
		On-line ready courseware	develops and submits on-line ready course ware such as Learning Module							
		Supplemental learning resources	developed and submitted supplemental learning resources such as lecture powerpoints	1	34	5	5	5	5.00	
		Assessment tools	developed and submitted assessment tools such as long examination, quizzes, laboratory reports	1	36	5	5	5	5.00	
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	develops and submits on-line course ware for review by TRP and MMDC editor							

Average Rating (Total Over-all rating divided by		4.96
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.96
ADJECTIVAL RATING		Outstanding

Comments and Recommendations for Development Purpose:

Dr. Alice Acabal is a very passionate professor who commits to preparing learning materials for Organic Chemistry Correlative course before her mandatory retirement.

Evaluated & Rated by:

Recommending Approval:

Approved by:

E. Quevedo

ELIZABETH S. QUEVEDO

Head, DoPAC

Date: 7/27/2021

M. Loreto

MA. THERESA P. LORETO

Dean, CAS

Date: 10/22/2021

B. Belonias

BEATRIZ S. BELONIAS

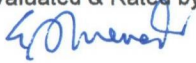
VP for Academic Affairs

Date:

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

		A 24. Number of virtual classroom created and operational	created operational virtual classrooms (Moodle or Google Classroom)	1	2	5	4	5	4.60	Chem 3 and Chem 128
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		Program accreditation/evaluation								
		Agency/firm/Industry linkages								
		A 26. Other outputs implementing the new normal due to covid 19	INC forms with grade submitted		16	5	5	5	5.00	Chem 120, Chem 127n, and PhSc 107
		A 27. Awards received								
UMFO 3 . RESEARCH SERVICES										
	Total Over-all Rating								54.60	
	Average Rating								4.96	
	Adjectival Rating								O	

Evaluated & Rated by:


ELIZABETH S. QUEVEDO

Department Head

Date: 7/27/2021

Recommending Approval


MA. THERESA P. LORETO

Dean,

Date: 10/22/2021

Approved by:


BEATRIZ S. BELONIAS
 Vice President for Academic Affairs
 Date:

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Employee: ALICE M. ACABAL

Head of Office: ELIZABETH S. QUEVEDO

Number of Personnel: 1

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
Coaching	No giving of failing grades to students in this new normal in the FINAL TERM but only INC or DROPPED				

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

Conducted by:

Noted:



ELIZABETH S. QUEVEDO
Immediate Supervisor



MA. THERESA P. LORETO
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ALICE M. ACABAL

Performance Rating: _____

Aim: Maintain outstanding performance

Proposed Interventions to Improve Performance:

Date: July 2021

Target Date: December 2021

First Step:

Prepare learning materials for Organic Chemistry correlation course 1st semester AY 2021-2022

Results:

Date: _____


Target Date: _____

Next Step:


Outcome: _____

Final Step/Recommendation:

Prepared by:


ELIZABETH S. QUEVEDO
Unit Head

Conforme:


ALICE M. ACABAL
Name of the Ratee Faculty