SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Allan A. Ramal

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		5.00 x 50 % =2.50	
b. Students (50%)		4.00 x 50 % =2.00	
Total for Instruction	85%	4.50	3.83
2. Research			
a. Client/Dir for Research (50%)		0 x 50%=	
b. Dept. Head/Center Director		0 x 50%=	
Total for Research	0%	0.00	0.00
3. Extension			
a. Client/Dir for Research (50%)		0 x 50% = 0	
b. Dept. Head/Center Director		0 x 50% = 0	
Total for Extenstion	0%	0.00	0.00
4. Administration	15%	5.00	0:75
5. Production	0%	0.00	0.00
TOTAL	100%		4.58

EQUIVALENT NUMERICAL RATING:

4.58

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.58

ADJECTIVAL RATING:

Outstanding

Reviewed by:

Prepared by:

Recommend

ALLAN A RAMAL

Name of Faculity

Approved:

CANDELARIO L. CALIBO

Dean, CAS

BEATRIZ S./BELONIAS

JACOB GLENN F. JANSALIN Head, DoPAC

VP for Instructor

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ALLAN A. RAMAL, of the Department of Pure & Applied Chemistry, 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.

ALLAN A. RAMAL

Approved:

OB GLENN F. JANSALIN

Department Head

		Ratee()				/ \ De	partm	ent He	ad		
MFO No.	MFO & PAPs	Success/Performance Indicators(PI)	Program/ Activities Projects	Tasks Assigned Target Accomplishr	Ogram/ Tasks Assigned Target Accomplish		Program/ Tasks Assigned Target Accomplishme	.	Remarks		
			Activities Projects			nt	Q ¹	E ²	T³	A⁴	
MFO: 1	Advanced Education Services	Pl. 1. Full Teaching Equivalent (FTE)	Instruction	Chem 212 & Chem 208	0	2.00	5	5	5	5	graduate faculty
MFO: 2	Higher Education Services	P2.1 Full Teaching Equivalent (FTE)	Instruction	Chem 146 lec & lab, ESci115a, Chem 115 lec, Che, 145 lec& Scts11	16	17.10	5	5	5	5	Teacher's leave
		P1.2. Number of instructional									
		P1.3 New Syllabi	Instruction	Developed an OBEdized	1	2	5	5	5	5	Chem 145, 146
		P1.4. Revised Lab Manual		Revised Lab Manual	1	1	5	5	5	5	Esci 115
		P1.5. New Laboratory Manual									
		P1.5. Revised a laboratory manual in									
		P2.2. Revised Course Outlines		Revised Course Outline	1	1	5	5	5	5	Esci 115
MFO: 3	Research Services	P3.1 Number of student research advised	Research services								
		P3.2 Number of research proposal submitted		Research proposal submitted for funding	1	1	5	5	5	5	Team Research
		P3.3. Number of research conducted									
		P3.4. Number of research paper presented		Research paper presented							
		P3.5Number seminars/training attended		national	1	2	5	5	5	5	PSBMB, PALEU & AAACU
				regional	1	1	5	5	5	5	
				institutional/local	1	2	5	5	5	5	Prime-HRM, Scts
MFO: 4	Extension Services	P4.1. Number of individual beneficiaries served	Extension services								
		P4. 2. Additional Output	Extension services								

		DE 4. Number of appoint consists		T	T	I	1	r	T	Т	T
		P5.1. Number of special services such as resource speaker on	Support to								
MFO: 5		programs and technical judge	students	·							
		conducted in support to students	Students								
		P5.2. Number of hours spent on			 	<u> </u>			 	 	
		student thesis outline/manuscript		as adviser	20 hours	30 hours	5	5	5	5	
		consultation		40 447.00.							
		P5.2.2. Number of hours spent on			1				_		AJALLosa, JFPoliquit,
		student consultations		as SRC, chair	20 hours	30 hours	5	5	5	5	JSSon,Pgofredo etc
					<u> </u>					i e	January Sanata Sta
				as SRC, member	20 hours	30 hours	5	5	5	5	
					20 110470	00 1.00.0					
		P5.3. Number of student related							<u> </u>	_	tutorials, poster making, quiz
		activities assisted		as consultant	2	2	5	5	5	5	show.
											SAAldamia, QLLCala,
		P5.4. Number of student thesis outline		as adviser	2	5	5	5	5	5	JLSMantua, GBOhracion,
		advised									JDStalglesia etc
		P5.5. Number of student thesis						_	_	_	DSAndrino, IMEJamin,
		manuscript advised and checked		as SRC, Member	1	1	5	5	5	5	ZZBPoiquit etc
		P5.6. Number of hours spent on		as advises ODC	20 hauma	20 haves	5	5	5	5	
		student thesis		as adviser, SRC	20 hours	30 hours	ס	5	3	5	
	General										
MFO:6	Administration and	P6. 1 Efficient and customer friendly	General Services	Zero complaints from	zero	no complaint	5	5	5	5	
WIFU.6	Support Services	frontline service	General Services	clients served	complaint	110 complaint	•		3		
	(GASS)										
		Pl6.2. Number of hours spent as VSU		VOV. 200	2		_	_	_	_	
		PCO		as VSU PCO	hrs/week	3 hrs/week	5	5	5	5	
		P6.3 Number of times served as OIC		serves as OIC	3	3	5	5	5	5	
	Total Over-all									05.00	
	Rating									95.00	
	Average Rating									5.00	
	Adjectival Rating									0	

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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	0

Comments & Recommendations for Development Purpose: Affend Anaul Mul Cyun General Con . Finish Ph D & Chem sty pur	green Jun

Evaluated & Rated by:	Recommending Approval:	Approved by:
pm I		/M1-
JACOB GLENN F. JANSALIN	CANDELARIO L. CALIBO	BEATRÍZ S. BELONIAS
Head, DoPAC	Dean, CAS	VP for Instruction
Date [.]	Date:	Date [.]

1- Quality 2 - Effiency 3 - Timeliness 4 - Averag

PERFORMANCE MONITORING & COACHING JOURNAL

	1st	G D
	2 nd	A R
1	3 rd	T E
1	4th	I R

Name of Office: ALLAN A. RAMAL

Head of Office: JACOB GLENN F. JANSALIN

Number of Personnel: _____

		MECHANISM					
Activity	Meeting		Others	Damada			
Monitoring	One-on-One	Group	Memo	(Pls. specify)	Remarks		
Monitoring							
Coaching	Review students comments to attain an all outstanding rating				Very Satisfactory to Outstanding rating		

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

Conducted by:

ACOB GLENN F. JANSALIN Immediate Supervisor Noted

CANDELARIO L. CALIBO Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ALLAN A. RAMAL

Performance Rating: Very Satisfactory & Outstanding

Aim:

Proposed Interventions to Improve Performance:

Date: January 2019

Target Date: June 2019

First Step:

• Attain an all outstanding rating

• Finish PhD studies by 2020

Date:

Target Date:

Next Step:

Outcome:

Final Step/Recommendation:

Prepared by:

JACOB GLENN F. JANSALIN Unit Head

Conforme:

ALLAN A. RAMAL Name of Ratee Faculty