

**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 Extension	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:

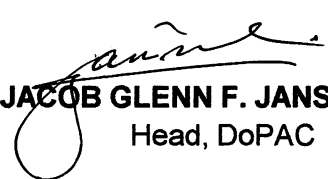
TOTAL NUMERICAL RATING: 4.58

ADJECTIVAL RATING: Outstanding

Prepared by:


ALLAN A. RAMAL
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, **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
Ratee

Approved:

JACOB GLENN F. JANSALIN
Department Head

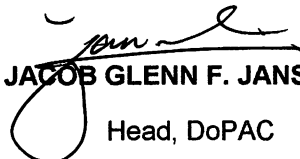
MFO No.	MFO & PAPs	Success/Performance Indicators(PI)	Program/ Activities Projects	Tasks Assigned	Target	Actual Accomplishme nt	Rating				Remarks
							Q ¹	E ²	T ³	A ⁴	
MFO: 1	Advanced Education Services	Pl. 1. Full Teaching Equivalent (FTE)	Instruction	Chem 212 & Chem 208	0	2.00	5	5	5	5	graduate faculty
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							
		P3.5 Number 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								

[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		O

Comments & Recommendations for Development Purpose:
*Affend Board Philippine Chemistry Congress
Finish PhD in Chemistry program*


Evaluated & Rated by:


JACOB GLENN F. JANSALIN
Head, DoPAC
Date: _____

Recommending Approval:


CANDELARIO L. GALIBO
Dean, CAS
Date: _____

Approved by:


BEATRIZ S. BELONIAS
VP for Instruction
Date: _____

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

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: ALLAN A. RAMAL


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	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:


JACOB 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:

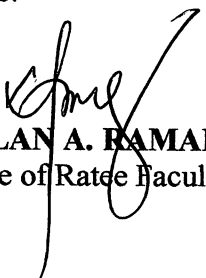
Outcome:

Final Step/Recommendation:

Prepared by:


JACOB GLENN F. JANSALIN
Unit Head

Conforme:


ALLAN A. RAMAL
Name of Ratee Faculty