

## SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: RAFAEL JUNNAR P. DUMALAN

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.45 x50%= 2.225	
b. Students (50%)		4.57x50%=2.285	
Total for Instruction	90%	4.51	4.059
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	5%	4.67	0.233
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	5%	5.0	0.25
4. Administration			
5. Production			
TOTAL	100%		4.542

EQUIVALENT NUMERICAL RATING: 4.542


Add: Additional Points, if any: none

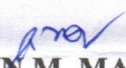
TOTAL NUMERICAL RATING: 4.542

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

Reviewed by:

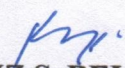
  
RAFAEL JUNNAR P. DUMALAN  
Name of Faculty

  
ANALYN M. MAZO  
Department Head

Recommending Approval:

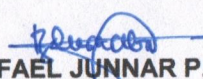
  
MA. THERESA P. LORETO  
Dean/Director

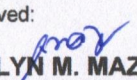
Approved:

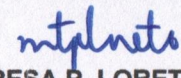
  
BEATRIZ S. BELONIAS  
Vice President

**"Exhibit B"**  
**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, Rafael Junnar P. Dumalan, a faculty member of the DEPARTMENT OF BIOLOGICAL SCIENCES commit to the deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period July - December 2022.

  
**RAFAEL JUNNAR P. DUMALAN**  
Instructor I  
Date: 01-05-2022

Approved:  
  
**ANALYN M. MAZO**  
Department Head  
Date: 1/23/2023

  
**MA. THERESA P. LORETO**  
College Dean  
Date: JAN 25 2023

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 *	A 9. Actual Faculty's FTE	Handles and teaches lectures: Summer (Biol200a) & SY 2022-2023 1st Sem (Zool11, Biol123n and MarB111; laboratory: MarB111)	4 (Subjects)	Biol220a (20 students) Zool11 (155 students); Biol123n (45 students); MarB 111 (20 students)	4	4	4	4.00	Target is for Jan-Dec 2022; 4 subjects accomplished for Jul-Dec 2022 (Summer subject = 100%; SY 2022-2023 1st Sem = about 70%)	
		A 10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4 (Subjects)	1 (Midterm and Final Grades for Biol200a); 2 (Midterm Grades for Zool11 & MarB 111)	4	4	4	4.00	Target is for Jan-Dec 2022; Accomplishment is from Jul-Dec 2022	
		A 11. Number of INC forms with	Facilitates students in their	4 (Deferred	51 (Def grades Zool 11); 2	5	4	4	4.33	Target is for Jan-Dec 2022; Accomplishment is from	
		A 12. Number of trainings attended related to instruction	Attend mandated trainings	2	10	5	5	5	5.00	Target is for Jan-Dec 2022; Accomplishment is from Jul-Dec 2022	
		A 13. Number of long examinations administered and checked	Administers and checks long examination for Biol123n,	3	5 (Major Exams); 1 (Culmination)	4	4	3	3.67	Target is for Jan-Dec 2022; Accomplishment is from Jul-Dec 2022; Midterm Exams: Zool11, Biol123n and MarB111; QJT Culmination: Biol200a	
		A 14. Number of quizzes	Prepares and checks quizzes for	50 (lecture) 10	32 (lecture) 6 (laboratory)	4	4	4	4.00	Target is for Jan-Dec 2022; Accomplishment is from	
		A 15. Number of lab reports and term	Checks lab reports for MarB138	10 (lab reports)	6 (lab reports) and 2 (term	4	4	4	4.00	Target is for Jan-Dec 2022; Accomplishment is from	
		PI 8: Number of students	A16. Number of students advised:	Acts as academic adviser to	10	25	5	5	5	5.00	Target is for Jan-Dec 2022; Accomplishment is from
			A17. Number of students advised on	Advises and corrects research	5	7	5	4	4	4.33	As Thesis Adviser
			As SRC Chairman	Advises and corrects research outline and thesis/SP manuscript	2	3	5	5	4	4.67	As SRC-Chairman
	As SRC Member		Advises and corrects research outline and thesis/SP manuscript	2	5	5	5	4	4.67	As SRC-Member	
		A 18. Number of students entertained	Entertains students consulting on	10	28	5	5	4	4.67	Target is for Jan-Dec 2022; Accomplishment is from	

	PI 10: Number of	A 21. Number of on-line ready course	Prepares and submits for review							
		On-line ready courseware	Prepares Instructional	2	3	4	4	4	4.00	Target is for Jan-Dec 2022; Accomplishment is for
		Supplemental learning resources	Prepares Power Point	1	3	5	4	4	4.33	Target is for Jan-Dec 2022; Accomplishment is for
		Assessment tools	Prepares assessment tools such	1	3	5	5	5	5.00	Target is for Jan-Dec 2022; Accomplishment is for
		A 23. Number of on-line course ware	Submits the course ware duly	1	3	5	5	5	5.00	Target is for Jan-Dec 2022; Accomplishment is for
		A 24. Number of virtual classroom	Creates virtual classroom using	2	3	5	5	5	5.00	Target is for Jan-Dec 2022; Accomplishment is for
UMFO 3. RESEARCH SERVICES										
	PI 1. Number of research	A 27. Number of research outputs in	Conducts research for possible							
	PI 2. Number of research	A 28. Number of research outputs	Conducts and completes research							
	PI 3. Percentage of	A 29. Percentage of research outputs	Writes publishable materials out of							
		In refereed int'l journals								
		In refereed nat'l/regional journals								
	PI 4. Number of research outputs presented in regional/national/ int'l	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific for a/conferences							
		In int'l fora/conferences								
		In nat'l/regional fora/conferences								
	PI 5. Percent of research	A 31. Percentage of of research	Prepares research proposals,	0	2	5	5	5	5.00	Target is for Jan-Dec 2022; TrEcH Project approved
	PI 6. Additional outputs *	A 32. No. of research-related awards								
		A 33. Number of journal	Acts as peer reviewer of journal							
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated							
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership	0	1	5	5	5	5.00	Target is for Jan-Dec 2022; Had an active link and partnership with LGUs of the 5th District of Leyte for the TrEcH Project.
	PI 2. Number of trainees	A 37. Number of trainees weighted by	Conducts trainings among							
	PI 3. Number of extension	A 38. Number of extension	Implements duly approved							
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services							
	PI 5. Number of	A 40. Number of technical/expert	Provides the technical and expert							
	Research Mentoring	Research Mentor								
	Peer	Peer reviewers/Panelists								
	Resource Persons	Resource Persons								
	Convenor/Organizer	Convenor/Organizer		0	1	5	5	5	5.00	Target is for Jan-Dec 2022; Organized a Short Course
	Consultancy	Consultant								
	Evaluator	Evaluator		0	1	5	5	5	5.00	Target is for Jan-Dec 2022; Evaluator of Competing
	PI 8. Percent of extension	A 41. Percent of extension proposals	Prepares extension project							
	PI 11. Additional outputs *	A 42. No. of extension-related awards								
		A 43. Other outputs implementing the	Designs extension related activities							
UMFO 5. SUPPORT TO OPERATIONS										
OVPI MFO 4. Program and Institutional Accreditation Serv										
	PI 8. Compliance to all	A 44. Compliance to all requirements	Ensures that all the QMS core		zero non-conformity					

		<b>A 45.</b> Compliance to all requirements of the program and institutional accreditations:	<i>Prepares required documents and complies all requirements as prescribed in the accreditation tools</i>		100% compliant				
		On program accreditations							
		On institutional accreditations							
<b>UMFO 6. General Admin. &amp; Support Services (GASS)</b>									
	<b>PI 2.</b> Zero percent	<b>A 46.</b> Customerly friendly frontline	<i>Provides customer friendly</i>		zero % complaint				
	<b>Total Over-all Rating</b>							95.67	
	<b>Average Rating</b>							4.56	
	<b>Adjectival Rating</b>							Outstanding	
Comments & Recommendations for Development Purpose: Has very good research and coordination ability. May consider attending more trainings on physical and chemical oceanography.									

Evaluated & Rated by:

*pro v*  
ANALYN M. MAZO

Department Head

Date: *1/23/2023*

Recommending Approval

*mtplato*  
MA. THERESA P. LORETO

Dean, CAS

Date: *JAN 25 2023*

Approved by:

*kg*  
BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: *1/24/2023*

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Rafael Junnar P. Dumalan  
Performance Rating: Outstanding

Aim: To improve instruction and research capabilities

Proposed Interventions to Improve Performance: To attend more trainings and seminars

Date: August 2021 Target Date: 2022

First Step:

Look for possible trainings/seminars

Result:

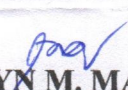
Date: Target Date:

Next Step:

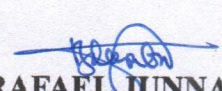
Outcome:

Final Step/Recommendation:

Prepared by:

  
**ANALYN M. MAZO**  
Unit Head

Conforme:

  
**RAFAEL JUNNAR P. DUMALAN**  
Instructor