

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **MARK RYAN R. TRIPOLE**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	50%	4.94 x 50%	2.47
b. Students (50%)	50%	4.33 x 50%	2.2
Total for Instruction	100%		
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			4.67

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

4.67
0

Prepared by:

MARK RYAN R. TRIPOLE

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, MARK RYAN R. TRIPOLE, 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 SEPTEMBER - DECEMBER 2022.


MARK RYAN R. TRIPOLE
 Instructor I
 Date: 12/20/22

Approved: 
ELIZABETH S. QUEVEDO
 Department Head
 Date: 01/03/23


MA. THERESA P. LORETO
 College Dean
 Date: JAN 04 2023

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	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 the courses assigned	10	32.85	5	5	5	5.00	Chem 158.1 (1), Chem 137.2 (1), Chem 115.1 (1), Chem 115 (1), Chem 120 (1), Chem 113n (1)
		A10. Number of grade sheets submitted within prescribed period		Prepared gradesheets and submitted on or before deadline	3	6	5	4	5	4.67	Chem 158.1 (1), Chem 137.2 (1), Chem 115.1 (1), Chem 115 (1), Chem 120 (1), Chem 113n (1)
		A 11. Number of INC forms with grade submitted within prescribed period			2	5	5	5	5	5.00	
		A13. Number of long examinations administered and checked		Administered and checked long examinations for subjects taught	3	4	5	5	5	5.00	Chem 158.1 (1), Chem 137.2 (1), Chem 115.1 (1), Chem 115 (1), Chem 120 (1), Chem 113n (1)
		A14. Number of quizzes administered and checked		Prepared and checked quizzes for lec and lab	10	15	5	5	5	5.00	Chem 158.1 (1), Chem 137.2 (1), Chem 115.1 (1), Chem 115 (1), Chem 120 (1), Chem 113n (1)

		A15 . Number of lab reports and term papers checked and graded		Checked lab reports and term papers submitted as required	10	50	4	5	5	4.67	Chem 158.1 (1), Chem 137.2 (1), Chem 115.1 (1), Chem 115 (1), Chem 120 (1), Chem 113n (1)
	PI 8 : Number of students advised: *	A18 . Number of students entertained for consultation purposes		Entertained students consulting on subject taught, thesis and grades	1	30	5	5	5	5.00	BSChem, BS Biotech, BS Nursing, BS FoodTech
	PI 9 : Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised		Advises student organizations recognized by USSO	1	1	5	5	5	5.00	VSU Chemical Society
	PI 10 : Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :									
		Supplemental learning resources		Prepared Power Point presentation, video clips, movie clips, reading assignments depending on course taught	10	15	5	5	5	5.00	Chem 158.1 (1), Chem 137.2 (1), Chem 115.1 (1), Chem 115 (1), Chem 120 (1), Chem 113n (1)
		Assessment tools		Prepared assessment tools such as long exam, quizzes, problems sets, etc.	15	20	5	5	5	5.00	Chem 158.1 (1), Chem 137.2 (1), Chem 115.1 (1), Chem 115 (1), Chem 120 (1), Chem 113n (1)
		A 24 : Number of virtual classroom created and operational		Created and maintained operational virtual classroom (Moodle classroom)	3	6	5	5	5	5.00	Chem 158.1 (1), Chem 137.2 (1), Chem 115.1 (1), Chem 115 (1), Chem 120 (1), Chem 113n (1)
UMFO 3 . RESEARCH SERVICES											
UMFO 4. EXTENSION SERVICES											
UMFO 5. SUPPORT TO OPERATIONS											
UMFO 6. General Admin. & Support Services (GASS)											
	Total Over-all Rating									54.33	
	Average Rating									4.94	
	Adjectival Rating										


Evaluated & Rated by:


ELIZABETH S. QUEVEDO

Department Head

Date: 01/03/23

Recommending Approval


MA. THERESA P. LORETO
 Dean, College of Arts & Sciences
 Date: JAN 04 2023


Approved by:


BEATRIZ S. BELONIAS
 Vice President for Academic Affairs
 Date:

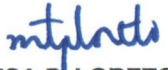
Average Rating (Total Over-all rating divided by		4.67
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.67
ADJECTIVAL RATING		0

Comments and Recommendation for Development Purpose:
Submit research proposal for internal/external/ international funding
commitments on trainings/webinars/workshops manual should be met and attend chemistry-related trainings/workshops/


Evaluated & Rated by:


ELIZABETH S. QUEVEDO
 Head, DoPAC
 Date: 01/03/23

Recommending Approval:


MA. THERESA P. LORETO
 Dean, CAS
 Date: JAN 04 2023

Approved by:


BEATRIZ S. BELONIAS
 VP for Instruction
 Date: _____

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

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Employee: MARK RYAN R. TRIPOLE


Head of Office: ELIZABETH S. QUEVEDO

Number of Personnel: 1

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	Advised to give basic laboratory skills intensively in all laboratory subjects handled especially for BS Chemistry students	Ensure that face-to-face classes are held regularly. Ensure that remedial classes for the BS Chemistry freshmen are conducted			September, 2022
Coaching	Advised to give more real time activities to encourage student participation during face to face lecture and laboratory classes;	Advised to submit research proposal for possible funding to external/international funding agencies			September, 2022 November 18, 2022

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: MARK RYAN R. TRIPOLE

Performance Rating: _____

Aim: Aspire for an outstanding student rating in all subjects taught

Proposed Interventions to Improve Performance:

Date: January, 2023

Target Date: June, 2023

First Step:

Prepare and update syllabus, update learning materials and virtual classrooms for assigned chemistry subjects 2nd Semester AY 2022-2023; conduct classes regularly; more engagement to students with course-related concerns; publish research outputs; submit research proposals for funding internally/ externally/ or internationally

Results:

Meets the QS for tertiary instruction

Date: _____

Target Date: _____

Next Step:

Outcome: _____

Final Step/Recommendation:


Prepared by:



ELIZABETH S. QUEVEDO

Unit Head

Conforme:


MARK RYAN R. TRIPOLE
Name of Ratee Faculty/Staff