

Exhibit K**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			
m. Head/Dean (50%)		4.77x50%= 2.38	
n. Students (50%)		4.00x50%=2.00	
Total for Instruction	100%	4.769	4.769
2. Research			
m. Client/Dir. for Research (50%)			
n. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension			
o. Client/Dir. for Extension (50%)			
p. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL	100%		4.769


EQUIVALENT NUMERICAL RATING: 4.769
Add: Additional Points, if any: none
TOTAL NUMERICAL RATING: 4.769

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 accomplishments in accordance with the indicated measures for the period January - June, 2021.


RAFAEL JUNNAR P. DUMALAN

Instructor I

Date: 07-30-2021

Approved:


ANALYN M. MAZO

Department Head

Date: Sept. 30, 2021


MA. THERESA P. LORETO

College Dean

Date: Oct. 4, 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	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: Biol198n, MarB138 and ScTs 11b; laboratory: MarB138, MarB112	20	21.65	5	4	4	4.33	Lecture: Biol198n (3.15), MarB138 (3.15) and ScTs 11b (12.75); laboratory: MarB 138 (1.65); MarB112 Lectures: Biol198n, MarB138 and ScTs 11b; laboratory: MarB138, MarB112 gradesheets 2nd sem 2020-2021
		A 10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	8	on-going	5	5	5	5.00	
		A 11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed	3	on-going	5	5	5	5.00	Lecture: Biol198n, MarB138 and ScTs 11b
		A 12. Number of trainings attended related to instruction	Attend mandated trainings	1	19	5	5	5	5.00	Conference (1); Workshop (1); Lecture Series (3); Seminars (14)

		A 13. Number of long examinations administered and checked	Administers and checks long examination for Biol198n, MarB138 and ScTS 11b	3	3	5	5	4	4.67	Biol198n, MarB138 and ScTS 11b (2 long exams per subject - Midterm & Final term)
		A 14. Number of quizzes administered and checked	Prepares and checks quizzes for lecture (Biol198n, MarB138 and ScTS 11b) and lab (MarB138; MarB 112)	50 (lecture) 10 (laboratory)	50	5	5	4	4.67	Lec: Biol198n (6 quizzes), MarB138 (4 quizzes) and ScTS 11b (30 quizzes); Lab: MarB138 (2 quizzes), Marb112 (8 quizzes)
		A 15. Number of lab reports and term papers checked and graded	Checks lab reports for MarB138 (5); MarB 112 (5) and Thesis Proposal (Biol198n)	10 (lab reports) and 10 (term papers)	26	5	5	4	4.67	MarB138 (2 lab reports); marb112 (8 lab reports); Biol198n (16 Thesis Proposals)
	PI 8: Number of students advised: *	A 18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	100 students	127	5	5	5	5.00	Lecture students: Biol198n (21), MarB138 (11), MarB112 (10) and
	PI 10: Number of instructional materials developed*	A 21. Number of on-line ready course ware developed and submitted	Prepares and submits for review by the Technical Review Panel							Biol198n, MarB138 and ScTS11b
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook	2	4	5	5	4	4.67	Lecture: Biol198n, MarB138 and ScTS 11b; Laboratory: MarB138,
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course	1	3	5	5	5	5.00	Lecture: Biol198n, MarB138 and ScTS 11b
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	3	5	5	4	4.67	Lecture: Biol198n, MarB138 and ScTS 11b
		A 23. Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	1	3	5	4	4	4.33	Lecture: Biol198n, MarB138 and ScTS 11b
		A 24. Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	2	3	5	5	5	5.00	Lecture: Biol198n, MarB138 and ScTS 11b
UMFO 3 . RESEARCH SERVICES										
UMFO 4. EXTENSION SERVICES										
UMFO 5. SUPPORT TO OPERATIONS										

OVPI MFO 4. Program and Institutional Accreditation Services									
	PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015 *	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member		zero non-conformity				
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools		100% compliant				
		On program accreditations							
		On institutional accreditations							
UMFO 6. General Admin. & Support Services (GASS)									
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		zero % complaint				
	Total Over-all Rating							62.00	
	Average Rating							4.77	
	Adjectival Rating							Outstanding	

Comments and Recommendations for Development : may consider doi, research

Evaluated & Rated by:

gma
ANALYN M. MAZO

Department Head

Date: *Sept 20, 2021*

Recommending Approval

mln
MA. THERESA P. LORETO

Dean, CAS

Date: *Oct 4, 2021*

Approved by:

ly
BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: *Oct - 18, 2021*

EMPLOYEE DEVELOPMENT PLAN

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

Aim: To conduct research

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

Date: August 2021 Target Date: 2022

First Step:

Make research proposal

Result:

Submit proposal to potential funding agency

Date: Jan 2022 Target Date: August 2022

Next Step:

If accepted, implement the research. If not accepted, look for other funding agencies
Outcome:

Final Step/Recommendation:

Prepared by:


ANALYN M. MAZO
Unit Head

Conforme:


RAFAEL JUNNAR P. DUMALAN
Instructor