

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Kevin Nick S. Bandibas**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.95 x 50 %	2.47
b. Students (50%)		5.00 x 50 %	2.34
Total for Instruction	100%		4.81
2. Research			
a. Client/Dir for Research			
b. Dept. Head/Center			
Total for Research			
3. Extension			
a. Client/Dir for Research			
Total for Extension			
4. Administration			
5. Production			
<b>TOTAL</b>	<b>100%</b>		<b>4.81</b>

EQUIVALENT NUMERICAL RATIN                      4.81

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:                      4.81

ADJECTIVAL RATING:

*✓*

Prepared by:

**KEVIN NICK S. BANDIBAS**

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, KEVIN NICK S. BANDIBAS , of the Department of Pure & Applied Chemistry commits the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January 1 to June 30, 2019

KEVIN NICK S. BANDIBAS

Ratee

Approved:

JACOB GLENN F. JANSALIN

Department Head

MFO No.	MFO & PAPs	Success/ Performance Indicators (PI)	Program/Activities/Projects	Tasks Assigned	Target	Details of Actual Accomplishment	Rating				Remarks
							Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
MFO:1	Advanced Education	PI. 1 Full time Equivalent (FTE)	Instruction								
		PI. 2 Number of graduate student advised									
		PI.1 FTE	Instruction	Scts II lec, Chem 145 lec & Chem 113 lec	16	6.75	5	4	5	4.66	Teachers leave (with approved reduced load)
		PI. 1 Number of Instructional materials developed/revised									
		Course outline	Instruction								
		Revised syllabus									
MFO 3:	Research Services	PI.1 Number of outputs presented in local conferences	Research								
		PI. 2. Number of seminars/trainings attended									
				national/regional	1	2	5	5	5	5.00	2nd Regional Symposium of the PSBMB-Visayas Chapter 1st General Assembly and Symposium ICP-Leyte
				institutional/local							
		PI 3. Number of research conducted									
		PI. 4. Number of research output published									
		PI 5. Number of research student advised									
	Support to Students	PI.1 Student advising and consultation services:	Support to students		1	3	5	5	5	5.00	






Average Rating (Total Over-all rating divided by		4.95
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		
ADJECTIVAL RATING		4.95

Comments & Recommendations for Development Purpose:


- must finish MS by next year
- attend conference for CDD points

Evaluated & Rated by:

  
**JACOB GLENN F. JANSALIN**  
 Head, DoPAC

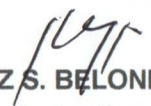
Date: \_\_\_\_\_

Recommending Approval:

  
**CANDELARIO L. CALIBO**  
 Dean, CAS

Date: \_\_\_\_\_

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 <sup>nd</sup>	
	3 <sup>rd</sup>	
	4th	

Name of Employee: KEVIN NICK S. BANDIBAS

Head of Office: JACOB GLENN F. JANSALIN

Number of Personnel: 14 Faculty & 5 Admin


Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
Coaching	Review and improve on the students negative comments				

*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: **KEVIN NICK S. BANDIBAS**

Performance Rating: **Outstanding & Very Satisfactory**

Aim: Attain and all outstanding student rating

Proposed Interventions to Improve Performance:

Date: November 15, 2019

Target Date: 1<sup>st</sup> sem 2019-2020

First Step:

1. Review on the negative comments of students, &
2. improvement on them

Date:

Target Date:

Next Step:

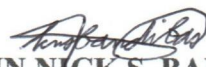
Outcome:

Final Step/Recommendation:

Prepared by:

  
**JACOB GLENN F. JANSALIN**  
Unit Head

Conforme:

  
**KEVIN NICK S. BANDIBAS**  
Name of Ratee Faculty