

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **ROLANDO S. CABELIN**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.0 (.50) = 2.0	
b. Students (50%)		3.67 (.50) = 1.84	
<i>Total</i>	<i>100%</i>	<i>3.84</i>	<i>3.84</i>
2. Research			
<i>Total</i>	<i>0%</i>		
3. Extension			
<i>Total</i>	<i>0%</i>		

EQUIVALENT NUMERICAL RATING: **3.84**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **3.84**

ADJECTIVAL RATING:

Very Satisfactory

Prepared by:

ROLANDO S. CABELIN

Name of Faculty

Reviewed by:

MICHELLE C. TOLIBAS

Department Head

Recommending Approval:

MICHELLE C. TOLIBAS

Dean

Approved:

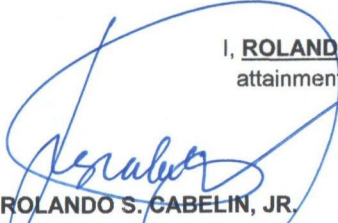
BEATRIZ S. BELONIAS


Vice President for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ROLANDO S. CABELIN, JR., a faculty member of the COLLEGE OF NURSING commit to deliver and agree to be rated on the attainment of the following **accomplishments** in accordance with the indicated measures for the period **January to June 2023**.


ROLANDO S. CABELIN, JR.
Instructor I
Date: 11-16-2023

Approved: 
MICHELLE C. TOLIBAS
College Dean
Date: November 16, 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 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	10	19.01	4	4	4	4.00	NuCM 108, NuCM 112r
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	6	4	4	4	4.00	NuCM 108
		A12. Number of trainings attended related to instructions	Attendance to seminars, trainings and conferences	1	5	4	4	4	4.00	Mandatory Orientation and Re-orientation of Academic Advisers & Department Enrollment Focal Person
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	1	2	4	4	4	4.00	NuCM 108
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	12	4	4	4	4.00	NuCM 108
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	20	99	4	4	4	4.00	NuCM 108

		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	25	10	4	4	4	4.00	NuCM 108
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	15	10	4	4	4	4.00	NuCM 108
	Total					4	4	4	4.00	
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries							
	PI 2. Number of research outputs completed within the year *	A28. Number of research outputs completed within the year *	Conducts and completes research project within the year							
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year *	A29. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year *	Writes publishable materials out of research outputs and submits for publication							
	PI 5. Percent of research proposal approved *	A31. Percentage of research proposals prepared, submitted and approved *	Prepares research proposals, submits and follows up its approval for immediate implementation							
	PI 6. Additional outputs *	A32. No. of research-related awards (research conducted by faculty or student w/ faculty) *								
	PI 6. Additional outputs *	A35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
	Total									
UMFO 4. EXTENSION SERVICES										
	PI 5. Number of technical/expert services	A 37. Number of trainees weighted by the length of training	Provides the technical and expert services requested by beneficiaries							

Peer reviewers/ Panelist	A 38. Number of extension programs/projects implemented								
Total									

PROGRAM	Percentage Weight	Numerical Rating		Equivalent Numerical Rating
Instruction (Supervisor)	50% of 100%	4.00	2.00	2.00
Instruction (Students)	50% of 100%	3.67	1.84	1.84
Instruction (Total)	100%		3.84	
Research	0%			
Extension	0%			
Administration & Support to Operations	0%			
Additional Points:				
Punctuality				
Approved Additional points (with copy of approval)				
FINAL RATING			Very Satisfactory	3.84
ADJECTIVAL RATING			Very Satisfactory (VS)	

Comments & Recommendations for Development Purpose:

Good job. Please work on research + extension

Evaluated & Rated by:



MICHELLE C. TOLIBAS

Department Head

Date: Nov. 16, 2023

Recommending Approval



MICHELLE C. TOLIBAS

Dean, College of Nursing

Date: Nov. 16, 2023

Approved by:



BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 11/02/23

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ROLANDO S. CABELIN

Performance Rating: 3.84

The Performance Rating showed that the concerned faculty obtained a Satisfactory Performance in Instruction aspect.

Aim(s): 1. To generate either extension or research proposal

Date: February 2023

Target Date: 2nd to 4th quarters of 2023

2. To attend workshops/seminars for professional advancement and development.

Date: February 2023

Target date: 2nd to 4th quarters of 2023

3. To finish Master's degree.

Date: August 2025

Target date: August 2026

Proposed Interventions to Improve Performance:

First Step:

- Encouraged to develop either research or extension proposal
- Encouraged to attend workshops for professional growth

Results:

- Still to work on research and extension proposal.
- Participated in trainings and seminars conducted within the University.

Next Step:

- Follow-up the drafting of research and/or extension proposals

Final Step/Recommendation:

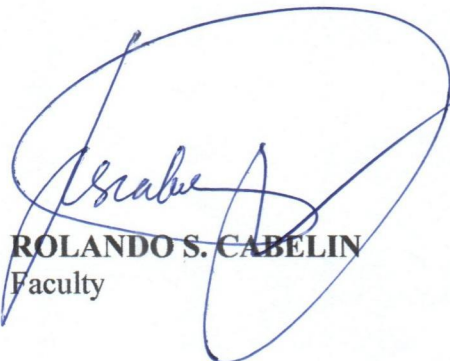
- Encouraged to engage in conducting ongoing extension programs led by other faculty members.

Prepared by:



MICHELLE C. TOLIBAS
Dean

Conforme:



ROLANDO S. CABELIN
Faculty