

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Allan A. Ramal**

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%)		4.00 x 50 % = 2.00	
Total for Instruction	95%	4.77	4.53
2. Research			
a. Client/Dir for Research (50%)			
b. Dept. Head/Center Director			
Total for Research	0%		
3. Extension			
a. Client/Dir for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Extension	0%		
4. Administration	5%	5.00	0.25
5. Production	0%		
TOTAL	100%		4.78

EQUIVALENT NUMERICAL RATING:

4.78

Add: Additional Points, if any:

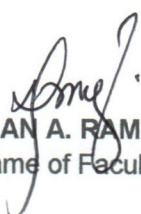
TOTAL NUMERICAL RATING:

4.78

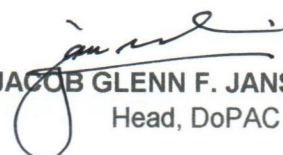
ADJECTIVAL RATING:

VS

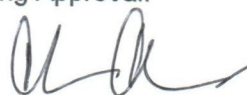
Prepared by:


ALLAN A. RAMAL
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, ALLAN A. RAMAL, of the Department of Pure & Applied Chemistry, College of Arts & Sciences commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January 1-June 30, 2019

ALLAN A. RAMAL
Ratee

Approved:

JACOB GLENN F. JANSALIN
Department Head

MFO No.	MFO & PAPs	Success/Performance Indicators(PI)	Program/ Activities Projects	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
							Q ¹	E ²	T ³	A ⁴	
MFO: 1	Advanced Education Services	PI 1. Full Teaching Equivalent (FTE)	Instruction	Chem 209		1.25	✓	✓	✓	✓	
MFO: 2	Higher Education Services	P2.1 Full Teaching Equivalent (FTE)	Instruction	Chem 145 lab, Chem 146 lab, Chem 172 lec, Chem 145 lec, Chem 145 lab	16	16.80	✓	✓	✓	✓	Teacher's leave, OIC Head CAC
		P1.2. Number of instructional materials									
		P1.3 New Syllabi	Instruction	Developed an OBEdized syllabi	1	2	✓	✓	✓	✓	Chem 145, Chem 146
		P1.4. Revised Lab Manual		Revised Lab Manual	1	2	✓	✓	✓	✓	Chem 145, Chem 146
		P1.5. New Laboratory Manual									
		P1.5. Revised a laboratory manual in									
		P2.2. Revised Course Outlines		Revised Course Outline	1	3	✓	✓	✓	✓	Chem 145, Chem 146, Escie 115
MFO: 3	Research Services	P3.1 Number of student research advised	Research services								
		P3.2 Number of research proposal submitted		Research proposal submitted for funding							
		P3.3. Number of research conducted									
		P3.4. Number of research paper presented		Research paper presented							
		P3.5 Number seminars/training attended		national	1	1	✓	✓	✓	✓	
				regional	1	1	✓	✓	✓	✓	2nd Regional Symposium of the Philippine Society of Biochemistry and Molecular Biology – Visayas Chapter
				institutional/local	1	2	✓	✓	✓	✓	

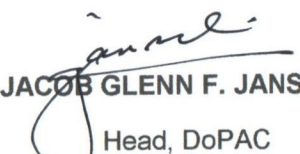
[illegible]

Average Rating (Total Over-all rating divided by 6)	4.95	
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		
ADJECTIVAL RATING	0	

Comments & Recommendations for Development Purpose:


attend trainings/conferences for CPO points.
Must finish his P.H.D. studies.

Evaluated & Rated by:


JACOB GLENN F. JANSALIN
Head, DoPAC

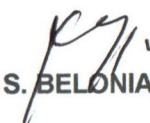
Date: _____

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 nd	
	3 rd	
	4th	

Name of Office: ALLAN A. RAMAL

Head of Office: JACOB GLENN F. JANSALIN

Number of Personnel: 14 Faculty & 5 Admin Staff


Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
Coaching	Review student's comments and improve on them to get all outstanding rating				1 st sem 2019-2020

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: ALLAN A. RAMAL

Performance Rating: Very Satisfactory

Aim: Finish Ph.D. and get all Outstanding rating from student evaluation

Proposed Interventions to Improve Performance:

Date: November 15, 2019

Target Date: 1st sem 2019 – 2020

First Step:

1. Improve delivery of instruction by focusing on improving on the negative comments of students

Date:

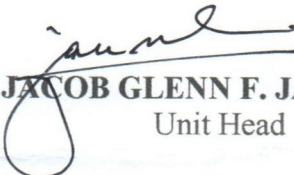
Target Date:

Next Step:

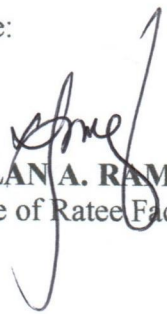
Outcome:

Final Step/Recommendation:

Prepared by:


JACOB GLENN F. JANSALIN
Unit Head

Conforme:


ALLAN A. RAMAL
Name of Ratee Faculty