

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS


Name of Faculty Member: RAFAEL JUNNAR DUMALAN

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.85 x 100% = 4.85	
b. Students (50%)			
Total for Instruction	90%	4.85	4.365
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	5%	4.857	0.243
4. Administration	5%	4.835	0.241
5. Production			
TOTAL	100%		4.849

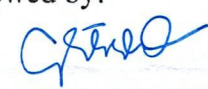
EQUIVALENT NUMERICAL RATING: 4.849
 Add: Additional Points, if any: none
 TOTAL NUMERICAL RATING: 4.849

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:


RAFAEL JUNNAR DUMALAN
 Name of Faculty


Reviewed by:


CHERYL C. BATISTEL
 Department Head

Recommending Approval:


GLENN G. PAJARES
 Dean/Director

Approved:


ROTACIO S. GRAVOSO
 Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **RAFAEL JUNNAR P. DUMALAN**, a faculty member of the **DEPARTMENT OF BIOLOGICAL SCIENCES** commit to deliver and agree to be rated on the following accomplishments in accordance with the indicated measures for the period **May - June 2024**.

RAFAEL JUNNAR P. DUMALAN

Asst. Prof. I

Date: July 2, 2024

Approved:

CHERYL C. BATISTEL

Head, DBS

Date: July 22, 2024


MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	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										
	PI 1: Total FTE monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	PI 10. Additional outputs:	A3. Number of students advised on thesis/special problems/dissertation								
		AS GAC Member	Advises and corrects research outline and							
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
		Number of instructional materials developed								
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI MFO 3. Higher Education Management Services										
	PI 6: Number of programs accredited	A 1. Number of programs accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	1	0.00					accomplishment is for May-Jun 2024: not applicable (on study leave - reinstated on May 2024)
	PI 10: Total FTE, coordinated, implemented and monitored *	A 2. Actual Faculty's FTE	Handles and teaches courses assigned	6	1	5	5	5	5.00	accomplishment is for May-Jun 2024: handled 1 subject (Biol200a) and thesis (Biol200.2n)
	PI 11: Number of new revised curricular proposals submitted	A 3. Number of new revised curricular proposals submitted	Contributes to the submission of a new revised curricular proposals	1	1	5	5	5	5.00	accomplishment is for May-Jun 2024: revision of BS Marine Biology curriculum
	PI 13: Percentage of courses offered with approved course syllabi	A 4. Percentage of courses offered with approved course syllabi	Teaches subjects with approved course syllabi	75%	0%					accomplishment is for May-Jun 2024: not applicable (on study leave - reinstated on May 2024)

PI 14: Percentage of courses offered with IMs	A 5. Percentage of courses offered with approved IMs	Teaches subjects with approved IMs	75%	0%					accomplishment is for May-Jun 2024: not applicable (on study leave - reinstated on May 2024)
PI 15: Number of Instructional Materials approved	A 6. Number of Instructional Materials approved	Prepares and submits IMs for review and approval	3	0.00					accomplishment is for May-Jun 2024: not applicable (on study leave - reinstated on May 2024)
PI 16: Percentage of courses offered with final grades submitted within the allowable	A 7. Percentage of courses offered with final grades submitted within the allowable period	Submits grade sheets within allowable period	100%	100%	5	5	5	5.00	accomplishment is for May-Jun 2024: for Thesis students (Biol200.2n)
PI 18: Percentage of courses rated atleast VS in the Teaching Performance Evaluation by Students (TPES)	A 8. Percentage of courses rated atleast VS in the Teaching Performance Evaluation by Students (TPES)		75%	0%					accomplishment is for May-Jun 2024: not applicable (on study leave - reinstated on May 2024)
PI 19: Additional Outputs	A 10 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	25	0					accomplishment is for May-Jun 2024: not applicable (on study leave - reinstated on May 2024)
	A 11 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	80	0					accomplishment is for May-Jun 2024: not applicable (on study leave - reinstated on May 2024)
	A 12 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	50	0					accomplishment is for May-Jun 2024: not applicable (on study leave - reinstated on May 2024)
	A 14 . Number of Student organizations	Assists student organizations in							
UMFO 3 . RESEARCH SERVICES									
PI 1: Number of research	A 15. Number of research outputs in the last	Conducts research for possible utilization by							
PI 2: Number of research outputs completed within the year *	A 16. Number of research outputs completed within the year *	Conducts and completes research project within the year	1	0					all projects are ongoing
PI 3: Number of research	A 17. Number of research outputs presented in	Prepares, submits and presents research							
	a. International		1	0					target conferences on Oct 2024
	b. National		1	0					target conferences on Oct 2024
	c. Regional or Institutional Conferences								
UMFO 4. EXTENSION SERVICES									
PI 1: Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities (MOUs/MOAs)	A 32. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership	1	1	5	4	5	4.67	accomplishment is for May-Jun 2024: LGU Baybay
PI 2: Number of trainees weighted by the length of training	A 33. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	1	2	5	5	4	4.67	accomplishment is for May-Jun 2024: Coral Taxonomy Workshop; Coral Transplantation and Bleaching Monitoring Training
PI 3: Number of extension programs and projects	A 34. Number of extension programs and projects		1	0					


PI 4: Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	A 35. Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses	100	90%	5	5	5	5.00	accomplishment is for May-Jun 2024: Coral Taxonomy Training; Coral Transplantation and Bleaching Monitoring Training
PI 5: Number of technical/expert services rendered	A 36. Number of technical/expert services rendered as/in:	Provides the technical and expert services requested by beneficiaries	1	2	5	5	5	5.00	accomplishment is for May-Jun 2024: Coral Taxonomy Workshop; Coral Transplantation and Bleaching Monitoring Training
	a. Peer reviewer of journal/book								
	b. Review of research and extension proposal								
	c. Resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, facilitator)		1	1	5	5	4		accomplishment is for May-Jun 2024: Speaker for Environmental Youth Forum
	d. accreditor								
	e. consultancy								
PI 6: Number of extension proposals submitted	A 37. Number of extension proposals submitted	Prepares extension project proposals and submits for review	1	0					accomplishment is for May-Jun 2024: not applicable (on study leave - reinstated on May 2024)
PI 7: Number of extension proposals approved	A 38. Number of extension proposals approved	Follow ups submitted and reviewed extension proposals	1	0					accomplishment is for May-Jun 2024: not applicable (on study leave - reinstated on May 2024)
PI 8: Number of extension proposals implemented	A 39. Number of extension proposals implemented	Implements duly approved extension projects	1	0					accomplishment is for May-Jun 2024: not applicable (on study leave - reinstated on May 2024)
PI 9: Number of extension outputs presented in int'l, national, regional or institutional conferences	A 40. Number of extension outputs presented in:	Prepares, submits and presents extension paper in conferences	1	0					accomplishment is for May-Jun 2024: not applicable (on study leave - reinstated on May 2024)
	a. International		1	0					accomplishment is for May-Jun 2024: not applicable (on study leave - reinstated on May 2024)
	b. National		1	0					accomplishment is for May-Jun 2024: not applicable (on study leave - reinstated on May 2024)
	c. Regional or Institutional Conferences								
PI 10: Number of extension activities conducted	A 41. Number of extension activities conducted	Conducts extension program activities	1	2	5	5	5	5.00	accomplishment is for May-Jun 2024: Coral Taxonomy Workshop; Coral Transplantation and Bleaching Monitoring Training
PI 11: Number of trainings, seminars, fora conducted	A 42. Number of trainings, seminars, fora conducted	Conducts trainings, seminars, and fora	1	2	5	5	5	5.00	accomplishment is for May-Jun 2024: Coral Taxonomy Workshop; Coral Transplantation and Bleaching Monitoring Training

	PI 20: Number of students from other academic departments	A 61. Number of students from other academic departments consulting on subject taught, thesis and grades								
	PI 21: Additional outputs	A 62. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	100	40	4	5	5	4.67	accomplishment is for May-Jun 2024: Marine Biology advisees
UMFO 6. GENERAL ADMINISTRATIVE AND SUPPORT SERVICES										
	PI 9: Percentage of submitted DTR within 20 days after the last day of the month	A 73. Percentage of submitted DTR within 20 days after the last day of the month	Submits DTR within 20 days after the last day of the month	100%	100%	5	5	4	4.67	accomplishment is for May-Jun 2024: submitted DTRs
	PI 10: Percentage of complaints, if any, addressed on time	A 74. Percentage of complaints, if any, addressed on time	Addresses complaints on time (if any)	90%	0					accomplishment is for May-Jun 2024: not applicable (on study leave - reinstated on May 2024)
	PI 12: Percentage of monthly accomplishment report submitted	A 76. Percentage of monthly accomplishment report submitted	Submits monthly accomplishment report	100%	100	5	5	4	4.67	accomplishment is for May-Jun 2024: quarterly report
	PI 17: Additional Outputs	A 80. Number of meetings attended	Attends meetings (departmental/institutional)	12	3	5	5	5	5.00	accomplishment is for May-Jun 2024: attended official meetings and gatherings
		A 81. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice	3	3	5	5	5	5.00	accomplishment is for May-Jun 2024: established new collaborations and linkages, provided support to the department
	Total Over-all Rating								112.17	
	Average Rating								4.88	
	Adjectival Rating								Outstanding	


Evaluated & Rated by:


CHERYL C. BATISTEL
 Head, DBS
 Date: July 22, 2024

Recommending Approval:


GLENN G. PAJARES
 Dean, CAS
 Date: July 23, 2024

Approved by:


ROTACIO S. GRAVOSO
 Vice President for Academic Affairs
 Date: July 25, 2024

Comments & Recommendations for Development Purpose:

Submit more research proposal to possible funding agencies. Keep up the good work!

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: DBS


Head of Office: CHERYL C. BATISTEL

Number of Personnel: 17

Activity Monitoring	MECHANISM			Remarks	
	Meeting		Memo		Others (Pls. specify)
	One-on-One	Group			
Monitoring					
Coaching		/		Everyone is reminded to submit TOS, grades and DTR on time	

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:


CHERYL C. BATISTEL
 Immediate Supervisor

Noted by:


GLENN G. PAJARES
 Next Higher Supervisor

TRACKING TOOL FOR MONITORING TARGETS


Major Final Output/Performance Indicator	TASK	ASSIGNED TO	DURATION	TASK STATUS				REMARKS
				1 st Q	2 nd Q	3 rd Q	4 th Q	
MFO 1 ADVANCED EDUCATION SERVICES (20%)								
PI 3:	Total FTE monitored			/	/			
MFO 2 HIGHER EDUCATION SERVICES (50%)								
PI 4:	Percentage of students enrolled on schedule	All faculty		/				
PI 5:	Percentage increase in enrolment	All faculty		/	/			
PI 6:	Number of programs accredited	All faculty		/	/			
PI 10:	Total FTE monitored *	All DBS and affiliate faculty		/	/			
PI 11:	Number of new revised curricular proposals submitted	All faculty		/	/			
PI 12:	Number of new revised proposal approved by UCC	All faculty		/				
PI 17:	Percentage of faculty rated at least VS in the Teaching Performance Evaluation by Students (TPES)	All faculty			/			
PI 18:	Percentage of faculty rated at least VS by Supervisor	All faculty			/			
PI 2:	Number of research outputs completed	EKLS		/				
PI 4:	Number of research proposals submitted	RJPD, CCB, EKLS, FOP, HVO, RMM, DNM, EOB		/				
PI 1:	Number of active partnerships with	DMGV, RJPD,		/	/			

	LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities * (MOUs/MOAs)	SAC						
PI 2:	Number of trainees weighted by the length of training *	SAC			/			
PI 3:	Number of extension programs and projects	DMGV, SAC		/	/			
PI 4:	Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance*	DMGV, SAC,			/			
PI 5: Number of expert services rendered:	1. Peer reviewers of journal/book	CCB, RMM		/	/			
	2. Review of research and extension proposal	SAC			/			
	3. resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, facilitator)	SAC, RJPD			/			
PI 6:	Number of extension proposals submitted	DMGV			/			
PI 8:	Number of Extension projects implemented	DMGV, AMM		/	/			
PI 10:	Number of extension activities conducted	DMGV, RJPD, SAC		/	/			
PI 11:	Number of trainings, seminars and fora conducted	DMGV, SAC		/	/			

PI 18:	Additional outputs							
	Number of specimens identified	AMM, HVO, EOB		/	/			
OVPI MFO 1. Faculty Development Services								
PI 1:	Number of faculty pursuing advanced research degrees	JGB, JCE, ARRF, BLAR, SAC, EOB		/	/			
PI 7:	Number of faculty sent to trainings, seminars and conferences	AMM, DNM, SAC, HVO, RMM, EKLS, EOB		/	/			
OVPI MFO 3. Registration Services								
PI 9:	Percentage of students enrolled and validated within the registration period	All faculty		/				
PI 10:	Number of students advised during the registration period	All faculty		/				
OVPI MFO 4. Curricular Program Management Services								
PI 11:	Number of curricular reviews conducted	All faculty		/	/			
PI 13:	Number of course syllabi and TOs reviewed and approved	All faculty		/	/			
PI 14:	Number of OJT MOAs prepared	RMM, DMGV			/			
PI 16:	Number of thesis students advised	CCB, SAC, AMM, DMG, EKLS, FOP, DNM, BLAR, RMM, HVO, EOB, RJD, BSB		/	/			
MFO 6. GENERAL ADMINISTRATIVE AND SUPPORT SERVICES (GASS)								
PI 1.	Number of departments/institutes/offices supervised	AMM, CCB		/	/			
PI 2.	Number of management	DBS Faculty &		/	/			

	meetings conducted	Staff						
PI 3.	Number of committee meetings conducted	AMM, CCB		/	/			
PI 4.	Number of routinary documents acted	AMM, CCB		/	/			
PI 5.	Number of requests acted	AMM, CCB		/	/			
PI 6.	Number of memoranda prepared	AMM, CCB			/			
PI 9:	Percentage of faculty and staff who submitted a DTR every month	All faculty		/	/			
PI 12:	Monthly accomplishment report submitted on time			/	/			
PI 13:	Number of classrooms and Lab rooms constructed and renovated				/			
PI 14:	Percentage budget utilization (GAA)			/	/			
	Percentage budget utilization (STF)			/	/			

Prepared by:


CHERYL C. BATISTEL
 Head, DBS

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Rafael Junnar P. Dumalan

Performance Rating: Outstanding

Aim: To improve research, development and extension capabilities of the department; establish collaborations and linkages with national SUCs and international universities and research institutions.

Proposed Interventions to Improve Performance: to forge MOA/MOU with the concerned university and research institutions; to attend research trainings, workshops and seminars to strengthen connections and partnership with various agencies, institutions, and SUCs.

Date: May 2024 Target Date: December 2024

First Step:

Make research proposal and conduct collaborative meetings with local and international research linkages with various agencies, institutions, and SUCs.

Result:

Submit proposal to potential funding agency and develop a draft MOA/MOU with a potential collaborator.

Date: Jan 2025 Target Date: December 2025

Next Step:


If accepted, implement the research. If not accepted, look for other funding agencies and potential collaborators.

Outcome:

Final Step/Recommendation:

Approved research and on-going research collaboration.

Prepared by:


CHERYL C. BATISTEL
Unit Head

Conforme:


RAFAEL JUNNAR P. DUMALAN
Asst. Prof. II



TEACHING PERFORMANCE EVALUATION Summary by Department

Department: Dept. of Biological Science

Semester and Academic Year: First Semester 2023-2024

College: College of Arts and Sciences

Faculty name	Number of classes	Numerical Rating	Percentile Rating	Descriptive Rating
ANALYN MENDOZA MAZO	4	4.50	90.00 %	Outstanding
BEATRIZ SATENTES BELONIAS	2	5.00	100.00 %	Outstanding
BERNA LOU ABA REGIS	7	4.43	88.57 %	Very Satisfactory
CHERYL COSTILLAS BATISTEL	4	4.50	90.00 %	Outstanding
CLARISSA MAE LAROA SAS	9	4.89	97.78 %	Outstanding
DARIUS NOEL MINOZA	8	4.88	97.50 %	Outstanding
DONNA GUARTE	8	4.62	92.50 %	Outstanding
EUNICE KENEE LABONITE SERIÑO	5	4.80	96.00 %	Outstanding
FRETZELJANE OLOR POGADO	6	4.50	90.00 %	Outstanding
GIDEON RELENTE YEPES	7	4.86	97.14 %	Outstanding
HONEYLENE VALENZONA ONGY	5	5.00	100.00 %	Outstanding
JUDY MAE GILSANO ASIS	8	4.50	90.00 %	Outstanding
LEONARDO DULOJAN CADAVOS	9	5.00	100.00 %	Outstanding
NICOLE CHELSEA . MANGUIAT	7	4.86	97.14 %	Outstanding
RIS MENOEL ROMEN MODINA	5	4.80	96.00 %	Outstanding
ROSALINA DIALIMAS POLIQUIT	6	4.67	93.33 %	Outstanding
SENONA ARAZO CESAR	8	4.50	90.00 %	Outstanding
TED DOMINIQUE S. BELONIAS	8	4.44	88.75 %	Very Satisfactory
YASSER LIM MECATE	9	4.89	97.78 %	Outstanding
Department Mean		4.72	94.34%	Outstanding

Prepared by:

VANESSA W. NAZAL
 TPES in-Charge
 Date: April 24, 2024

Attested by:

MA. RACHEL KIM L. AURE
 Director, Instruction and Evaluation
 Date: April 24, 2024

Received by:

Vision: A globally competitive university for science, technology, and environmental conservation.
Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

Received by:

nm
ANALYN MENDOZA MAZO

Name and Signature of Department head

Date: *5/21/24*

mtloredo
MA. THERESA POSAS LORETO

Name and Signature of College Dean

Date: *May 21, 2024*

Distribution of copies: ODIE, College, Department

Vision: A globally competitive university for science, technology, and environmental conservation.
Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

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