SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Prof. MICHAEL ANTHONY JAY B. REGIS**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)		4.81 x 100% = 4.83	
b. Students			
Total for Instruction	40%	4.83	1.93
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director (100%)		5.00 x 100% = 5.00	
Total for Research	30%	5.00	1.50
3. Extension			
a. Client/Dir. for Extension			
b. Dept Head/Center Director (100%)		4.67 x 100% = 4.67	
Total for Extension	30%	4.67	1.40
4. Administration			
5. Production			
TOTAL			**4.83**

EQUIVALENT NUMERICAL RATING: 4.83
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: **4.83**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by: Reviewed by:

MICHAEL ANTHONY JAY B. REGIS   **WINSTON M. TABADA**
Name of Faculty   Department Head

Recommending Approval:

ROBERTO C. GUARTE
College Dean

Approved:

BEATRIZ S. BELONIAS
Vice President for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MICHAEL ANTHONY JAY B. REGIS, a faculty member of the <u>DEPARTMENT OF COMPUTER SCIENCE AND TECHNOLOGY</u> commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>January to June 2020</u>.

Approved:

MICHAEL ANTHONY JAY B. REGIS
Associate Professor I
Date: July 22, 2020

WINSTON M. TABADA
Department Head
Date:

ROBERTO C. GUARTE
College Dean
Date:

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Actual Accomplishment	Quality	Eficiency	Timelines s	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
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	Courses and students handled	Teaches subjects/courses assigned	12	20.31	5	5	5	5.00	CSci-14 (2 sections), CSci-121, CS-123, CS-148, CS-124
		A10. Number of grade sheets submitted within prescribed period	Gradesheet submission	Prepares gradesheet and submits on or before deadline	6	6	5	5	5	5.00	CSci-14 (2 sections), CSci-121, CS-123, CS-148, CS-124
		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 period	0	0					
		A12. Number of trainings attended related to instruction	Trainings attended	Attends mandated trainings	0	0					
		A13. Number of long examinations administered and checked	Midterm/ Final exam	Administers and checks long examination for subjects taught	4	5	4	5	5	4.67	CSci-14 (2 sections), CSci-121, CS-123, CS-148, CS-124
		A14. Number of quizzes administered and checked	Quizzes	Prepares and checks quizzes for lec and lab	6	6	5	5	5	5.00	CSci-14 (2 sections), CSci-121, CS-123, CS-148, CS-124
		A15. Number of lab reports and term papers checked and graded	Laboratory problem sets and practical exams	Checks lab reports submitted as required	10	20	5	5 .	5	5.00	CSci-14 (Lab), CSci-121 (Lab), CS-123 (Lab)

PI	Activity	Category	Description	Target	Accomplishment				Average	Remarks
PI 8: Number of students advised: *	**A16**. Number of students advised:	Academic advising	Acts as academic adviser to BSCS students	3	3	4	5	5	4.67	Thesis Advisees of Rojas, Pada, Remulta
	A17. Number of students advised on thesis/ field practice/special problem:									
	As SRC Member	Advising/ Proofreading	Advises and corrects research outline and thesis/SP manuscript	3	3	4	5	5	4.67	Thesis Advisees of Rojas, Pada, Remulta
	A18. Number of students entertained for consultation purposes	Consultation	Allots time to students seeking for consultation or advise.	3	3	4	5	5	4.67	Rojas, Pada, Remulta
PI 9: Number of student organizations advised/ assisted *	**A19**. *Number of Student organizations advised*	Advising	Advises student organization recognized by USOO	1	1	5	5	5	5.00	VSU Robotics Club
	A20. *Number of Student organizations assisted on student related activities*	Supervise	Assists student organization in implementing student related activities	1	1	5	5	5	5.00	VSU Robotics Club
PI 10: Number of instructional materials developed *	**A 21 :** Number of on-line course ware developed and submitted :	Developed and submitted	Prepares and submits for review by the Technical Review Panel	1	1	5	4	5	4.67	CSci-13 Student Learning Guide
	On-line ready courseware	Preparation	*Prepares instructional module/laboratory guide/workbook or a combination thereof*	2	2	4	5	5	4.67	CSci-14, CSci-121
	Supplemental learning resources	Preparation	*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*	2	2	4	5	5	4.67	CSci-14, CSci-121
	Assessment tools	Preparation	*Prepares assessment tools such as long exam, quizzes, problems sets, etc.*	3	3	5	5	5	5.00	CSci-14, CSci-121, CS-123
	A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Online-blended learning	Submits the courseware duly reviewed by TRP for editing by MMDC editor	1	1	5	5	5	5.00	CSci-13 Student Learning Guide
	A 24 : Number of virtual classroom created and operational	Online-blended learning	Creates virtual classroom using either Moddle or Google Classroom	2	2	4	5	5	4.67	CSci-14, CSci-121
							Total Points		77.33	
							Average Rating		4.83	

UMFO 3 . RESEARCH SERVICES

PI	Activity	Category	Task								Remarks
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 *	Research	Conducts research for possible utilization by industry or other beneficiaries								
PI 2. Number of research outputs completed within the year *	**A 28.** Number of research outputs completed within the year *	Published	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 (2%) *	**A 29.** Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Published	Writes publishable materials out of research outputs and submits for publication								
	In refereed int'l journals			1		1	5	5	5	5	Currently under peer review in Journal of Science, Engineering and Technology (JSET) for article entitled: "EVALUATION OF NAÏVE BAYES, ARTIFICIAL NEURAL NETWORK AND SUPPORT VECTOR MACHINE AS MULTICLASS CLASSIFIER OF PLANT LEAF"
	In refereed nat'l/regional journals										
PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	**A 30.** Number of research outputs presented in regional/national/ int'l fora/conferences *		Prepares, submits and presents research paper in scienfic for a/conferences								
	In int'l fora/conferences										
	In nat'l/regional fora/conferences										
PI 5. Percent of research proposals approved *	**A 31.** Percentage of of research proposals prepared, submitted and approved	Research proposal	Prepares research proposals, submits and follows up its approval for immediate implementation	1		1	5	5	5	5.00	Extension for research entitled: "Accuracy Assessment of Various Non-linear Support Vector Machine (SVM) Kernels in Forecasting the Monthly Rainfall of Visayas State University "
PI 6. Additional outputs*	**A 32.** No. of research-related awards (research conducted by faculty or student w/ faculty)										
	A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer		Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper								

		A 34. Number of UMs submitted to ITSO, VSU	Patent drafting	Prepares and submits application for Patent of technology generated out of research output	1	1	5	5	5	5.00	Patent Application Entitled: "Automated Detection and Counting of Glomerulus'
		A 35. Other outputs implementing the new normal due to covid 19		Designs research related activities and other outputs to implement new normal							
								Total Points		15.00	
								Average Rating		5.00	

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	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Extension Project Proposal	Take part in ne extension project	1	1	5	4	5	4.67	New extension project entitled: ICT Capability Building for the DepEd ICT Core Team of the Baybay City Division	
PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training										
PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented										
PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance										
PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:										
Research Mentoring	Research Mentor										
Peer reviewers/ Panelists	Peer reviewers/Panelists										
Resource Persons	Resource Persons										

Convenor/Organizer	*Convenor/Organizer*									
Consultancy	*Consultant*									
Evaluator	*Evaluator*									
PI 8. Percent of extension proposals approved *	**A 41.** Percent of extension proposals approved *									
PI 11. Additional outputs *	**A 42**. No. of extension-related awards (extn. conducted by faculty or student & faculty) *									
	A 43.Other outputs implementing the new normal due to covid 19									
								Total Points	4.67	
								Average Rating	4.67	

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*									
	A 45. Compliance to all requirements of the program and institutional accreditations:									
	On program accreditations									
	On institutional accreditations									
								Total Points	0.00	
								Average Rating	0.00	

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								
PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *		Initiates/introduces improvements in performfing functions resulting to best practice								
	A 48.Other outputs implementing the new normal due to covid 19		Designs administration/management related activities and other outputs to implement new normal								
Total Over-all Rating											
Average Rating										97.00	
Adjectival Rating										4.83	

Average Rating (Total Over-all rating divided by 4)		4.83
Additional Points:		
Punctuality	0.2	
Approved Additional points (with copy of approval)	0.1	
FINAL RATING		4.83
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

- Pursue PhDCS as soon as possible.
- Improve peer-to-peer relationship.

Evaluated and Review:

WINSTON M. TABADA
Head, DCST
Date: _____

Recommending Approval:

ROBERTO C. GUARTE
Dean, CET
Date: _____

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: _____

1 - Quality   2 - Efficiency   3 - Tmeliness   4 - Average

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **Prof. MICHAEL ANTHONY JAY B. REGIS**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Over-All Assessment Of Output**	Remarks/ Recommendation
1	Teaches assigned subjects and performs other teaching related functions such as; prepares and revises teaching materials, prepares and gives examinations, checks test papers and returns to students one week after, submits grades sheets within prescribed period, makesherself available for students consultations during consultation hours, revises course syllabus, and approves manuscripts.	Very Satisfactory	January 2020	June 30, 2020	June 10, 2020	Very Impressive	Very Satisfactory	
2	Attends meetings and performs functions as member of different committees of the department	Outstanding	January 2019	June 30, 2019	January 3, 2019 – June 30, 2019	Very impressive	Outstanding	
3	Performs other functions	Outstanding	January 2019	June 30, 2019	January 3, 2019 – June 30, 2019	Very impressive	Outstanding	

*Either very impressive, impressive, needs improvement, poor, very poor
**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:

WINSTON M. TABADA
Unit Head

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Prof. MICHAEL ANTHONY JAY B. REGIS**
Performance Rating: Outstanding

Aim: Encourage him to make research and extension project proposals.

Proposed Interventions to Improve Performance:

Date: January, 2020   Target Date: One year from date of intervention

First Step:

Send him to training, seminar/ workshop/ for a related to research and extension activities.

Result:

Attendance in research and extension related trainings/ seminars/ workshops/ for a. This will

Expose him to theses engagement and will motivate him to do research and be involved in Extension projects.

Date: Throughout the school year.   Target Date: End of SY 2020-2021

Next Step:

Advise him to draft research proposal or extension project proposal.

Outcome: Research/ project proposal

Final Step/Recommendation:

Final Step/ Recommendation: Instruct him to submit the research/ proposal to the OVPRE for approval and possible funding.

Prepared by:

WINSTON M. TABADA
Unit Head

Conforme:

MICHAEL ANTHONY JAY B. REGIS
Name of Ratee Faculty/Staff