

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Rating Period: JULY-DECEMBER 2022

Name of Faculty Member:

AL FRANJON M. VILLAROYA

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating (2x3)
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head (50%)		4.98 x 50% = 2.490	
b. Students (50%)		3.83 x 50% = 1.915	
TOTAL for Instruction	75%	4.41	3.304
2. Research	5%		
a. Client/Director for Research			
b. Dept. Head/Center Director		5.00 x 5% = 0.250	0.250
TOTAL for Research			
3. Extension	10%		
a. Client/Director for Extension			
b. Dept. Head/Center Director		5.00 x 10% = 0.500	0.500
TOTAL for Extension			
4. Production			
5. Administration/Other Services	10%	5.00 x 10% = 0.500	0.500
TOTAL	100%		4.554

EQUIVALENT NUMERICAL RATING: 4.554

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.554

ADJECTIVAL RATING:

VERY SATISFACTORY

Prepared by:

AL FRANJON M. VILLAROYA

Name of Faculty

Reviewed by:

JETT C. QUEBEC

Department Head

Recommending Approval:

MA. THERESA P. LORETO

Dean, CAS

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)


I, AL FRANJON M. VILLAROYA, a faculty member of the DEPARTMENT OF LIBERAL ARTS AND BEHAVIORAL 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 JULY-DECEMBER 2022


AL FRANJON M. VILLAROYA

Asst. Prof. IV

Date: December 16, 2022

Approved:


JETT C. QUEBEC

Department Head

Date:


MA. THERESA P. LORETO

College Dean

Date: JAN 13 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 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	N/A						
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	N/A						
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A						
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A						
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	N/A						

	PI 9: Number of instructional materials developed *	A5. Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems	N/A						
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	N/A						
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	N/A						
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	N/A						
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	N/A						
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	N/A						
	PI 10. Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	N/A						
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	18	29.4	5	5	5	5.00	4 ETHICS Phlo 11 , 1 History of Western Philosophy I, IPHP 1
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	10	6 (midterm)	5	5	5	5.00	4 ETHICS Phlo 11 , 1 History of Western Philosophy I, IPHP 1
		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	10	15	5	5	5	5.00	Students from the previous semesters of Phlo 11 Ethics
		A12. Number of trainings attended related to instruction	Attend mandated trainings	2	1	5	5	5	5.00	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	5	12	5	5	5	5.00	4 ETHICS Phlo 11 , 1 History of Western Philosophy I, IPHP 1

		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	18	5	5	5	5.00	4 ETHICS Phlo 11 , 1 History of Western Philosophy I, IPHP 1
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	20	24	5	5	5	5.00	4 ETHICS Phlo 11 , 1 History of Western Philosophy I, IPHP 1
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	none	8	5	5	5	5.00	AB Philosophy Mjaors
		A17. Number of students advised on thesis/ field practice/special		none						
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	none						
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	none						
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	25	5	5	4	4.67	4 ETHICS Phlo 11 , 1 History of Western Philosophy I, IPHP 1
	PI 9: Number of student organizations advised/	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	none						
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	none						
	PI 10: Number of instructional materials developed: *	A 21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	3	5	5	5	5.00	ETHICS module, SPANISH, And IPHP
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	15	5	5	5	5.00	4 ETHICS Phlo 11 , 1 History of Western Philosophy I, IPHP 1
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	12	5	5	5	5.00	4 ETHICS Phlo 11 , 1 History of Western Philosophy I, IPHP 1
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	2	0					
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	5	6	5	5	5	5.00	
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								

		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	1	1	5	5	5	5.00	AB philosophy program
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	N/A						
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	2	3	5	5	5	5.00	4 ETHICS Phlo 11 , 1 History of Western Philosophy I, IPHP 1
					SUB-TOTAL				4.98	
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	none						
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	1	1	5	5	5	5.00	Socio-Ecological research of Major River Systems of Leyte
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal	A 29. 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	1	0					
		In refereed int'l journals								
		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 scientific for a/conferences							
		In int'l fora/conferences		1	1	5	5	5	5.00	War on Drugs: Radical Democracy towards Nation Building
		In nat'l/regional fora/conferences		1	1	5	5	5	5.00	Religious Unfreedom: Medication and Covid 19" 1st National Multidisciplinary Research Conference Nov 11, 2022
	PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	none	none					

	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		none	none					
		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	N/A	N/A					
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	N/A	N/A					
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	N/A	N/A					
					SUB-TOTAL				5.00	
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs,	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other	Identifies and links with probable partners for extension activities and maintains this active partnership	N/A	N/A					
	PI 2. Number of trainees weighted by the length of	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	N/A	N/A					
	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	Implements duly approved extension projects	N/A	1	5	5	5	5.00	Capacity Building for the Teaching of the Introduction to the Philosophy of the Human Person
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services	N/A	N/A					
	PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research Mentoring	Research Mentor		none	none					
	Peer reviewers/Panelists	Peer reviewers/Panelists		none	none					

	Resource Persons	Resource Persons		none	1	5	5	5	5.00	"Integrating the Rainforest Farming Approach into the DepED-AIs Curriculum in Negros, Philippines" Nov 9-11, 2022.
	Convenor/Organizer	Convenor/Organizer		none	none					
	Consultancy	Consultant		none	none					
	Evaluator	Evaluator		none	none					
	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	none	none					
	PI 11. Additional outputs *	A 42. No. of extension-related		N/A	N/A					
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	N/A	N/A					
					SUB-TOTAL				5.00	
UMFO 5. SUPPORT TO OPERATIONS										
OVPI MFO 4. Program and Institutional Accreditation Services										
	PI 8. Compliance to all requirements thru the established/adequate	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty	zero non-conformity	zero non-conformity	5	5	5	5.00	
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant						
		On program accreditations								
		On institutional accreditations								
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	no complaint	no complaint	5	5	5	5.00	
	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 performing functions resulting to best practice	None						

		A.48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	None						
	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 performing functions resulting to best practice	None						
		A.48 Number of teaching applicants screened	Serves as Deprt. Personnel Committee Member	10	25	5	5	5	5.00	
		A.49. Number of meetings attended	Serves as Member of the Dept. Research Committee and Dept. Personnel Committee	2	6	5	5	5	5.00	
		A.50. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	None						
					SUB-TOTAL				5.00	
	Total Over-all Rating									
	Average Rating									
	Adjectival Rating									

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

Comments & Recommendations for Development Purpose: Mr. Villaroya serves the department with commitment and integrity. He is highly intellectual and academic. His presence provides a steady source of guidance and motivation. A doctorate degree is a welcome development.

Evaluated & Rated by:


JETT C. QUEBEC

Department Head

Date:

Recommending Approval


MA. THERESA P. LORETO

Dean, College of Arts and Sciences

Date: **JAN 13 2023**

Approved by:


BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: _____

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: Al Franjon M. Villaroya

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	Teach one subject (Phlo 11 Ethics)	Will provide attendance sheets of assigned classes, midterm and final gradesheets per course, and achieve an outstanding result in students' performance evaluation	July 2022	Dec 2022	Dec 2022	Impressive	Outstanding	
2	Assist students' concerns through students consultation	Will improve students' performance	July 2022	Dec 2022	Dec 2022	Impressive	Outstanding	
3	Class preparation	Will prepare visual aids, quizzes, and activities	July 2022	Dec 2022	Dec 2022	Impressive	Outstanding	
4	Submission of midterm grades and final grades	Grades will be submitted to the university registrar	July 2022	Dec 2022	Dec 2022	Impressive	Outstanding	
5	Participate in all activities conducted by the department, college and the university	Attendance sheet; will present certificates if possible	July 2022	Dec 2022	Dec 2022	Impressive	Outstanding	
6	Perform other functions assigned by the department head	Certificate of the trainings and workshops	July 2022	Dec 2022	Dec 2022	Impressive	Outstanding	
7	Write publishable articles and submit for publication	Publish in reputable journals.	July 2022	Dec 2022	Dec 2022	Impressive	Outstanding	

* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:



JETT C. QUEBEC
Department Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Al Franjon M. Villaroya

Performance Rating: Outstanding

Aim: To continue in research or extension projects and improve teaching strategies

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July 2022

Target Date: Dec 2022

First Step:

- a) Required him to be involved in research and/or extension projects
- b) As Philosophy coordinator, he is tasked to head the crafting AB Philosophy program proposal and attend on matters concerning the Philosophy Subjects.

Result:

1. He is being appointed as component leader in an Extension project entitled " Faculty Training and Workshop for Teaching of the Introduction to the Philosophy of the Human Person."
2. Headed the drafting and revising of the AB Philosophy program proposal.
3. Conducted meetings and attended pieces of training concerning the offering of the AB Philosophy program proposal.

Date: July 2022

Target Date: End of Dec 2022

Next Step:

He was advised to focus and finish his Doctoral,

Outcome: NA

Final Step/Recommendation: NA

Prepared by:


JETT C. QUEBEC
Department Head

Conforme:


AL FRANJON M. VILLAROYA
Employee [Faculty]