SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS
Rating Period: JANUARY-JUNE 2023 *(MAY handwritten)*

Name of Faculty Member: **JERRY D. IMBONG**

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Dean (50%)		5.00 x 100% = 5.000	
b. Students (50%) (reinstated from study leave on May 2, 2023)		x = 0.000	
TOTAL for Instruction	60%	5.00	3.000
2. Research	20%		
a. Client/Director for Research			
b. College Dean/Center Director		5.00 x 20% = 1.000	1.000
TOTAL for Research			
3. Extension	15%		
a. Client/Director for Extension			
b. College Dean/Center Director		5.00 x 15% = 0.750	0.750
TOTAL for Extension			
4. Production			
5. Administration/Other Services	5%	5.00 x 5% = 0.250	0.250
TOTAL	100%		**5.000**

EQUIVALENT NUMERICAL RATING: 5.000
Add: Additional Points, if any: _____
TOTAL NUMERICAL RATING: **5.000**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

JERRY D. IMBONG
Name of Faculty

Reviewed by:

MARIA VANESSA E. GABUNADA
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, __JERRY D. IMBONG__ , a faculty member of the __DEPARTMENT OF LIBERAL ARTS AND BEHAVIORAL SCIENCES__ 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>MAY- JUNE 2023</u> .

Approved:

JERRY D. IMBONG
Asst. Prof. III
Date:

MARIA VANESSA E. GABUNADA
Department Head
Date: 7-24-23

MA. THERESA P. LORETO
College Dean
Date: JUL 2 5 2023

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	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 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		N/A						
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation	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,	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 Moddle 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	NA								On study leave Jan. - April 2023
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	NA								On study leave Jan. - April 2023
		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	NA								On study leave Jan. - April 2023
		A12 . Number of trainings attended related to instruction	Attend mandated trainings	NA								On study leave Jan. - April 2023
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	NA								On study leave Jan. - April 2023
		A14 . Number of quizzes administered and checked										On study leave Jan. - April 2023
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	NA								

PI 8: Number of students advised: *	**A16.** Number of students advised:	Acts as academic adviserto students	N/A							
	A17. Number of students advised on thesis/ field practice/special problem:		N/A							
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	N/A							
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	N/A							
	A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	1	1	5	5	5	5.00	As research adviser for VSU-IHS senior high school students. Name of students/researchers: Researchers: Jori Bencure, Alexandrie Anthony Dacera, Apollo Mario Mabini
PI 9: Number of student organizations advised/ assisted *	**A19.** Number of Student organizations advised	Advises student organizations recognized by USOO	NA							
	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	1	0						
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a	1	0						
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	NA	None						
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets,	NA	None						
	Syllabus	Prepares syllabus	0	3	5	5	5	5.00	Philo major subjects
	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	NA	None						
	A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	NA	None						

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	0	None					
	Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	N/A	None					
	A 26. Other outputs implementing	Designs experiential learning activities and	NA	None					
				TOTAL				5.00	

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	1	1	5	5	5	5.00	Dissertation: "Towards a Mindanawon/Lumad Philosophy"
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	Dissertation: "Towards a Mindanawon/Lumad Philosophy"
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	Writes publishable materials out of research outputs and submits for publication							
	In refereed int'l journals		1	1	5	5	5	5.00	The Rural Missionaries of the Philippines: Prophetic Mission in the Midst of Persecution. Published in International Bulletin of Mission Research (Scopus-indexed)
	In refereed nat'l/regional journals		0	None					
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	0	None					On study leave Jan.-April 31, 2023
	In int'l fora/conferences		0	None					On study leave Jan.-April 31, 2023

PI	Activity	Description	Target	Actual	Q	E	T	Ave	Remarks
		In nat'l/regional fora/conferences	0	None					On study leave Jan.-April 31, 2023
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	4	4	5	5	5	5.00	Submitted to Ms. Evangeline Tapayan of OVPREE. May 31 and June 15
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		4	4	5	5	5	5.00	From the VSU incentive awards June 2023
	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	1	1	5	5	5	5.00	Polytechnic University of the Philippines (PUP) Social Science and Development Review (Journal)
	A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	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	NA	None					
				TOTAL				5.00	

UMFO 4. EXTENSION SERVICES

PI	Activity	Description	Target	Actual	Q	E	T	Ave	Remarks
PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension	A 36. 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	NA	None					On study leave Jan.-April 31, 2023
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	NA	None					
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	Implementes duly approved extension projects	NA	None					On study leave Jan. - April 31, 2023
PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and	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	NA	None					On study leave Jan. - April 31, 2023

PI	Activity	Function	Target	Accomplishment	Q	E	T	Average	Remarks
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	N/A	None					On study leave Jan. - April 31, 2023
Research Mentoring	Research Mentor		1	1	5	5	5	5.00	VSU-HIS Senior High School Students Research topic: "Uncovering the realities of Villa Soledad residents: Exploring their livelihood experiences and challenges"
Peer reviewers/Panelists	Peer reviewers/Panelists								
Resource Persons	Resource Persons		NONE						
Convenor/Organizer	Convenor/Organizer		1	1	5	5	5	5.00	University of San Carlos Senior High School Teacher "Writing and Publishing a Theological Paper"
			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	NONE	None					On study leave Jan.-April 31, 2023
PI 11. Additional outputs *	**A 42**. No. of extension-related awards (extn. conducted by faculty or student & faculty) *		0	None					On study leave Jan.-April 31, 2023
	A 43.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	0	None					On study leave Jan.-April 31, 2023
				TOTAL				**5.00**	

UMFO 5. SUPPORT TO OPERATIONS

OVPI MFO 4. Program and Institutional Accreditation Services

PI	Activity	Function	Target	Accomplishment	Q	E	T	Average	Remarks
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 theQMS 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 member	zero non-conformity						
	A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the	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 performfing 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	None							
		A.49 No. of meetings attended	Attends dept. meetings	none	4	5	5	5	5.00		
					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: Dr. Imbong is very serious and dedicated to his career. He is recommended to engage in research and extension.

Evaluated & Rated by:

MARIA VANESSA E. GABUNADA
Department Head
Date: 7-24-23

Recommending Approval

MA. THERESA P. LORETO
College Dean
Date: JUL 2 5 2023

Approved by:

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

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **JERRY D. IMBONG**

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	Prepare learning guide and module for handled courses	Learning Guide/Module in Phlo 109 and training module for the "Training on Philosophical Research"	May 2023	June 2023	June 2023	Impressive	Outstanding	
2	Do online and library research and write his dissertation on "Towards a Mindanawon/Lumad Philosophy" And enroll in Final Defense	Graduate Doctor of Philosophy Major in Philosophy at De La Salle University, Manila (DLSU-Manila)	January 2023	April 2023	April 2023	Impressive	Outstanding	
3	Prepare materials and activities for the handled courses	PowerPoint presentations, educational films, assessment activities	May 2023	June 2023	June 2023	Impressive	Outstanding	
5	Publish written essays	Published manuscript and publication incentive form to the department secretary	May 2023	June 2023	June 2023	Impressive	Outstanding	
6	Prepare lecture for Writing and Publishing a Theological Paper for USC Rel. Ed. teachers	Certificates of recognition and / or certificate of participation; travel reports	May 2023	June 2023	June 2023	Impressive	Outstanding	
7	Participate in all activities conducted by the department, college, and the university	Attendance sheet; certificates	May 2023	June 2023	June 2023	Impressive	Outstanding	
8	Perform other functions assigned by the department head	Certificate of the trainings and workshops	January 2023	June 2023	June 2023	Impressive	Outstanding	

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

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

Prepared by:

DR. MARIA VANESSA E. GABUNADA
Department Head

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: JERRY D. IMBONG
Performance Rating:

AIM: To enroll and start Ph.D. in Theology (full online classes) at Ateneo de Davao University
    To publish dissertation into a book
    To write learning guide/modules for Phlo 109, Advanced Philosophy of the Human Person
    To create a training module for the *Training on Philosophical Research* intended for AB
Philosophy students
    To submit two research proposals to OVPREE
    To submit one extension project to OVPREE for possible implementation

    To submit one (1) extension program proposal to OVPRE

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

Date: January 2023   Target Date: December 2023

Step/s:

a) Advised Dr. Jerry Imbong to inquire on the PhD Theology program of Ateneo de Davao University (ADDU)
b) Advised Dr. Jerry Imbong to enroll in PhD in Theology for the first semester (August) 2023-2024 at ADDU.
c) Advised Dr. Jerry Imbong to send his manuscript to Aletheia Publications for reviewing and editing.
d) Gave Dr. Jerry Imbong the task of creating a training module on *Training on Philosophical Research*
e) Advised Dr. Jerry Imbong to write an extension proposal and research proposals and submit it to OVPREE for deliberation and approval

RESULT:

Prepared by:

MARIA VANESSA E. GABUNADA, PhD.
Department Head

Conformee:

JERRY D. IMBONG, Ph.D.
Name of Ratee/Faculty/Staff