

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Rating Period: JANUARY-JUNE 2023

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%)		5.00 x 50% = 2.500	
b. Students (50%)		5.00 x 50% = 2.500	
TOTAL for Instruction	75%	5.00	3.750
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%		5.000

EQUIVALENT NUMERICAL RATING: 5.000

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 5.000

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

AL FRANJON M. VILLAROYA

Name of Faculty

Reviewed by:

MARIA VANESSA É. 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, AL FRANJON M. VILLAROYA, 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 JAN-JUNE 2023

AL FRANJON M. VILLAROYA

Asst. Prof IV

Date: 7/11/2023

Approved:

MARIA VANESSA E. GABUNADA

Department Head

Date: 7-19-23

MA. THERESA P. LORETO

College Dean

Date: JUL 25 2023

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities Projects	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	N/A						

		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	N/A						
		A 6 : Number of on-line course were reviewed by TRP & edited by MMDC editor		Submits the course were 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	18	34.5	5	5	5	5.00	
		A10. Number of grade sheets submitted within prescribed period	Preparation	Prepares gradesheet and submits on or before deadline	10	12	5	5	5	5.00	
		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	10	5	5	5	5.00	
		A12. Number of trainings attended related to instruction	Trainings attended	Attend mandated trainings	2	0					
		A13. Number of long examinations administered and checked	exam prep	Administers and checks long examination for subjects taught	5	10	5	5	5	5.00	
		A14. Number of quizzes administered and checked		Prepares and checks quizzes for lec and lab	10	24	5	5	5	5.00	
		A15. Number of lab reports and term papers checked and graded		Checks lab reports and term papers submitted as required	20	32	5	5	5	5.00	
	PI 8: Number of students advised: *	A16. Number of students advised:		Acts as academic adviser to students	5	8	5	5	5	5.00	
		A17. Number of students advised on thesis/ field practice/special problem:			none						
		As SRC Chairman	Advising/correction	Advises, and corrects research outline and thesis/SP manuscript	none						
		As SRC Member	Advising/correction	Advises and corrects research outline and thesis/SP manuscript	none						
		A18. Number of students entertained for consultation purposes		Entertains student's consulting on subject taught, thesis and grades	10	25	5	5	5	5.00	
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised		Advises student organizations recognized by USOO	none						

		A20 . Number of Student organizations assisted on student		Assists student organizations in implementing student related activities	none							
	PI 10: Number of instructional materials	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 combination thereof	1	0						
		Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	10	5	5	5	5.00		
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	10	5	5	5	5.00		
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC		Submits the course ware duly reviewed by TRP for editing by MMDC editor	1	1	5	5	5	5.00	Phlo 11 Ethics	
		A 24 : Number of virtual classroom		Creates virtual classroom using either Moddle	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	1	0						
		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	1	1	5	5	5	5.00		
						TOTAL				5.00		
UMFO 3 . RESEARCH SERVICES												
	PI 1. Number of research outputs in the last three (3) years utilized by the industry	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	0						
	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	1	1	5	5	5	5.00	On Nation Building: War on Drugs and Radical Democracy	
		In refereed int'l journals										
		In refereed nat'l/regional journals										
	PI 4. Number of research outputs presented in regional/national/ int'l	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	2	2	5	5	5	5.00	1On Nation Building: War on Drugs and Radical Democracy 2.Marijuana as Alternative Medicine: The Church and	
		In int'l fora/conferences			1	1	5	5	5	5.00	On Nation Building: War on Drugs and Radical Democracy	

		In nat'l/regional fora/conferences			1	1	5	5	5	5.00	Marijuana as Alternative Medicine: The Church and Philosophy of Care
	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						
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student/faculty)			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						
		A 34. Number of UMs submitted to ITSO, VSU	UM preparation	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	N/A						
						TOTAL				5.00	
UMFO 4. EXTENSION SERVICES											
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders		Identifies and links with probable partners for extension activities and maintains this active partnership	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						
	PI 3. Number of extension programs organized and	A 38. Number of extension programs/projects implemented		Implements duly approved extension projects	N/A						
	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						
	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						
	Peer	Peer reviewers/Panelists			none						
	Resource Persons	Resource Persons			none						
	Convenor/Organizer	Convenor/Organizer			none						
	Consultancy	Consultant			none						
	Evaluator	Evaluator			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	1	5	5	5	5.00	Capacity Building for the Teaching of IPHP
	PI 11. Additional outputs *	A 42. No. of extension-related awards				1	5	5	5	5.00	Capacity Building for the Teaching of IPHP
		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	1	5	5	5	5.00	Capacity Building for the Teaching of IPHP
						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					
	A 45. Compliance to all requirements of the program and institutional accreditations:	Minutes Preparation	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant					
	On program accreditations	Pilot Plant Manager							
	On institutional accreditations	SSF Rootcrop facility incharge							

UMFO 6. General Admin. & Support Services (GASS)

	<u>PI 2.</u> Zero percent complaint from clients served	<u>A 46.</u> Customerly friendly frontline services		<i>Provides customer friendly frontline services to clients</i>	Zero % complaint						
	<u>PI 3:</u> Additional Outputs	<u>A 47.</u> Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *		<i>Initiates/introduces improvements in performing functions resulting to best practice</i>	N/A						
		<u>A.48</u> Number of teaching applicants screened		Serves as Deprt. Personnel Committee Member	10	25	5	5	5	5.00	
		<u>A.49.</u> Number of meetings attended		Serves as Member of the Dept. Research Commiittee and Dept. Personnel Committee	2	6	5	5	5	5.00	
		<u>A 50.</u> Other outputs implementing the new normal due to covid 19		<i>Designs administration/management related activities and other outputs to implement new normal</i>	N/A						
						TOTAL				5.00	
	Total Over-all Rating										
	Average Rating										
	Adjectival Rating										

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 subject (Phlo 11, Phlo, Phlo 102, Phlo 104)	Will provide attendance sheets of assigned classes, midterm and final grade sheets per course, and achieve an outstanding result in students' performance evaluation	Jan 2023	June 2023	June 2023	Impressive	Outstanding	
2	Assist students' concerns through students' consultation	Will improve students' performance	Jan 2023	June 2023	June 2023	Impressive	Outstanding	
3	Class preparation	Will prepare visual aids, quizzes, and activities	Jan 2023	June 2023	June 2023	Impressive	Outstanding	
4	Submission of midterm grades and final grades	Grades will be submitted to the university registrar	Jan 2023	June 2023	June 2023	Impressive	Outstanding	
5	Participate in all activities conducted by the department, college and the university	Attendance sheet; will present certificates if possible	Jan 2023	June 2023	June 2023	Impressive	Outstanding	
6	Perform other functions assigned by the department head	Certificate of the trainings and workshops	Jan 2023	June 2023	June 2023	Impressive	Outstanding	
7	Write publishable articles and submit for publication	Publish in refutable journals.	July 2022	Dec 2022	June 2023	Impressive	Outstanding	

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

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

Prepared by:

MARIA VANESSA E. GABUNADA

Department Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Al Franjon M. Villaroya

Performance Rating:

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: Jan 2023

Target Date: June 2023

First Step:

- a) Required him to be involved in research and/or extension projects
- b) As Philosophy coordinator, he is tasked to head the screening of students who will enroll to AB Philosophy program and attend on matters concerning the Philosophy Subjects.
- c) Perform the roles and responsibilities assigned by the Department Head.

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. Screened 33 students of the AB Philosophy Program.
3. Conducted meetings and attended pieces of training concerning the offering of the AB Philosophy program's progress.

Date: Jan 2023

Target Date: End of Dec 2023

Next Step:

He was advised to focus and finish his Doctoral,

Outcome: NA

Final Step/Recommendation: NA

Prepared by:


MARIA VANESSA E. GABUNADA
Department Head

Conforme:


AL FRANJON M. VILLARROYA
Employee [Faculty]