SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

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

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		4.79	
b. Students (50%)		4.00	
TOTAL for Instruction	40%	4.39	1.76
2. Research	30%	5.00	1.50
3. Extension	30%	5.00	1.50
4. Support Operations	0%	0.00	0.00
5 Administration	0%	0.00	0.00
TOTAL	100%		4.76

EQUIVALENT NUMERICAL RATING: 4.76
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: **4.76**

ADJECTIVAL RATING: **Outstanding**

Prepared by: Reviewed by:

MICHAEL ANTHONY JAY B. REGIS   **MAGDALENE C. UNAJAN**
Name of Faculty   Department Head

Recommending Approval:

JANNET C. BENCURE
College Dean

Approved by:

BEATRIZ S. BELONIAS
Vice President for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Michael Anthony Jay B. Regis, a faculty member of the DEPARTMENT OF COMPUTER SCIENCE AND TECHNOLOGY 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 July-December, 2021.

Approved:

MICHAEL ANTHONY JAY B. REGIS
Associate Professor I
Date: Dec 2, 2021 March 7, 2022

MAGDALENE C. UNAJAN
Department Head
Date: March 10, 2022

JANNET C. BENCURE
College Dean
Date: March 11, 2022

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	Eficiency	Timelines	Average	
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	15	31.4	5	5	5	5.00	Csci 13 (Lab and Lec), Csci 144 (Lab and Lec), Csci 143 (Lab and Lec)
		A10. Number of grade sheets submitted within prescribed period	Gradesheet submission	Prepares gradesheet and submits on or before deadline							
		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							
		A12. Number of trainings attended related to instruction	Trainings attended	Attends mandated trainings							
		A13. Number of long examinations administered and checked	Midterm/ Final exam	Administers and checks long examination for subjects taught							
		A14. Number of quizzes administered and checked	Quizzes	Prepares and checks quizzes for lec and lab	6	11	5	5	5	5.00	Csci 13 (Lab and Lec), Csci 144 (Lab and Lec), Csci 143 (Lab and Lec)
		A15. Number of lab reports and term papers checked and graded	Laboratory problem sets and practical exams	Checks lab reports submitted as required							

	PI	Activity	Type	Description			Q1	Q2	Q3	Avg	Remarks
•	**PI 8:** Number of students advised: *	**A16**. Number of students advised:	Academic advising	Acts as academic adviser to BSCS students	10	20	4	5	5	4.67	Abundo, Almerino, Amosco, Anadia, Arar, Asoque, Baiño, Baluran, Bantaculo, Berdin, Corpez, Costa, Dacunos, Dadap, Donayre, Monteroso, Pacomios, Piamonte, Poliquit
		A17. Number of students advised on thesis/ field practice/special problem:									
		As SRC Chairman	Advising/ Proofreading	Advises, and corrects research outline and thesis/SP manuscript	3	5	4	5	5	4.67	Pada, Remulta, Maldos, Costado, Caintic, Peñaranda
		As SRC Member	Advising/ Proofreading	Advises and corrects research outline and thesis/SP manuscript							
		A18. Number of students entertained for consultation purposes	Consultation	Allots time to students seeking for consultation or advise.	3	8	5	5	5	5.00	Tan, Seneca, Nabre, Guardados, Caintic, Piadopo, Flores
	PI 9: Number of student organizations advised/ assisted *	***A19**. Number of Student organizations advised*	Advising	Advises student organization recognized by USOO							
		***A20**. Number of Student organizations assisted on student related activities*	Supervise	Assists student organization in implementing student related activities							
	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 (Online)
		On-line ready courseware	Preparation	*Prepares instructional module/laboratory guide/workbook or a combination thereof*	1	1	4	5	5	4.67	CSci-13 Student Learning Guide (Online)
		Supplemental learning resources	Preparation	*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*	2	3	4	5	5	4.67	CSci-13, CSc 144, CSci 143
		Assessment tools	Preparation	*Prepares assessment tools such as long exam, quizzes, problems sets, etc.*	2	3	5	5	5	5.00	CSci-13, CSc 144, CSci 143
		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							
		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-13, CSc 144, CSci 143

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							
	Agency/firm/Industry linkages		Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
	A 26. Other outputs implementing the new normal due to covid 19	Developed	Designs experiential learning activities and other outputs to implement new normal	1	1	4	5	5	4.67	Video Recording for Csci 13 Lectures
							Total Points		52.67	
							Average Rating		4.79	

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 *	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									
	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 *									
	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	4	4	5	4.33	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 for first phase for: "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		9.33	
							Average Rating		4.67	
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									
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	Patent Drafting Seminar	Conducts patent drafting seminar workshop	1	1	5	5	5	5	Topic: Patentability of Computer Implemented Inventionshop series.
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	5.00	
								Average Rating	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 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										67.00	
Average Rating										4.82	
Adjectival Rating										"O"	

Average Rating (Total Over-all rating divided by 4)		67.00
Additional Points:		
Punctuality	0.2	
Approved Additional points (with copy of approval)	0.1	
FINAL RATING		4.82
ADJECTIVAL RATING		Oustanding

Comments & Recommendations for Development Purpose:

① Very deligent in publishing research paper
② Submit more research proposals
③ He has to improve his relationships with students and even with peers.
④ He should pursue PhD Computer Science asap

Received by:
Calibrated by:

MAGDALENE C. UNAJAN
Department Head, DCST
Date: March 10, 2022

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

Recommending Approval: Received by:

JANNET C. BENCURE
Dean, CET
Date: March 11, 2022

BEATRIZ S. BELONIAS
Vice President for Instruction
Date:

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **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 grade sheets within prescribed period, makes him/herself available for student consultations during consultation hours, revises course syllabi, and approves manuscripts.	Very Satisfactory	July 2021	December 30, 2021	December 2021	Very Impressive	Outstanding	Simplifies lessons for the students.
2	Attends meetings and performs functions as member of different committees of the department	Very Satisfactory	July 2021	December 30, 2021	July 2021 – December 2021	Impressive.	Outstanding	Actively participates in the meeting.
3	Performs other functions	Very Satisfactory	July 2021	December 30, 2021	July 2021 – December 2021	Very impressive.	Outstanding	Offers technical expertise to his colleagues.

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

Prepared by:

MAGDALENE C. UNAJAN
Unit Head

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

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

Aim: Encourage to apply and possibly pursue a doctorate degree (PhDCS / DCS)

Proposed Interventions to Improve Performance:

Date: July 2021   Target Date: One year from date of intervention

First Step:
Encourage him to scout schools already for and scholarships for a doctorate degree (PhDCS / DCS).

Result:
Applied for a scholarship and a possible admission to a school of choice.

Date: Throughout the school year   Target Date: End of the SY 2021-2022

Next Step:
Advise him to start scouting for schools and scholarship for a doctorate degree.

Outcome: Approved application in PhDCS / DCS

Final Step/Recommendation:

Instruct him to pursue PhDCS or DCS.

Prepared by:

MAGDALENE C. UNAJAN
Unit Head

Conforme:

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