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	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)	50%	4.69	2.35
b. Students (50%)	50%	5.00	2.50
TOTAL for Instruction	90%	4.85	4.36
2. Research	5%	4.85	0.24
3. Extension	5%		0.00
4. Support Operations	0%		0.00
5 Administration	0%		0.00
TOTAL	100%		4.60

EQUIVALENT NUMERICAL RATING: 4.60
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: **4.60**

ADJECTIVAL RATING:

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by: Reviewed by:

MICHAEL ANTHONY JAY B. REGIS   **WINSTON M. TABADA**
Assistant Professor I   Department Head

Recommending Approval

ROBERTO C. GUARTE
College Dean

Approved:

BEATRIZ S. BELONIAS
Vice President for Instruction

INDIVIDU   ERFORMANCE COMMITMENT & RE\   FORM (IPCR)

I, MICHAEL ANTHONY JAY B. REGIS, faculty member of the Department of Computer Science and Technology 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 1 to December 31, 2019.

MICHAEL ANTHONY JAY B. REGIS
Associate Professor I
Date:

WINSTON M. TABADA
Department Head
Date:

MFO No.	Description of MFO's/PAPs	Success Indicators	Program/Activities/ Projects	Tasks Assigned	Target	Details of Accomplish-ments	Rating				Remarks
							Q	E	T	A	
MFO1	Advanced Education Services										
		PI 1. Number of FTE implemented	Teaching	Teaches 3 Computer Science subjects	12	22.95	4.8	4.8	4.8	4.80	
		PI 4. Number of Instructional Materials Developed/Revised and Utilized									
		Revised Syllabi	Revision	Revises syllabi	1	1	4.6	4.6	4.6	4.60	CSci 13 Fundamentals of Programming
		Revision of Lecture Manual	Revision	Revises lecture	1	1	4.8	4.8	4.8	4.80	CSci 13 Fundamentals of Programming
		Revised electronic presentation	Revision	Revises electronic presentation	2	2	4.8	4.8	4.8	4.80	CSci 13 Fundamentals of Programming and CS 123 Computer Organization and Assembly Language Programming
		Online course lec materials	Management and enhancement	Administers and maintains 2 Online Lec Courses in MOODLE	2	4	5.0	5.0	5.0	5.00	CSci 13, CS122, CS123, CS124
		Online course lab materials	Management and enhancement	Administers and maintains 2 Online Lab Courses in MOODLE	2	2	4.7	4.7	4.7	4.70	CSci 13 and CS123
		On Student thesis	Advising/ supervision	Advices and checks students' thesis proposal	3	3	4.5	4.5	4.5	4.50	Martinez, Remulta, Pada

		On consultation	Consultation/ Advising	Adv... Directs / Supervises students on courses	15			4.5	4.5	4.5	4.50	
		PI 5. Number of Academe/ Industry Linkage established	Linkaging	Links with academe/industry/ professional organizations	3	2		4.2	4.2	4.2	4.20	IAENG, PSITE, ICPEP
		PI 6b. Number of Student Organizations Advised/ Assisted	Mentoring/ Supervising/ Advising	Supervises and provides technical assistance	1	1		5.0	5.0	5.0	5.00	VSU Robotics Club
								Total points			46.90	
								Mean Rating			4.69	
MFO 3	Research Services (Higher education research improved to promote econmic productivit and innovation)											
		PI 1. Number of published papers in internationally indexed journals	Publish	Publish paper(s)	1	2		5.0	5.0	5.0	5.00	**Submitted to Journal of Science Engineering and Technology (under peer review)** Evaluation Of Naïve Bayes, Artificial Neural Network And Support Vector Machine As Multiclass Classifier Of Plant Leaf Accuracy Assesment Of Various Non-Linear Support Vector Machine (Svm) Kernels In Forecasting The Monthly Rainfall Of Visayas State
		PI 4. Number of research proposals submitted	Submit	Extend research proposal	1	1		4.7	4.7	4.7	4.70	Accuracy Assessment of Various Non-linear Support Vector Machine (SVM) Kernels in Forecasting the Monthly Rainfall of Visayas State University
		PI 5. Percent of research proposals approved	Submit	Extend research proposal	1			4.7	4.7	4.7	4.70	Accuracy Assessment of Various Non-linear Support Vector Machine (SVM) Kernels in Forecasting the Monthly Rainfall of Visayas State University

		PI 8. Number of patents/Utility Models/copyrights filed and registered	File	Filed patent	1		4.8	4.8	5.0	4.87	**Patent Filing for** Automated Detection and Counting of Hepatocytes
		PI 12. Number of research-related awards (research conducted by faculty or students with faculty)	Award	Award	1	3	5.0	5.0	5.0	5.00	**Publication Award for** ‣ Gilbert M. Arces, **Michael Anthony Jay B. Regis**, Jomari Joseph A. Barrera, Eugene Val D.C Mangaoang (2018) Development of Non-Deterministic Finite Automation with Epsilon Moves Generator Using Thompson's Construction Algorithm" Journal Science, Engineering and Technology Vol. 6 (149-159) ‣ Jonas Reycian B. Saraosos and **Michael Anthony Jay B. Regis** (2018) Development of an Android-Based Visual Sudoku Solver Using Contour Finding and Backtracking Algorithm" Journal Science, Engineering and Technology Vol. 6 (208-217) ‣ Jocelyn Canuela-Lotiba and **Michael Anthony Jay B. Regis** (2018) Development of an Interactive Visual Pipeline Simulator for the Pipelining Concept" Journal Science, Engineering and Technology Vol. 6 (169-176)
							Total points			14.40	
							Mean Rating			4.85	
MFO 4	Extension Services (Community engagement increased)									0.00	
Total Over-all Rating										61.30	
Average Rating										3.18	
Adjectival Rating											

Average Rating (Total Over-all rating divided by 4)			4.69
Additional Points:			
Punctuality		0.2	
Approved Additional points (with copy of approval)		0.1	
FINAL RATING			4.69
ADJECTIVAL RATING			VS

Comments & Recommendations for Development Purpose:

• Pursue PhDCS as soon as possible
• Need to improve his interpersonal relationships with students and peers.
• Propose & conduct research & extension projects.

Evaluated and Rated by:

WINSTON M. TABADA
Department Head, DCST

Recommending Approval:

ROBERTO C. GUARTE, Ph.D.
Dean, College

Approved:

BEATRIZ S. BELONIAS, Ph.D.
VP for Instruction

Date:_____

Date:_____

Date: _____

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

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **Mr. 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	July 2019	Dec. 31, 2019	Dec. 31, 2019	Very Impressive	Outstanding	
2	Attends meetings and performs functions as member of different committees of the department	Outstanding	July 2019	Dec. 31, 2019	July 1, 2019 – Dec. 31, 2019	Very impressive	Very Satisfactory	
3	Performs other functions	Outstanding	July 2019	Dec. 31, 2019	July 1, 2019 – Dec. 31, 2019	Very impressive	Very Satisfactory	

*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 proposals and extension project proposals.

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

Date: July 31, 2019   Target Date: One year from date of intervention

First Step:

        Send him to trainings/seminars/workshops/fora related to research and extension activities.

Result:

        Attendance in research and extension related trainings/seminars/workshops/for a. This will expose him to these engagements and will motivate him to do research and be involved in extension projects.

Date: Throughout the school year   Target Date: End of SY 2019-2020

Next Step: Advise him to draft research proposal or extension project proposal.

Outcome: research/project proposal

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

Prepared by:

WINSTON M. TABADA
Dept. Head, DCST

Conforme:

MICHAEL ANTHONY JAY B. REGIS
Asst. Professor I