

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Rating Period: JANUARY-JUNE 2024

Name of Faculty Member:

GLENN G. PAJARES

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating (2x3)
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head (50%)		4.28 x 50% = 2.140	
b. Students (50%)		5.00 x 50% = 2.500	
TOTAL for Instruction	50%	4.64	2.320
2. Research	5%		
a. Client/Director for Research			
b. Dept. Head/Center Director		4.33 x 5% = 0.217	
TOTAL for Research			0.217
3. Extension	10%		
a. Client/Director for Extension			
b. Dept. Head/Center Director		4.33 x 10% = 0.433	
TOTAL for Extension			0.433
4. Production			
5. Administration/Other Services	35%	4.67 x 35% = 1.635	1.635
TOTAL	100%		4.604

EQUIVALENT NUMERICAL RATING: 4.604

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.604

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

GLENN G. PAJARES

Name of Faculty

Reviewed by:

AL FRANJON M. VILLAROYA

Department Head

Recommending Approval:

*Abstain*GLENN G. PAJARES

Dean, CAS

Approved by:

ROTACIO S. GRAVOSO

Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Glenn G. Pajares a faculty member of the DEPARTMENT OF Philosophy and Social Sciences I commit to the deliver and agree to be rated on the the following targets in accordance with the indicated measures for the period July-December 2024

Glenn G. Pajares

Associate Professor IV

Date: 1/3/25

Approved:

AL FRANJON M. VILLAROYA

Head,

Date: 1/4/25

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	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										
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI MFO 3. Higher Education Management Services										
	PI 10: Total FTE, coordinated, implemented and monitored *	A 2. Actual Faculty's FTE	Handles and teaches courses assigned	18 units per semester	14.10	3.5	3.5	3.5	3.50	lesser load; with administrative responsibilities (as College Dean)
	PI 11: Number of new revised	A 3. Number of new revised curricular	Contributes to the submission	NA						
	PI 13: Percentage of courses offered with approved course syllabi	A 4. Percentage of courses offered with approved course syllabi	Teaches subjects with approved course syllabi	100%	1 of the two syllabi assigned is still under revision (Modern Asian Thought)	4	4	4	4.00	
	PI 14: Percentage of courses offered with IMs	A 5. Percentage of courses offered with approved IMs	Teaches subjects with approved IMs	1%	ethics for viscans is aproved for use	4	4	4	4.00	
	PI 15: Number of Instructional Materials approved	A 6. Number of Instructional Materials approved	Prepares and submits IMs for review and approval	1	Indian philosophy for viscans is still on-going	4	4	4	4.00	
	PI 18: Percentage of courses rated atleast VS in the Teaching Performance Evaluation by Students (TPES)	A 8. Percentage of courses rated atleast VS in the Teaching Performance Evaluation by Students (TPES)		50%	latest TPES is marked outstanding	5	5	5	5.00	
	PI 19: Additional Outputs	A 10 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	1	4 longs exams have been given for the entire 1st semester 2024-2025 (2 long exams per subject)	5	5	5	5.00	

		<b>A 11.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	2	6 quizzes have been given for the entire 1st semester 2024-2025	5	5	5	5.00	
		<b>A 12.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	NA						
		<b>A 13.</b> Number of Student organizations advised	Advises student organizations recognized by DSO	1	1 AB Philosophy society	4	4	4	4.00	
		<b>A 14.</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	2	assisted 2 organizations (CAS Supremen Student Council and the VSU debate society)	4	4	4	4.00	
					AVERAGE				4.28	
<b>UMFO 3 . RESEARCH SERVICES</b>										
	<b>PI 2:</b> Number of research outputs completed within the year *	<b>A 16.</b> Number of research outputs completed within the year *	Conducts and completes research project within the year	1	4 research proposals submmited. Revision is on	5	5	5	5.00	
	<b>PI 3:</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 17.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic fora/conferences							
		a. International		1	1 paper has been presented during the PAP	4	4	4	4.00	
		b. National		1	1 paper has been presented during the Phavisminda annual conference 2024	4	4	4	4.00	
		c. Regional or Institutional Conferences			N.A.					
					AVERAGE				4.33	
<b>UMFO 4. EXTENSION SERVICES</b>										
	<b>PI 1:</b> Number of active partnerships	<b>A 32.</b> Number of active partnerships	Identifies and links with	1	partnerned with sacred heart	4	4	4	4.00	
	<b>PI 2:</b> Number of trainees weighted by the length of training	<b>A 33.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	NA						
	<b>PI 3:</b> Number of extension programs and projects	<b>A 34.</b> Number of extension programs and projects		1	1 extension proposal approved (STEPS)	4	4	4	4.00	

	<b>PI 4:</b> Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	<b>A 35.</b> Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses	NA						
	<b>PI 5:</b> Number of technical/expert services rendered	<b>A 36.</b> Number of technical/expert services rendered as/in:	Provides the technical and expert services requested by beneficiaries							
		a. Peer reviewer of journal/book		1	5 papers have already been reviewed	5	5	5	5.00	
		c. Resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, facilitator)		1	Moderated during the PAP international conference 2024 and during the PHAVISMINDA annual conference 2024	5	5	5	5.00	
	<b>PI 6:</b> Number of extension proposals submitted	<b>A 37.</b> Number of extension proposals submitted	Prepares extension project proposals and submits for review	1	STEPS has already been approved and its implementation is on-going	4	4	4	4.00	
	<b>PI 10:</b> Number of extension activities conducted	<b>A 41.</b> Number of extension activities conducted	Conducts extension program activities	1	conduct a talk during the 3rd Ataviado Lecture series at SJC Maasin	4	4	4	4.00	
					AVERAGE				4.33	
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
	<b>OVPI MFO 1. Faculty Development Services</b>									
	<b>PI 9:</b> Percentage of students enrolled and validated within the registration period	<b>A 51.</b> Percentage of students enrolled and validated within the registration period	Validates students within the registration period	50%	validated all enrollment of all my AB Philosophy advisees	5	5	5	5.00	
	<b>PI 10.</b> Number of students advised during the registration period	<b>A 52.</b> Number of students advised during the registration period	Acts as academic adviser	10	I am an academic advisor for more than ten AB Philosophy students	5	5	5	5.00	
	<b>OVPI MFO 4. Curricular Program Management Services</b>									
	<b>PI 12:</b> Number of IMs reviewed by the DIMRC	<b>A 53.</b> Number of IMs reviewed by the DIMRC	Submits IMs for review							

	<b>PI 13:</b> Number of course syllabi and TOS reviewed and approved	<b>A 54.</b> Number of course syllabi and TOS reviewed and approved	Submits course syllabi and TOS for approval	2	submmited 3 TOS and 1 syllabus for philo major subject (history of indian Philosophy)	5	5	5	5.00	
	<b>PI 21:</b> Additional outputs	<b>A 62.</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	5	entertained more than ten students consulting on subjects	5	5	5	5.00	
<b>UMFO 6. GENERAL ADMINISTRATIVE AND SUPPORT SERVICES</b>										
	<b>PI 3:</b> Number of committee meetings conducted	<b>A 67.</b> Number of committee meetings conducted	Acts as committee chairman	1	conducted 8 CAS Execom meetings	5	5	5	5.00	
	<b>PI 4:</b> Number of routinary documents acted	<b>A 68.</b> Number of routinary documents acted	Signs documents	1	signed several documents realtive to the function as CAS dean	5	5	5	5.00	
	<b>PI 9:</b> Percentage of submitted DTR within 20 days after the last day of the month	<b>A 73.</b> Percentage of submitted DTR within 20 days after the last day of the month	Submits DTR within 20 days after the last day of the month	25%	submmited all DTRS from July - November 2024	4	4	4	4.00	
	<b>PI 10:</b> Percentage of complaints, if any, addressed on time	<b>A 74.</b> Percentage of complaints, if any, addressed on time	Addresses complaints on time (if any)	25%	None	4	4	4	4.00	
	<b>PI 17:</b> Additional Outputs	<b>A 80.</b> Number of meetings attended	Attends meetings (departmental/institutional)	2	attend monthly CAS Execom meetings July to December 2024 including admin meetings	4	4	4	4.00	
					AVERAGE				4.67	

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

Evaluated & Rated by:

**AL FRANJON M. VILLAROYA**

Department Head

Date: 1/4/25

Recommending Approval

**GLENN G. PAJARES**

Dean, College of Arts and Sciences

Date: 1/24/2025

#### Comments & Recommendations for

**Development Purpose:** Continue to be of help to the department by performing your tasks and functions in instructions, research, innovation, and extension.

Approved by:

**ROTACIO S. GRAVOSO**

Vice President for Academic Affairs

Date: JAN 30 2025

## PERFORMANCE MONITORING & COACHING JOURNAL

✓	1st	Q U A R T E R
✓	2 <sup>nd</sup>	
	3 <sup>rd</sup>	
	4th	

Name of Office: Dept. of Philosophy & Social Sciences

Head of Office: Al Franjon M. Villaroya


Number of Personnel: 27 (15 regular faculty & staff; 11 part-time faculty; 1 job order admin staff)

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
<b>Monitoring</b>  The monitoring of faculty was done through classroom observations conducted during the 1 <sup>st</sup> semester, SY 2024-2025.		The Department Head together with a DPC member conducted the classroom observations and conducted meetings relative thereto.			Faculty and staff attendance are monitored through biometrics and logbook. They reminded to use appropriate teaching strategies and classroom management to improve performance in instruction.
<b>Coaching</b>  <b>Mr. Beljun P. Enaya</b>	Mr. Enaya was called to explain his reaction to the TPES results in the 2nd semester Sy 2023-2024.  Mr. Enaya said that he could not exactly point out the reason for an “S” remark on				The faculty concerned was informed of the TPES results of the 2 <sup>nd</sup> semester, SY 2023-2024 and was given advice and reminders.


	<p>his one 1 class. Accordingly, he said it is probably that the class who gave him the S remark found it hard to catch up with the discussion, since he gave equal expectations to all his classes.</p> <p><i>The Head advised Mr. Enaya to understand that VSU students are heterogenous.</i></p>				
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*Note: Please indicate the date in the appropriate box when the monitoring was conducted.*

Conducted by:

  
AL FRANJON M. VILLAROYA  
 Immediate Supervisor

Noted by:

  
GLENN G. PAJARES  
 Next Higher Supervisor

### “Exhibit H”

## TRACKING TOOL FOR MONITORING TARGETS

**(July-December 2024)**

[illegible]

		Abelardo, Gella Mae					
PI 4. Student Advising and Consultation Services Coordinated	Assists students through academic advising to college students	Mr. Al Franjon Villaroya Dr. Glenn Pajares Mr. John Martin Diao Dr. Guiraldo Fernandez, Jr. Dt. Jerry Imbong	July - December 2024	✓	✓		The faculty provided interventions for the improvement of the students' performance
PI 5. Number of instructional materials developed/revised and utilized	Develops/revises instructional materials (Syllabus and Table of Specifications)	All faculty members	August-December	✓	✓		Followed the format prescribed by the university
PI 6. Number of grade sheets submitted on prescribed period	Assesses students and submits grades to measure students' performance	All Faculty Members	December		✓		Due for submission at the end of semester
<b>MFO3. Research Services</b>							
PL2. Number of Articles Published in Peer Reviewed Journal	Submits articles for publication	Dr. Jerry D. Imbong			✓		Published in international and national/local peered journals
<b>MFO5, Extension Services</b>							
PI 5. Number of Extension Projects Conducted	Serves as project leader and component leaders	Mr. Errol Fernandez Mr. Al Franjon Villaroya Mr. John Martin Diao Dr. Bethlehem Ponce Ms. Angelie Genotiva Mr. Dean Ruffel Flandez Dr. Glenn Pajares Mr. Beljun Enaya Dr. Guiraldo C. Fernandez	July-December 2024	✓	✓		1. Capacity Building of Intro to Philosophy of the Human Person 2. Saving Minamanwa: An Initiative to Preserve Minamanwa and the Mamanwa Indigenous Knowledge System and Practices 3. STEPS – A Student and Teacher Enhancement Project for the Seminaries in Leyte
<b>MFO 5. Support to Operations</b>	Participates in all activities conducted by the department, college and the university	Faculty and Staff	July-December	✓	✓		Participated actively in all activities
PI 4. Number of in-house seminars/trainings/works hops/reviews conducted/attended	Attends/participates to trainings	All Faculty & Staff	July-December	✓	✓		Faculty and staff actively participated in

	Performs other functions assigned by the head, dean and the university	Faculty and Staff	July-December 2024	✓	✓		Performed other functions duly assigned to the faculty and staff
<b>MFO 6. General Administration and Support Services (GASS)</b>							
PI 1. Number of rooms, and surroundings maintained/cleaned	Supervises in the maintenance of building facilities; cleans dept classrooms and surroundings	Mr. Aldrin Palermo Mr. Cirilo Alipar, Jr.	July-December 2024	✓	✓		
PI 3. Number of hours spent on monitoring	Spends one (1) hour per week or 40 hours per year in monitoring on in logging in/out, and on classes handled by DPSS faculty".	Dr. Al Franjon Villaroya DPC Members	July-December 2024	✓	✓		
PI 4. Number of hours spent on coaching	Spends 1 hour per month or 5 hours per year in coaching (by individual/group)	Dr. Al Franjon M. Villaroya	July-December 2024	✓	✓		
	Conducts regular meeting with DLABS staff/faculty at least six (6) times a year	Dr. Al Franjon M. Villaroya	July-December 2024	✓	✓		
PI 5. Number of hours spent on performance tracking	Assigns the faculty members faculty workload and/or work assignments	Dr. Al Franjon M. Villaroya	August 2024	✓			
PI 7. Number of documents attended and served	Signs and approves request letter, grade sheets, syllabi, and other pertinent documents	Dr. Al Franjon M. Villaroya	July-December 2024	✓	✓		
PI 8. Zero percent complaint from client served	Zero complaints from clients served	All Faculty and Staff	July-December 2024	✓	✓		no valid complaints
PI 9. Number of applicants screened and recommended	Screens and recommends applicants for 2 <sup>nd</sup> sem 24-25	Head & Department Personnel Committee	December 2024		✓		
<b>P9 Additional Outputs</b>							
Number of documents prepared and submitted on time	Preparation and submission of office requests and recommendations, faculty workload reports, Daily Time Record (DTR), leave	Administrative Staff	July-December 2024	✓	✓		Actual accomplishments meets targets

	application, cash advance and reimbursement, procurement, contracts, appointments, payroll, class roster, grade sheet, and other documents.						
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Prepared by:

  
**AL FRANJON M. VILLAROYA**  
 Department Head

# Exhibit I

## PERFORMANCE MONITORING FORM

Name of Employee: Glenn Pajares

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 four (2) major courses: History of Indian Philosophy and Modern Asian Thought	Submits midterm and final grade sheets per course, and achieve an outstanding result in students' performance evaluation	July 2024	December 2024	August-December 2024	Impressive	Outstanding	
2	Assist students' concerns through students' consultation	Will help improve students' performance	July 2024	December 2024	August 2024 and December 2024	Impressive	Outstanding	
3	Class preparations	Will prepare quizzes, exams, and supplementary materials	July 2024	December 2024	August 2024	Impressive	Outstanding	
4	Submission of midterm grades and final grades	Grades will be submitted to the university registrar	July 2024	December 2024	June 2024	Impressive	Outstanding	
5	Submit proposal for research	3 Full-blown proposals submitted to OVPREI	July 2024	December 2024	October 2024 (revisions)	Needs improvement	Satisfactory	
6	Submit proposal for extension project	1 Full-blown proposals submitted to OVPREI	July 2024	December 2024	December 2024	Impressive	Outstanding	
7	Serve as adviser of student Organizations	Served as adviser of VSU Debate Organization	July 2024	December 2024	August-December 2024	Impressive	Outstanding	
8	Present research papers in National international Conference	Co-author will be presenting a paper in the PAP International Conference	July 2024	December 2024	July 2024	Impressive	Outstanding	
9	Peer review research outputs of Faculty members of other Academic institutions	Served as peer reviewer of 5 research journal (CNU Journal, Recoletos Journal, USEP Journal, NRCP Journal and PAIR Journal)	July 2024	December 2024	July - December 2024	Impressive	Outstanding	

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

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

Prepared by:

  
AL FRANJON M. VILLAROYA  
Department Head

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Glenn G. Pajares

Performance Rating:

Aim:

To continue conducting research and extension projects

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

Date: January 2024

Target Date: December 2024

Step:


- a) Encouraged him to continue to be involved in research and extension projects
- b) Encouraged him to continue to present papers at national and international conferences
- c) Encouraged him to continue to become a thesis adviser for undergraduate students
- d) Encouraged him to continue to peer review research works of faculty members in other institutions
- e) Encouraged him to continue to develop supplementary materials for instruction

Result:

Prepared by:

  
**AL FRANJON M. VILLAROYA**  
Department Head

Conforme:

  
**Glenn G. Pajares**  
Employee [Faculty]



**TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING**

**Second Semester AY 2023-2024**

**Name of faculty: PAJARES, GLENN G.**

**Department: Dept. of Philosophy and Social Sciences**

**College: College of Arts and Sciences**

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Numerical	Adjectival	
Phlo 110	AESTHETICS	LEC	5.00	Outstanding	100.0%
Phlo 113	COSMOLOGY AND PHILOSOPHY OF SCIENCE & TECHNOLOGY	LEC	5.00	Outstanding	100.0%
Phlo 11	ETHICS	LEC	5.00	Outstanding	100.0%
Phlo 11	ETHICS	LEC	5.00	Outstanding	100.0%
Phlo 11	ETHICS	LEC	5.00	Outstanding	100.0%
Phlo 11	ETHICS	LEC	5.00	Outstanding	100.0%
Phlo 11	ETHICS	LEC	5.00	Outstanding	100.0%
Average Rating			5.00	Outstanding	100.00%

**Source: Results of Teaching Performance Evaluation by Students filed at IEO**

**Legend:**

**1.00 – 1.49 Poor (P)**

**1.50 – 2.49 Fair (F)**

**2.50 – 3.49 Satisfactory(S)**

**3.50 – 4.49 Very Satisfactory(VS)**

**4.50 – 5.00 Outstanding(O)**

**Prepared by:**

**VANESSA W. NAZAL**

**TPES in-Charge**

**Date: 11-06-2024**

**Attested by:**

**MA. RACHEL KIM L. AURE**

**Director, Instruction and Evaluation**

**Date: 11-11-2024**

**Received by:**

**PAJARES, GLENN G.**

**Name and Signature of Faculty**

**Date: 12/17/24**

**Distribution of copies: IEO, College, Department, Faculty (all in original signature)**

