

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%)		5.00 x 50% = 2.500	
b. Students (50%)		5.00 x 50% = 2.500	
TOTAL for Instruction	80%	5.00	4.000
2. Research	5%		
a. Client/Director for Research			
b. Dept. Head/Center Director		5.00 x 5% = 0.250	
TOTAL for Research			0.250
3. Extension	5%		
a. Client/Director for Extension			
b. Dept. Head/Center Director		5.00 x 5% = 0.250	
TOTAL for Extension			0.250
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:

GLENN G. PAJARES

Name of Faculty

Reviewed by:

AL FRANJON M. VILLARROYA

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 **January - June 2024**.

Glenn G. Pajares
Associate Professor IV
Date: July 2, 2024

Approved:

AL FRANJON M. VILLAROYA
Head, PRSS
Date: July 4, 2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	Actual Accomplishment (january 2024-June 2024)	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeline ss	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	41.25	5	5	5	5.00	Phlo 110, Phlo 113, Phlo 11
	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%	100%	5	5	5	5.00	all subjects taught have approved syllabi
	PI 14: Percentage of courses offered with IMs	A 5. Percentage of courses offered with approved IMs	Teaches subjects with approved IMs	1%	1%	5	5	5	5.00	ethics for viscans is approved for use
	PI 15: Number of Instructional Materials approved	A 6. Number of Instructional Materials approved	Prepares and submits IMs for review and approval	1	on-going	5	5	5	5.00	indain philosophy for viscans is still on-going
	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%	100%	5	5	5	5.00	latest TPES is marked outstanding
	PI 19: Additional Outputs	A 10. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	1	7	5	5	5	5.00	7 longs exams have been given for the entire 2nd semester 2023-2024 (1 long exam per subject)

		A 11 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	2	14	5	5	5	5.00	14 quizzes have been given for the entire 2nd semester 2023-2024 (at least 2 quizzes per subject)
		A 14 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	2	2	5	5	5	5.00	assisted 2 organizations
					SUB-TOTAL				5.00	
UMFO 3 . RESEARCH SERVICES										
	PI 2: Number of research outputs completed within the year *	A 16. Number of research outputs completed within the year *	Conducts and completes research project within the year	1	4	5	5	5	5.00	4 reearch proposals submitted. Revision is on going
	PI 3: Number of research outputs presented in regional/national/ int'l fora/conferences	A 17. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic fora/conferences							
		<i>a. International</i>		1	NONE					
		<i>b. National</i>		1	NONE					not yet attended
		<i>c. Regional or Institutional Conferences</i>								N.A.
					SUB-TOTAL				5.00	
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 (MOUs/MOAs)	A 32. 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	1	partnered with sacred heart seminary	5	5	5	5.00	partnered with sacred heart seminary
	PI 3: Number of extension programs and projects	A 34. Number of extension programs and projects		1	1 extension proposal approved (STEPS)	5	5	5	5.00	1 extension proposal approved (STEPS)
	PI 5: Number of technical/expert services rendered	A 36. Number of technical/expert services rendered as/in:	Provides the technical and expert services requested by beneficiaries							
		<i>a. Peer reviewer of journal/book</i>		1	4	5	5	5	5.00	4 papers have already been reviewed

[illegible]

	PI 10: Percentage of complaints, if any, addressed on time	A 74. Percentage of complaints, if any, addressed on time	Addresses complaints on time (if any)	25%	None	5	5	5	5.00	None
	PI 17: Additional Outputs	A 80. Number of meetings attended	Attends meetings (departmental/institutional)	2	6	5	5	5	5.00	attend monthly department meetings january to June 2024
					SUB-TOTAL				5.00	
	Average Rating (Total Over-all rating divided by number of entries)				Comments & Recommendations for Development Purpose: Dr. Glenn Pajares is a well-grounded faculty member of DPSS. His expertise in research, extension, and instruction serves as an inspiration to young aspiring scholars in the department. May he continue to to serve the college sincerely being appointed as the new Dean.					
	Additional Points:									
	Approved Additional points (with copy of approval)									
	FINAL RATING									
	ADJECTIVAL RATING									

Evaluated & Rated by:

AL FRANJON M. VILLARROYA

Department Head

Date: *July 4, 2024*

Recommending Approval

ABSTAIN
GLENN G. PAJARES

Dean, College of Arts and Sciences

Date:

Approved by:

Rotacio S. Gravoso
ROTACIO S. GRAVOSO

Vice President for Academic Affairs

Date:



TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 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
			Num.	Adjec.	
Phlo 11	ETHICS	LEC	5.00	Outstanding	100.0%
Phlo 11	ETHICS	LEC	5.00	Outstanding	100.0%
Phlo 107	HISTORY OF INDIAN PHILOSOPHY	LEC	5.00	Outstanding	100.0%
Phlo 11m	ETHICS (AB Philosophy)	LEC	5.00	Outstanding	100.0%
Phlo 11m	ETHICS (AB Philosophy)	LEC	5.00	Outstanding	100.0%
IPHP	INTRO. TO PHILOSOPHY OF THE HUMAN PERSON	LEC	5.00	Outstanding	100.0%
Average Rating			5.00	Outstanding	100.00%

Source: Results of Teaching Performance Evaluation by Students filed at ODIE

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 M. NAZAL

TPES in-Charge

Date: May 03, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: May 03, 2024

Received by:

PAJARES, GLENN G.

Name and Signature of Faculty

Date: May 22, 2024

Distribution of copies: ODIE, College, Department, Faculty

PERFORMANCE MONITORING & COACHING JOURNAL

✓	1st	Q U A R T E R
✓	2nd	
	3rd	
	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			
Monitoring The monitoring of faculty was done through classroom observations conducted during the 2 nd semester, SY 2023-2024.		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.
Coaching Rose C. Capulla	Ms. Capulla was called to explain her reaction to the TPES results in the 1st semester Sy 2023-2024. Ms. Capulla mentioned that the TPES result was mainly because of the				The faculty concerned was informed of the TPES results of the 1 st semester, SY 2023-2024 and was given advice and reminders.


	<p>challenges that she encountered recently and did not mention those because some are too personal.</p> <p><i>The Head advised Ms. Rose Capulla to introspect on her challenges, looking at it as a motivation to give extra effort in instruction. Additionally, there is a recognized need to enhance classroom policies and management, to have better TPES results.</i></p>				
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Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:


AL FRANCON M. VILLAROYA
 Immediate Supervisor

Noted by:


GLENN G. PAJARES
 Next Higher Supervisor

“Exhibit H”

TRACKING TOOL FOR MONITORING TARGETS

(January-June 2024)

Major Final Output/ Performance Indicator	TASK	ASSIGNED TO	DURATION	TASK STATUS			REMARKS
				Jan- March 2024	April- June 2024		
MFO 2. Higher Education Services							
PI 1. Number of FTE coordinated and implemented	Teaches GE and AB Philo courses/subjects	Ms. Mary Ann G. Cobico Dr. Rose Capulla Dr. Jerry D. Imbong Mr. Al Franjon M. Villaroya Ms. Bethlehem A. Ponce Ms. Angelie Genotiva Mr. Errol Fernandez Dr. Guiraldo C. Fernandez, Jr. Mr. Dean Ruffel Flandez Mr. Aldrin Palermo Mr. John Martin Diao Ms. Ianvie Norean Miaga Ms. Alaina Larrazabal Dr. Glenn Pajares Dr. Max Teody Quimilat <u>Part-timers</u> Boja, Kizzy Mae Cañezo, Xaviery Ric Lina, Kim Brian Rodriguez, Gerry Taripe, Elromer Torrente, Rhonah Rose Tripoli, Amor May Bargamento, Enrico Abelardo, Gella Mae Amigo, Jim Rhodel	January-June 2024	/	/		Actual accomplishments exceeded the targets
			February-May 2024	✓	✓		

		Manacpo, Nicole Ivy					
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	January-May 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	January-May 2024	✓	✓		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	May 2024		✓		Due for submission at the end of semester
MFO3. Research Services							
PL2. Number of Articles Published in Peer Reviewed Journal	Submits articles for publication	Dr. Jerry D. Imbong Dr. Guiraldo C. Fernandez, Jr.			✓		Published in international and national/local peer-reviewed journals
MFO5. Extension Services							
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. Rose Capulla Dr. Guiraldo C. Fernandez	January-June 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. Digital Storytelling for Primary Level (Project Digital World)
MFO 5. Support to Operations	Participates in all activities conducted by the department, college and the university	Faculty and Staff	January-June 2024	✓	✓		Participated actively in all activities
PI 4. Number of in-house seminars/trainings/works hops/reviews conducted/attended	Attends/participates to trainings	Dr. Jerry Imbong Ms. Ianvie Noreen Miaga Mr. John Martin Diao Mr. Beljun Enaya	January-June 2024	✓	✓		Faculty and staff actively participated in

	Performs other functions assigned by the head, dean and the university	Faculty and Staff	January-June 2024	✓	✓		Performed other functions duly assigned to the faculty and staff
MFO 6. General Administration and Support Services (GASS)							
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.	January-June 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	January-June 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	January-May 2024	✓	✓		
	Conducts regular meeting with DLABS staff/faculty at least six (6) times a year	Dr. Al Franjon M. Villaroya	January-June 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	January 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	January-June 2024	✓	✓		
PI 8. Zero percent complaint from client served	Zero complaints from clients served	All Faculty and Staff	January-June 2024	✓	✓		no valid complaints
PI 9. Number of applicants screened and recommended	Screens and recommends applicants for 2 nd sem 2023-2024	Head & Department Personnel Committee	January 2024	✓			
P9 Additional Outputs							
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	January-June 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

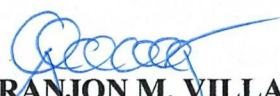
Name of Employee: Glenn Pajares

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 courses (Phlo 11 ethics general education, Phlo 110, Phlo 113)	Submits midterm and final grade sheets per course, and achieve an outstanding result in students' performance evaluation	January 2024	May 2024	May 2024	Impressive	Outstanding	
2	Assist students' concerns through students' consultation	Will help improve students' performance	January 2024	May 2024	May 2024	Impressive	Outstanding	
3	Class preparations	Will prepare quizzes, exams, and supplementary materials	January 2024	May 2024	May 2024	Impressive	Outstanding	
4	Submission of midterm grades and final grades	Grades will be submitted to the university registrar	January 2024	May 2024	May 2024	Impressive	Outstanding	
5	Submit proposal for research	Full-blown proposal submitted to OVPREI	January 2024	May 2024	May 2024	Impressive	Outstanding	
6	Submit proposal for extension project	Full-blown proposal submitted to OVPREI	January 2024	May 2024	May 2024	Impressive	Outstanding	
7	Advise Undergraduate students on their thesis	Thesis proposal (charters 1-3)	January 2024	May 2024	May 2024	Impressive	Outstanding	
8	Conduct Departmental Research Committee meetings	Attendance sheets and minutes of meetings	January 2024	May 2024	May 2024	Impressive	Outstanding	
9	Perform other tasks assigned by the university	Committee meetings	January 2024	Within the rating period	Within the rating period	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 to be productive in all mandated functions of a faculty member

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

Date: January 2024

Target Date: December 2024

Step:

- a) Encouraged him to submit research and extension proposals and
- b) Encouraged him to present papers at national and international conferences.
- c) Encouraged him to become a thesis adviser to undergraduate students.
- d) Encouraged him to peer review the research works of faculty members in other institutions.
- e) Encouraged him to develop Learning guides/materials and textbooks, especially in Philosophy.
- f) Encouraged him to establish linkages with other institutions and organizations.

Result:

Prepared by:


AL FRANJON M. VILLAROYA

Department Head

Conforme:


Glenn G. Pajares
Employee [Faculty]