

Exhibit K**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%)		4.56	
b. Students (50%)		4.50	
TOTAL for Instruction	70%	4.53	3.17
2. Research	10%	5.00	0.50
3. Extension	10%	5.00	0.50
4. Support Operations	0%	0.00	0.00
5 Administration	10%	5.00	0.50
TOTAL	100%		4.67

EQUIVALENT NUMERICAL RATING: 4.67

Add: Additional Points, if any: _____

TOTAL NUMERICAL RATING: 4.67ADJECTIVAL RATING: Outstanding


Prepared by:


MICHAEL ANTHONY JAY B. REGIS
Name of Faculty


Reviewed by:


MAGDALENE C. UNAJAN
Department Head

Recommending Approval:


JANNET C. BENCURE
College Dean

Approved by:


ROTACIO S. GRAVOSO
Vice President for Instruction



VISAYAS
STATE UNIVERSITY



**DEPARTMENT OF COMPUTER
SCIENCE AND TECHNOLOGY**

Visca, Baybay City, Leyte, Philippines
Telephone No.: (053) 565-0600 (loc 1022)
Email Address: dcst@vsu.edu.ph
Website: <https://www.vsu.edu.ph>

"Exhibit B"

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 **January 1, 2024 - June 30, 2024**.

Approved:

MICHAEL ANTHONY JAY B. REGIS

Associate Professor II

Date: **17 JUL 2024**

MAGDALENE C. UNAJOAN

Department Head

Date: **18 JUL 2024**

JANNET C. BENCURE

College Dean

Date: **7/24/24**

10 JUL 2024

Date: 11/27/27

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	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										
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	<i>Handles and teaches courses assigned</i>	40	28.35	5	5	5	5.00	Subj Hrs Studnts CSci 14 lec 2 33 CSci 104 lab 3 20 CSci 104 lec 2 40 CSci 104 lab 3 20 CSci 121 lec 2 41 CSci 14 lec 2 24 CSci 14 lab 3 12 CSci 14 lab 3 22 CSci 14 lab 3 23
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	2	4	4	4	4.00	CSci 14 - 2 CSci 104 - 1 CSci 121 - 1
		A12. Number of trainings attended related to	Attend mandated trainings	1	6	4	5	5	4.67	Csci 104 - 2, Csci 121 - 2, Csci 14 - 2
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	13	4	5	5	4.67	Csci 104 - 3, Csci 121 - 5, Csci 14 - 5
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	14	5	5	5	5.00	ANADIA, WILBERT BAROTAC AMOSCO, ADRIAN JACOB BINONGO ARAR, RAY ARVIN GIVA ASOQUE, JENNIFER TORRES BALURAN, NORBERT BONNIN UY-OCO BERDIN, DIOCEL MAE LAMADORA BIRON, DANIEL LORETO DADAP, ABIMAE DULA DAYUDAY, SHAWN MICHAEL ABRIGANA MONTEROSO, ELI DANIEL ISRAEL TUBIGON, NIÑA JANE . VARRON, JHON ANTHONY ANDRADE VELOSO, JHUN CARLO ETIS ZABALA, DAN MARCO SUPLICO
	PI 8: Number of students advised: *	A16. Number of students advised:	<i>Acts as academic adviser to students</i>	4						


		A17. Number of students advised on thesis/ field practice/special problem:		2						
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	2	4	5	5	5	5.00	MALDOS, MEL ANDREW PILLE PASAMONTE, MARIELLA LYKA BORINAGA MANAOG, CHRISTINE JOY DIGAS BALURAN, NORBERT BONNIN UY-OCO
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	15	12	4	5	4	4.33	CSci 104, CSci 121, Csci 14 students consulting on their class activities, lab exercises
	PI9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	5	5	5	5.00	VSU Robotics club
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1						
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	3	4	4	5	4.33	CSci 104 Complexity and Algorithm CSci 121 Computer Organization and
		Flexible instructional materials		2						
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	10	10	4	5	4	4.33	CSci 104 Complexity and Algorithm CSci 121 Computer Organization and Architecture CSci 14 Intermediate Programming

		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	13	4	5	4	4.33	CSci 104 Complexity and Algorithm CSci 121 Computer Organization and Architecture CSci 14 Intermediate Programming
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	2	3	4	4	4	4.00	CSci 104 Complexity and Algorithm CSci 121 Computer Organization and Architecture CSci 14 Intermediate Programming
UMFO 3 . RESEARCH SERVICES										
	PI 6 . Additional outputs*	A 32 . No. of research-related awards (research conducted by faculty or student w/ faculty)		1	1	5	5	5	5.00	Patent Award for: "Automated Bacterial Colony Counter And Identifier For Staphylococcus Aureus" by: Michael James Rojas, Michael Anthony Jay Regis and Automated Detection and Counting of Glomerulus by: Christian Gal Salamanca, Michael Anthony Jay Regis
		A 34 . Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	1						
UMFO 4. EXTENSION SERVICES										


	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							
	Peer reviewers/Panelists	Peer reviewers/Panelists		1	1	5	5	5	5.00	E2P-ICT Batch 2023-2024 Project
	Consultancy	Consultant		1						
UMFO 5. SUPPORT TO OPERATIONS										
OVPI MFO 4. Program and Institutional Accreditation Services										
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	Zero % complaint	100%	5	5	5	5.00	no complaints received from clients
	Total Over-all				69.67	He has been active in patent applications as well as on the support in the management of the financial matters of the department. He is encouraged to be more on time in submissions of reports.				
	Average Rating				4.62					
	Adjectival Rating				Outstanding					

Evaluated & Rated by:


MAGDALENE C. UNAJOAN
 Department Head
 Date: 7/27/24


JANNET C. BENCURE
 Dean, College of Engineering and Technology
 Date: 7/29/24

Approved by:


ROTACIO S. GRAVOSO
 Vice President for Academic Affairs
 Date: 8/14/24

1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average

PERFORMANCE MONITORING & COACHING JOURNAL

/	1st	Q U A R T E R
/	2nd	
	3rd	
	4th	

Name of Office: Department of Computer Science and Technolgy

Head of Office: Magdalene C. Unjan


Number of Personnel: 10 Regular Faculty, 1 regular admin staff, 1 dDRC,. 1 LabTech, 3 JOs, 2 Part-time Instructors

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
Faculty Meeting		Minutes of Meeting			Regular monthly meeting
Office & Class Attendance				Log book: DTR's, Personal check-up	DCST Faculty and Staff
Attendance to university & college activities/ programs/ seminars/ workshops			University memos	Attendance Certificates	January - June 2024
Compliance of University Memos			University memos	Compliance Report	
Leaves (SL, VL, CDO, ect.				Application for Leave Form	

Follow-up documents	Utility Workers/ Office Clerks				Daily and reporting of logs every Friday
Coaching					
Classroom Management & Teaching Methods, Evaluation Reports for Staff		Regular faculty members and part-time faculty members as well	Memo		January – June 2024
Mentoring					
Grade computation, TOS, Syllabus Preparation		All newly hired faculty and part-time instructors			February 2024 or the week before the start of classes
Research and Extension activities		Regular faculty members	Department memo		Included in the agenda every monthly meeting

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:


MAGDALENE C. UNA JAN
 Immediate Supervisor

Noted by:


JANNET C. BENCURE
 Next Higher Supervisor


TRACKING TOOL FOR MONITORING TARGETS

Major Final Output/Performance Indicator	TASK	ASSIGNED TO	DURATION	TASK STATUS						remarks
				Jan	Feb	Mar	Apr	May	Jun	
MFO 2. Advanced & Higher Education Services	Teaching	all Faculty								
PI 1. Instruction	Instructional Materials Developed/Revised & Utilized and conduct online teaching using Moodle. Revises Course Outline, OBE Syllabi, PowerPoint presentations	All Faculty	JANUARY – JUNE 2024		VC evaluation and submission s of syllabi		1 st VC Monitoring		2 nd VC Monitoring	2 nd semester AY 2023-2024 Subjects
	Reviewed/Approves Thesis Outline/Manuscript		JANUARY – JUNE 2024				Topic proposal defense		Final defense	regular students – Alicando, Dadap, Dela Torre, Lubaton, Umpad os students – Albero, Amosco, Arar, Asmolo, Asoque, Cajes, Capino, Cazar, Leros, Luna, Manaog, Monteroso, Piamonte, San Jose

MFO 4. Administration Services	Signs appointments, requests, certificates, etc.	<i>MUnajan</i>	January – June 2024	On- going	On-going	On- going	On-going	On- going	On-going	As department head
	Attends ManCom	<i>MUnajan</i>	January – June 2024	Attended	Attended	Attended	Attended	Attended	Attended	As member of the CET ManCOM
	Attends meetings.	<i>All Faculty</i>	January – June 2024	Departme nt Meetings	Department Meetings	Departme nt Meetings	Department Meetings	Departm ent Meeting s	Department Meetings	Departments, College, University Meetings
	Prepares minutes of meetings.	<i>JMBarrer a</i>	January – June 2024	NOM and minutes of the meeting prepare d	NOM and minutes of the meeting prepared	NOM and minutes of the meeting prepare d	NOM and minutes of the meeting prepared	NOM and minute s of the meetin g prepare d	NOM and minutes of the meeting prepared	As Department Secretary
	Reviews communications, letters, requests, and appointments.	<i>MUnajan</i>	January – June 2024	Daily	Daily	Daily	Daily	Daily	Daily	*Except when on official leave, the OIC takes charge
	Releases students' forms, certifications, permits and other communications.	<i>MDag- uman JMartinez</i>	January – June 2024	Daily	Daily	Daily	Daily	Daily	Daily	Continuing process
	Delivers, processes and facilitates documents	<i>Tommy Valenzon a</i>	January – June 2024	Daily	Daily	Daily	Daily	Daily	Daily	Continuing Process, payroll for JO, job requests etc.
	Prepares letters, transmittal, acknowledgement letters and other communications.	<i>MDag- uman JMartinez</i>	January – June 2024	Daily	Daily	Daily	Daily	Daily	Daily	Transmittal For Graduating, Request Letters, Financial Reports,

										Vouchers, Purchase Requests
	Records and releases documents.	<i>MDag- uman JMartinez</i>	January – June 2024	Daily	Daily	Daily	Daily	Daily	Daily	Incoming and outgoing communication s
	Files documents.	<i>MDag- uman JMartinez</i>	January – June 2024	Daily	Daily	Daily	Daily	Daily	Daily	Incoming Communicatio ns Students Files, Files other offices.
	Photocopies documents and other communications.	<i>MDag- uman JMartinez</i>	January – June 2024	Daily	Daily	Daily	Daily	Daily	Daily	Quizzes, Test Papers, Payrolls, Memos, Letters and Appointments.
	Facilitates students' evaluation. (TPES)	<i>All faculty</i>	January – June 2024				TPES			Or as scheduled by the university
	Performs Faculty Performance Evaluation (FPES)	<i>MUnajan</i>					FPES			Or as scheduled by the university
	Clean the rooms and offices.	<i>MBorci, TValenzo na</i>	January – June 2024	Daily	Daily	Daily	Daily	Daily	Daily	Continuing activities

Prepared by:


MAGDALENE C. UNAJAN
 Dept. Head, DCST

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	January 2024	June 2024	June 2024	Very Impressive	Very Satisfactory	Need to submit grades, reports on time
2	Attends meetings and performs functions as member of different committees of the department	Very Satisfactory	January 2024	June 2024	January – June 2024	Impressive	Very Satisfactory	Active member of the department and college committee

3	Performs other functions	Very Satisfactory	January 2024	June 2024	January – June 2024	Impressive	Very Satisfactory	Volunteer tasks but need to plan ahead of the assigned tasks to finished before schedule.
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* Either very impressive, impressive, needs improvement, poor, very poor

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

Prepared by:

MAGDALENE C. UNAJAN

Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Associate Professor 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: January 2024

Target Date: June 2024

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: January 2024

Target Date: June 2024

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



TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: **REGIS, MICHAEL ANTHONY JAY B.**

Department: **Dept. of Computer Science and Technology**

College: **College of Engineering and Technology**

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
CSci 13	FUNDAMENTALS OF PROGRAMMING	LEC	4.00	Very Satisfactory	80.0%
CSci 13	FUNDAMENTALS OF PROGRAMMING	LAB	3.00	Satisfactory	60.0%
CSci 13	FUNDAMENTALS OF PROGRAMMING	LEC	4.00	Very Satisfactory	80.0%
CSci 13	FUNDAMENTALS OF PROGRAMMING	LEC	5.00	Outstanding	100.0%
CSci 13	FUNDAMENTALS OF PROGRAMMING	LAB	4.00	Very Satisfactory	80.0%
CSci 144n	PARALLEL AND DISTRIBUTED COMPUTING	LEC	5.00	Outstanding	100.0%
CSci 144n	PARALLEL AND DISTRIBUTED COMPUTING	LAB	5.00	Outstanding	100.0%
CSci 13	FUNDAMENTALS OF PROGRAMMING	LEC	5.00	Outstanding	100.0%
CSci 13	FUNDAMENTALS OF PROGRAMMING	LAB	5.00	Outstanding	100.0%
CSci 13	FUNDAMENTALS OF PROGRAMMING	LAB	5.00	Outstanding	100.0%
CSci 13	FUNDAMENTALS OF PROGRAMMING	LAB	4.00	Very Satisfactory	80.0%
CSci 13	FUNDAMENTALS OF PROGRAMMING	LAB	5.00	Outstanding	100.0%
CSci 143n	COMPUTATIONAL SCIENCE	LEC	4.00	Very Satisfactory	80.0%
CSci 143n	COMPUTATIONAL SCIENCE	LAB	5.00	Outstanding	100.0%
Average Rating			4.50	Outstanding	90.00%

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

Legend:

1.00 – 1.49 Poor (P)

2.50 – 2.49 Fair (F)

3.00 – 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: April 08, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: April 08, 2024

Received by:

REGIS, MICHAEL ANTHONY JAY B.

Name and Signature of Faculty

Date:

Distribution of copies: ODIE, College, Department, Faculty

Vision: A globally competitive university for science, technology, and environmental conservation.

Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.