

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Rating Period: SEPTEMBER-DECEMBER 2022

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 (100%)		4.97 x 100% = 4.970	
b. Students (no TPES result yet for 1st sem 22-23)		x =	
TOTAL for Instruction	85%	4.97	4.225
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	5%	5.00 x 5% = 0.250	0.250
TOTAL	100%		4.975

EQUIVALENT NUMERICAL RATING: 4.975

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.975

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

GLENN G. PAJARES

Name of Faculty

Reviewed by:

JETT C. QUEBEC

Department Head

Recommending Approval:

MA. THERESA P. LORETO

Dean, CAS

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, GLENN G. PAJARES, a faculty member of the DEPARTMENT OF LIBERAL ARTS AND BEHAVIORAL SCIENCES, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period September 2022-December 2022

Glenn G. Pajares

Associate Professor IV

Date: December 29, 2022

Approved:

DR. JETT C. QUEBEC

Department Head

Date: January 6, 2023

DR. MA. THERESA P. LORETO

College Dean

Date: JAN 13 2023

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										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	NA	NA					
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to undergraduate students (BA Philosophy	NA	NA					
		A3. Number of students advised on thesis/special problem/dissertation		NA	NA					
		Thesis Adviser	guides in the writing of the entrie undergraduate thesis	NA	NA					
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	NA	NA					
	PI 9: Number of instructional materials developed *	A5. Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems	NA	NA					
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	NA	NA					

		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	NA	NA					
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	NA	NA					
		A 6 : Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course were duly reviewed by TRP for editing by MMDC editor	NA	NA					
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	NA	NA					
	PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	NA	NA					
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	Handles and teaches courses assigned	18	32.7	5	5	5	5.00	
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	6	7	5	5	5	5.00	
		A11 . 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	NA	NA					
		A12 . Number of trainings attended related to instruction	Attend mandated trainings	NA	NA					
		A13 . Number of examinations administered and checked	Administers and checks examination for subjects taught	6	8	5	5	5	5.00	
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	6	10	5	5	5	5.00	
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	N/A	na					
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	na	na					

		A17 . Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	NA	NA					
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	1	2	5	4	5	4.67	BS environmental science students
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis, and grades	2	5	5	5	5	5.00	AB Philosophy students
	PI 9 : 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	Truth Seekers (ab philosophy student organization)
		A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	1	5	5	5	5.00	Truth Seekers (ab philosophy student organization)
	PI 10 : Number of instructional materials developed *	A 21 : Number of online course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module	NA	NA					
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	10	5	5	5	5.00	youtube videos in ethics
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	6	10	5	5	5	5.00	mastery tests
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	NA	NA					
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	NA	NA					
	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	NA	NA					
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	N/A	NA					
		<u>A 26.</u> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	NA	NA					
					SUB-TOTAL				4.97	
UMFO 3 . RESEARCH SERVICES										
	<u>PI 1.</u> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<u>A 27.</u> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries	NA	NA					1. Transnationalism in relation to english assessment practices in Central Philippine Senior High and 2. Language Learning Assessment and Transnationalism in Central Philippine Higher Education (these are chapters in the book entitled Transnational English language Assessment Practices in the Age of Metrics published by Routledge on December 26, 2022 found on pages 204-222 and 223-238)
	<u>PI 2.</u> Number of research outputs completed within the year *	<u>A 28.</u> Number of research outputs completed within the year *	Conducts and completes research project within the year	NA	2	5	5	5	5.00	
	<u>PI 3.</u> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<u>A 29.</u> Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	NA	2	5	5	5	5.00	
		<i>In refereed int'l journals</i>		NA						
		<i>In refereed nat'l/regional journals</i>		NA						
	<u>PI 4.</u> Number of research outputs presented in regional/national/ int'l fora/conferences	<u>A 30.</u> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific for a/conferences							
		<i>In international conferences</i>		1	1	5	5	5	5.00	COMIUCAP (UST)
		<i>In national/regional conferences</i>		1	1	5	5	5	5.00	SEPI Conference (south cotabato)
	<u>PI 5.</u> Percent of research proposals approved *	<u>A 31.</u> Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	1	5	5	5	5.00	for review and approval OVPREI

	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		NA	NA						
		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	1	4	5	5	5	5.00	CEBU Normal University Journal and MSUIT	
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	N/A	NA						
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	NA	NA						
					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	A 36. 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	NA	NA						
	PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries	NA	Na						
	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	Implemetes duly approved extension projects	NA	NA						
	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	Provides quality and relevant training courses and advisory services	NA	NA						
	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								
	Research Mentoring	Research Mentor		NA							
	Peer reviewers/Panelists	Peer reviewers/Panelists		1	2	5	5	5	5.00	CNU and MSUI-IT	
	Resource Persons	Resource Persons		NA							

	Convenor/Organizer	Convenor/Organizer		NA						
	Consultancy	Consultant		NA						
	Evaluator	Evaluator		NA						
	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	1	1	5	5	5	5.00	for review and approval by OVPREI
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *		NA	NA					
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	NA	NA					
					SUB-TOTAL				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*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	100% compliance	100% compliance	5	5	5	5.00	
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	N/A						
		On program accreditations		N/A						
		On institutional accreditations		N/A						
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	no complaint	no complaint	5	5	5	5.00	
	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 performing functions resulting to best practice	NONE						
		Number of meetings conducted	Chair Department Research Committee	2	3	5	5	5	5.00	Research and extension proposals

		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	NA	NA						
					SUB-TOTAL				5.00		
	Total Over-all Rating										
	Average Rating										
	Adjectival Rating										

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

Comments & Recommendations for Development Purpose:

Sir Glenn is highly intellectual, he is well versed in the field of research, extension and production. Dr. Pajares is a welcome addition to the teaching force of DLABS.

Evaluated & Rated by:


JETT C. QUEBEC, Ph.D.

Department Head

Date: January 6, 2023

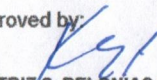
Recommending Approval


MA. THERESA P. LORETO, Ph.D.

Dean, College of Arts and Sciences

Date: JAN 13 2023

Approved by:


BEATRIZ S. BELONIAS Ph.D.

Vice President for Instruction

Date: _____

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 (4) courses (ethics general education, ethics for Philo majors, introduction to world religion and philosophy of man	Submits midterm and final grade sheets per course, and achieve an outstanding result in students' performance evaluation	September 2022	December 2022	December 2022	Impressive	Outstanding	
2	Assist students' concerns through students' consultation	Will improve students' performance	September 2022	December 2022	December 2022	Impressive	Outstanding	
3	Class preparations	Will prepare quizzes, exams, and supplementary materials	September 2022	December 2022	December 2022	Impressive	Outstanding	
4	Submission of midterm grades and final grades	Grades will be submitted to the university registrar	September 2022	December 2022	December 2022	Impressive	Outstanding	
5	Submit proposal for research	Full-blown proposal submitted to OVPREI	September 2022	December 2022	December 2022	Impressive	Outstanding	
6	Submit proposal for extension project	Full-blown proposal submitted to OVPREI	September 2022	December 2022	December 2022	Impressive	Outstanding	
7	Advise Undergraduate students on their thesis	Thesis proposal (charters 1-3)	September 2022	December 2022	December 2022	Impressive	Outstanding	
8	Conduct Departmental Research Committee meetings	Attendance sheets and minutes of meetings	September 2022	December 2022	December 2022	Impressive	Outstanding	
9	Present research papers in National or international Conference	Certificate of paper presentation	September 2022	December 2022	December 2022	Impressive	Outstanding	
10	Peer review research outputs of Faculty members of other Academic institutions	Certificate of Research Peer-review or Evaluation	September 2022	December 2022	December 2022	Impressive	Outstanding	

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

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

Prepared by:


JETT C. QUEBEC
 Department Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Glenn G. Pajares

Performance Rating: Very Satisfactory

Aim:

To continue conducting research and extension projects

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

Date: September 1, 2022

Target Date: December 31, 2022

First Step:

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

Result:

- a) He and other colleagues have submitted their research and extension proposals.
- b) He is assigned as the Chair of the Departmental Research Committee
- c) He was able to present papers in a national and international research conference
- d) He is assigned as thesis adviser of 2 BS Environmental Science students
- e) He has peer reviewed a number of research outputs of faculty members at the Cebu Normal university and MSU-IIT Iligan Campus
- f) He has development supplementary materials for instructions in the form of short video clips in YouTube.

Date: September 1, 2022

Target Date: December 31, 2022

Next Step:

He is advised to accomplish research projects and extension projects on time and be more productive in research and extension.


Outcome: **NA**

Final Step/Recommendation: NA

Prepared by:


JETT C. QUEBEC
Department Head

Conforme:


Glenn G. Pajares
Employee [Faculty]