

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Rating Period: July-December 2021

Name of Faculty Member:

AL FRANJON M. VILLAROYA

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating (2x3)
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head (50%)		4.98 x 50% = 2.490	
b. Students (50%)		4.17 x 50% = 2.085	
TOTAL for Instruction	70%	4.58	3.203
2. Research	5%		
a. Client/Director for Research			
b. Dept. Head/Center Director		5.00 x 5% = 0.250	0.250
TOTAL for Research			
3. Extension	15%		
a. Client/Director for Extension			
b. Dept. Head/Center Director		5.00 x 15% = 0.750	0.750
TOTAL for Extension			
4. Production			
5. Administration/Other Services	10%	5.00 x 10% = 0.500	0.500
TOTAL	100%		4.703

EQUIVALENT NUMERICAL RATING: 4.703

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.703

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:


AL FRANJON M. VILLAROYA

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


"Exhibit B"


INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, AL FRANJON M. VILLAROYA, 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 JULY-DECEMBER 2021.

Approved:


AL FRANJON M. VILLAROYA
 Instructor III
 Date: 12-21-21


JETT C. QUEBEC
 Department Head
 Date: January 5, 2022


MA. THERESA P. LORETO
 College Dean
 Date: 2/9/2022

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 graduate students	NA	NA					
		A3. Number of students advised on thesis/special problem/dissertation		NA	NA					
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	NA	NA					
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	NA	NA					

		<u>A4</u> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	NA	NA					
	<u>PI 9</u> : Number of instructional materials developed *	<u>A5</u> . 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 ware reviewed by TRP & edited by MMDC editor	Submits the course ware 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					
	<u>PI 10</u> . Additional outputs:	<u>A 8</u> . 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										
	<u>PI 5</u> : Total FTE, coordinated, implemented and monitored *	<u>A9</u> . Actual Faculty's FTE	Handles and teaches courses assigned	18	33.45	5	5	5	5.00	7 sections in Phlo 11 - Ethics
		<u>A10</u> . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before	8	7	5	5	5	5.00	7 sections \ Phlo 11 - Ethics

		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	1	4	5	5	4	4.67	4 students from Phlo 11 Ethics
		A12 . Number of trainings attended related to instruction	Attend mandated trainings	2	1	5	5	5	5.00	Training workshop on Extension project proposal writing Nov 9-12, 2021
		A13 . Number of long examinations administered and checked	Administers and checks long examination for	5	5	5	5	5	5.00	
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	25	30	5	5	5	5.00	7 sections for Phlo 11 Ethics
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	None	30	5	5	5	5.00	Student Submissions for Module Assessments and Final Output
	PI 8 : Number of students advised: *	A16 . Number of students advised:	Acts as academic advisor to students	NA	NA					
		A17 . Number of students advised on thesis/ field practice/special problems:		NA	NA					
		As SRC Chairman	Advises, and corrects research outline and	NA	NA					
		As SRC Member	Advises and corrects research outline and	NA	NA					
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	30	5	5	5	5.00	Querries from students about the subject and some personal issues of the students.
	PI 9 : Number of student organizations advised/	A19 . Number of Student organizations advised	Advises student organizations recognized by	None						
		A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student	None						
	PI 10 : Number of instructional materials developed *	A21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	1	5	5	5	5.00	Phlo 11 Ethics
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on	2	5	5	5	5	5.00	Phlo 11 Ethics

		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	5	5	5	5	5.00	Module assessments and Learning tasks and activities
		A 23 : 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	3	3	5	5	5	5.00	SocSci 11 n UTS, SocSci 14 phil indigenous community, SocSci 13 Contemporary World
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	8	8	5	5	5	5.00	Phlo 11 Ethics 7 Google Classroom, 1 Moodle
	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	NA	NA					
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	2	2	5	5	5	5.00	Phlo 11 Ethics
					AVERAGE				4.98	
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. 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	1	1	5	5	5	5.00	Introduction to the Philosophy of the Human Person Book
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research oject within the year	1	0					
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. 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	1	1	5	5	5	5.00	Zizek's Violence in the Philippine Context
		<i>In refereed int'l journals</i>								

		<i>In refereed nat'l/regional journals</i>							
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences						
		<i>In int'l fora/conferences</i>		1	1	5	5	5	5.00
									Religious Unfreedom: Medication and Covid 19 2nd Summit of the Union of Societies and Associations of Philosophy in the Philippines, National Conference of Philosophical Association of the Philippines and 2nd PAP-PARST Joint Meeting July 21-24, 2021
		<i>In nat'l/regional fora/conferences</i>		None					
	PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	0				
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		1	0				
		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	1	0				
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	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					
					AVERAGE				5.00
UMFO 4. EXTENSION SERVICES									

	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders	Identifies and links with probable partners for extension activities and maintains this active	1	1	5	5	5	5.00	DepEd Baybay City Division
	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 of technologies for transfer	1	1	5	5	5	5.00	Capacity Building for the Teaching of the Introduction to the Philosophy of the Human Person
	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	Implements duly approved extension projects	1	1	5	5	5	5.00	Capacity Building for the Teaching of the Introduction to the Philosophy of the Human Person
	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							
	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	NA						
	<i>Research Mentoring</i>	<i>Research Mentor</i>		None						
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>		None						
	<i>Resource Persons</i>	<i>Resource Persons</i>		1	1	5	5	5	5.00	Seminar-Workshop on Writing LIS and LAS for the IPHP - July 21-23, 2021
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>		1	1	5	5	5	5.00	Seminar-Workshop on Writing LIS and LAS for the IPHP - July 21-23, 2021
	<i>Consultancy</i>	<i>Consultant</i>		1	1	5	5	5	5.00	Seminar-Workshop on Writing LIS and LAS for the IPHP - July 21-23, 2021
	<i>Evaluator</i>	<i>Evaluator</i>		1	0					
	PI 8. Percent of extension	A 41. Percent of extension	Prepares extension project	1	1	5	5	5	5.00	Capacity Building for the


	PI 11. Additional outputs *	A 42. No. of extension-related		1						Capacity Building for the
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	1						Virtual Writeshop on Writing LIS and LAS for the IPHP
					AVERAGE				5.00	
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 4. Program and Institutional Accreditation Services									
	PI 8. Compliance to all requirements thru the	A 44. Compliance to all requirements of the QMS core processes of the	Ensures that all the QMS core processes of the	Zero non-conformity	Zero non-conformity	5	5	5	5.00	
		A 45. Compliance to all requirements of the program and institutional	Prepares required documents and complies all	100% compliant						
		On program accreditations		NA						
		On institutional accreditations		NA						
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	Initiates/introduces improvements in performing	None						
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management	None						
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients							
	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						
		Admin Functions related to instructions; DLABS Philosophy Coordinator	Presides meeting	1	3	5	5	5	5.00	Proposal for offering the AB Philosophy Program of DLABS
		Admin Functions related to instructions; member of DLABS personnel committee	screen applicants and other related functions (DPC member)	1	10	5	5	5	5.00	
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	None						

					AVERAGE				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: Mr. Villaroya serves the department with commitment and integrity. He is highly intellectual and academic. His presence provides a steady source of guidance and motivation. A doctorate degree is a welcome development.

Evaluated & Rated by:


JETT C. QUEBEC

Department Head

Date: January 5, 2022


Recommending Approval


MA. THERESA P. LORETO

Dean, College of Arts and Sciences

Date: 2/9/2022

Approved by:


BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 2/15/22

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: Al Franjon M. Villaroya

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 one (2) courses (Phlo 11 Ethics) and Foreign Language	Will provide attendance sheets of assigned classes, midterm and final gradesheets per course, and achieve an outstanding result in students' performance evaluation	July 2021	Dec 2021	Dec 2021	Impressive	Outstanding	
2	Assist students' concerns through students consultation	Will improve students' performance	July 2021	Dec 2021	Dec 2021	Impressive	Outstanding	
3	Class preparation	Will prepare visual aids, quizzes, and activities	July 2021	Dec 2021	Dec 2021	Impressive	Outstanding	
4	Submission of midterm grades and final grades	Grades will be submitted to the university registrar	July 2021	Dec 2021	Dec 2021	Impressive	Outstanding	
5	Participate in all activities conducted by the department, college and the university	Attendance sheet; will present certificates if possible	July 2021	Dec 2021	Dec 2021	Impressive	Outstanding	
6	Perform other functions assigned by the department head	Certificate of the trainings and workshops	July 2021	Dec 2021	Dec 2021	Impressive	Outstanding	
7	Write publishable articles and submit for publication	Publish in refutable journals.	July 21	Dec 2021	Dec 2021	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: Al Franjon M. Villaroya

Performance Rating: Outstanding

Aim: To continue in research or extension projects and improve teaching strategies

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

Date: January 2022

Target Date: June 2022

First Step:

- a) Required him to be involved in research and/or extension projects
- b) As Philosophy coordinator, he is tasked to head the crafting AB Philosophy program proposal and attend on matters concerning the Philosophy Subjects.

Result:

1. He is being appointed as project leader in an Extension project entitled " Faculty Training and Workshop for Teaching of the Introduction to the Philosophy of the Human Person."
2. Headed the drafting and revising of the AB Philosophy program proposal.
3. Conducted meetings and attended pieces of training in relation to the offering of the AB Philosophy program proposal.

Date: January 2022

Target Date: End of June 2022

Next Step:

He was advised to focus and finish his Doctoral,

Outcome: NA


Final Step/Recommendation: NA

Prepared by:



JETT C. QUEBEC
Department Head

Conforme:



AL FRANJON M. VILLAROYA
Employee [Faculty]