

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Prof. MICHAEL ANTHONY JAY B. REGIS**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)		4.79 x 100% = 4.79	
b. Students			
Total for Instruction	40%	4.79	1.92
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director (100%)		5.00 x 100% = 5.00	
Total for Research	30%	5.00	1.50
3. Extension			
a. Client/Dir. for Extension			
b. Dept Head/Center Director (100%)		5.00 x 100% = 5.00	
Total for Extension	30%	5.00	1.50
4. Administration			
5. Production			
TOTAL			4.92

EQUIVALENT NUMERICAL RATING: 4.92

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.92

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

Reviewed by:

MICHAEL ANTHONY JAY B. REGIS

Name of Faculty

WINSTON M. TABADA

Department Head

Recommending Approval

ROBERTO C. GUARTE

College Dean

Approved:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

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 July-December 2020.

MICHAEL ANTHONY JAY B. REGIS
Associate Professor I
Date: Jan 22, 2021

Approved:

WINSTON M. TABADA
Department Head
Date:

ROBERTO C. GUARTE
College Dean
Date:

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Actual Accomplishment (July-December 2020)	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
							Quality	Efficiency	Timelines	Average	
UMFO 2. HIGHER EDUCATION SERVICES											
OVPI UMFO 3. Higher Education Management Services											
	PI 5: Total FTE, coordinated, implemented	A9. Actual Faculty's FTE	Courses and students handled	Teaches subjects/courses assigned	12	28.00	5	5	5	5.00	CSci 13 (Lab and Lec), CS-134 (Lab and Lec), CS 123 (Lab and Lec)
		A10. Number of grade sheets submitted within prescribed period	Gradesheet submission	Prepares gradesheet and submits on or before deadline							
		A 11. 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							
		A12. Number of trainings attended related to instruction	Trainings attended	Attends mandated trainings							
		A13. Number of long examinations administered and checked	Midterm/ Final exam	Administers and checks long examination for subjects taught							
		A14. Number of quizzes administered and checked	Quizzes	Prepares and checks quizzes for lec and lab	6	11	5	5	5	5.00	Csci 13 (Lab and Lec), CS-134 (Lab and Lec), CS 123 (Lab and Lec)
		A15. Number of lab reports and term papers checked and graded	Laboratory problem sets and practical exams	Checks lab reports submitted as required							

	PI 8: Number of students advised: *	A16: Number of students advised:	Academic advising	Acts as academic adviser to BSCS students	3	10	4	5	5	4.67	Dacunoz, Corpez, Dayuday, Dadap, Cinto, Costa, Daniel, Dealagdon, Cosme, Castro
		A17: Number of students advised on thesis/ field practice/special problem:									
		<i>As SRC Chairman</i>	Advising/ Proofreading	Advises, and corrects research outline and thesis/SP manuscript							
		<i>As SRC Member</i>	Advising/ Proofreading	Advises and corrects research outline and thesis/SP manuscript	3	5	4	5	5	4.67	Thesis Advisees of Pada, Remulta, Bandibas, Maldos, Costado
		A18: Number of students entertained for consultation purposes	Consultation	Allots time to students seeking for consultation or advise.	3		4	5	5	4.67	Pada, Remulta, Bandibas, Maldos, Costado
	PI 9: Number of student organizations	A19: Number of Student organizations advised	Advising	Advises student organization recognized by USOO							
		A20: Number of Student organizations assisted on student related activities	Supervise	Assists student organization in implementing student related activities							
	PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :	Developed and submitted	Prepares and submits for review by the Technical Review Panel	1	1	5	4	5	4.67	CSci-13 Student Learning Guide, CS123 Student Learning Guide (Online)
		<i>On-line ready courseware</i>	Preparation	<i>Prepares instructional module/laboratory guide/workbook or a combination thereof</i>	2	2	4	5	5	4.67	CSci-13 Student Learning Guide, CS123 Student Learning Guide (Online)
		Supplemental learning resources	Preparation	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	2	3	4	5	5	4.67	CSci-13, CS123, CS 134 (for Econ)
		<i>Assessment tools</i>	Preparation	<i>Prepares assessment tools such as long exam, quizzes, problems sets, etc.</i>	2	3	5	5	5	5.00	CSci-13, CS123, CS 134 (for Econ)
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Online-blended learning	Submits the courseware duly reviewed by TRP for editing by MMDC editor	1	1	5	5	5	5.00	CSci-13 Student Learning Guide

[illegible]

							Total Points	5.00	
							Average Rating	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*							
		A 45. Compliance to all requirements of the program and institutional accreditations:							
		On program accreditations							
		On institutional accreditations							
							Total Points	0.00	
							Average Rating	0.00	
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						

	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								
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal								
	Total Over-all Rating									77.67	
	Average Rating									4.93	
	Adjectival Rating										

Average Rating (Total Over-all rating divided by Additional Points:		4.93
Punctuality	0.2	
Approved Additional points (with copy of approval)	0.1	
FINAL RATING		4.93
ADJECTIVAL RATING		0

Comments & Recommendations for Development Purpose:
<ul style="list-style-type: none"> - Very diligent in publishing research papers. - Submit more research proposals. - He has to improve his relationships to students and even with peers - He should now pursue PhD Computer Science asap.

Evaluated & Rated by:

WINSTON M. TABADA

Department Head, DCST

Date:

Recommending Approval

ROBERTO C. GUARTE

Dean, CET

Date:

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction

Date:

PERFORMANCE MONITORING FORMName of Employee: **Prof. 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 grades sheets within prescribed period, makes himself available for students consultations during consultation hours, revises course syllabus, and approves manuscripts.	Very Satisfactory	July 1 2020	December 31, 2020	December 15, 2020	Impressive	Very Satisfactory	
2	Attends meetings and performs functions as member of different committees of the department	Outstanding	July 1, 2020	December 31, 2020	July 1, 2020 – December 31, 2020	Very impressive	Outstanding	
3	Performs other functions	Outstanding	July 1, 2020	December 31, 2020	July 1, 2020 – December 31, 2020	Very impressive	Outstanding	

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

**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:



WINSTON M. TABADA
Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Prof. MICHAEL ANTHONY JAY B. REGIS**
Performance Rating: Outstanding

Aim: Encourage him to make research and extension project proposals.

Proposed Interventions to Improve Performance:

Date: January, 2020

Target Date: One year from date of intervention

First Step:

Send him to training, seminar/ workshop/ for a related to research and extension activities.

Result:

Attendance in research and extension related trainings/ seminars/ workshops/ for a. This will

Expose him to theses engagement and will motivate him to do research and be involved in Extension projects.

Date: Throughout the school year.

Target Date: End of SY 2020-2021

Next Step:

Advise him to draft research proposal or extension project proposal.

Outcome: Research/ project proposal

Final Step/Recommendation:

Final Step/ Recommendation: Instruct him to submit the research/ proposal to the OVPRE for approval and possible funding.

Prepared by:

WINSTON M. TABADA
Unit Head

Conforme:

MICHAEL ANTHONY JAY B. REGIS
Name of Ratee Faculty/Staff