

**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%)		4.78	
b. Students (50%)		3.88	
TOTAL for Instruction	70%	4.33	3.03
2. Research	10%	4.67	0.47
3. Extension	10%	5.00	0.50
4. Support Operations	0%	0.00	0.00
5. Administration	10%	5.00	0.50
TOTAL	100%		4.50

EQUIVALENT NUMERICAL RATING: 4.50

Add: Additional Points, if any: \_\_\_\_\_

TOTAL NUMERICAL RATING: 4.50ADJECTIVAL RATING: Outstanding

Prepared by:

MICHAEL ANTHONY JAY B. REGIS

Name of Faculty

Reviewed by:

  
MAGDALENE C. UNAIAJAN

Department Head

Recommending Approval:

  
JANNET C. BENCURE  
College Dean

Approved by:

  
BEATRIZ S. BELONIAS

Vice President for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Michael Anthony Jay C. 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 Accomplishments in accordance with the indicated measures for the period of July - Dec 2023.

**Michael Anthony Jay B. Regis**  
Associate Professor II

Date: 01/09/2024

Approved:   
**MAGDALENE C. UNAAN**  
Department Head

Date: 01/20/2024

  
**JANNET C. BENCURE**  
College Dean

Date: 11/16/24

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	Timelines	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Teaches subjects/courses assigned	12	47	5	5	5	5	Subj Hrs Studnts CSci 13 2 29 CSci 13 2 23 CSci 13 2 46 CSci 13 2 46 CSci 13 3 19 CSci 13 3 23 CSci 13 3 25 CSci 13 3 23 CSci 13 3 25 CSci 13 3 24 CSci 143 2 26 CSci 143 3 16 CSci 144 2 21 CSci 144 3 21
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	5	6	5	4	4	4.33	Csci 13 - 2, Csci 143 - 2, Csci 144 - 2
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	6	13	5	5	5	5.00	Csci 13 - 5, Csci 143 - 5, Csci 144 - 3

		<b>A18.</b> Number of students entertained for consultation purposes	Allots time to students seeking for consultation or advise.	5	10	4	5	5	4.67	CSci 13, CSci 143, Csci 144 students consulting on their class activities, lab exercises
	<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	Acts as academic adviser to BSCS students	10	20	5	5	5	5.00	ANADIA, WILBERT BAROTAC AMOSCO, ADRIAN JACOB BINONGO ARAR, RAY ARVIN GIVA ASOQUE, JENNIFER TORRES BAÑO, GERALD DAGUPLO BALURAN, NORBERT BONNIN UY-OCO BERDIN, DIOCEL MAE LAMADORA BIRON, DANIEL LORETO CASTRO, BENEDICTO SORIA CORPEZ, O.D. RAZILE PELICANO COSTA, ANGEL MARIE CAFÉ DACUNOS, KIANA MARIE PALER DADAP, ABIMAE DULA DAYUDAY, SHAWN MICHAEL ABRIGANA MONTEROSO, ELI DANIEL ISRAEL TAÑIZA, MICHAEL VIKTORINE TECHO TUBIGON, NIÑA JANE . VARRON, JHON ANTHONY ANDRADE VELOSO, JHUN CARLO ETIS ZABALA, DAN MARCO SUPLICO
		<b>A17.</b> Number of students advised on thesis/field practice/special problem:	Advises and corrects thesis proposal	2	2	4	5	5	4.67	Manaog, Pasamonte,
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19.</b> Number of Student organizations advised	Advises student organization recognized by USOO	1	1	5	5	5	5	VSU Robotics Club
		<b>A20.</b> Number of Student organizations assisted on student related activities	Assists student organization in implementing student related activities	1	2	5	5	5	5	VSU Robotics Club Orientation, General Assembly,
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21 :</b> Number of on-line courseware 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	3	4.00	5.00	5.00	4.67	CSci 13 Fundamentals of Programming CSci 143 Computational Science Programming CSci 144 Parallel and Distributed Computing
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	4	11	4.00	5.00	5.00	4.67	CSci 13 Fundamentals of Programming - 4 CSci 143 Computational Science Programming - 4 CSci 144 Parallel and Distributed Computing - 3
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	19	5.00	5.00	5.00	5.00	CSci 13 Fundamentals of Programming - 7 CSci 143 Computational Science Programming - 7 CSci 144 Parallel and Distributed Computing - 5
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	2	3	4.00	4.00	5.00	4.33	CSci 13 Fundamentals of Programming - 1 CSci 143 Computational Science Programming - 1 CSci 144 Parallel and Distributed Computing - 1
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
									4.78	
<b>UMFO 3 . RESEARCH SERVICES</b>										
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	1	1	4	5	5	4.67	Finished - Development of a Jackfruit quality Detector Using LiDAR, Joint Project of VSU and Tottori University, Japan
									4.67	
<b>UMFO 4. EXTENSION SERVICES</b>										
	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							
	Consultancy	Consultant		1	1	5	5	5	5.00	VSU Bids and Awards Committee Provisionary Member for IT equipment
									5.00	
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										

UMFO 6. General Admin. & Support Services (GASS)									
PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services		Zero % complaint	Zero % complaint	5	5	5	5.00	No complaint
PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *								
	A 48. Other outputs implementing the new normal due to covid 19								
Total Over-all Rating								19.44	
Average Rating								4.86	
Adjectival Rating								"O"	

Average Rating	4.86
Additional Points:	
Punctuality	
Approved Additional	
FINAL RATING	4.86
ADJECTIVAL RATING	"Outstanding"

**Comments & Recommendations for Development Purpose:**  
He has been a great contributor to the department's patent applications and registration. He can mentor other faculty members on how to do the same.

Evaluated and Review:

  
**MAGDALENE C. UNAJAN**

Head, DCST

Date: 01/10/2024

Recommending Approval:

  
**JANNEY C. BENCURE**

Dean, CET

Date: 1/15/24

Approved:

  
**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

Date: 01/14/24

### 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	July 2023	December 2023	December 2023	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	July 2023	December 2023	July – December 2023	Impressive	Very Satisfactory	Active member of the department and college committee
3	Performs other functions	Very Satisfactory	July 2023	December 2023	July – December	Impressive	Very Satisfactory	Volunteer tasks but need

					2023			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: ASSOC. PROF. 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: June 2023

Target Date: December 2023

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: Throughout the school year Target Date: December 2023

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