

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Rating Period: JULY-DECEMBER 2023

Name of Faculty Member:

ROSE P. CAPULLA

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating (2x3)
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head (50%)		4.91 x 50% = 2.455	
b. Students (50%)		3.71 x 50% = 1.855	
TOTAL for Instruction	80%	4.31	3.448
2. Research	5.0%		
a. Client/Director for Research			
b. Dept. Head/Center Director		4.83 x 5% = 0.242	
TOTAL for Research			0.242
3. Extension	10.0%		
a. Client/Director for Extension			
b. Dept. Head/Center Director		5.00 x 10% = 0.500	
TOTAL for Extension			0.500
4. Production			
5. Administration/Other Services	5%	5.00 x 5% = 0.250	0.250
TOTAL	100%		4.440

EQUIVALENT NUMERICAL RATING: 4.440

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.440**

ADJECTIVAL RATING:

VERY SATISFACTORY

Prepared by:

ROSE P. CAPULLA

Name of Faculty

Reviewed by:

AL FRANJON M. VILLAROYA

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, ROSE PASCUAL-CAPULLA, a faculty member of the DEPARTMENT OF PHILOSOPHY AND SOCIAL SCIENCES 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 2023.


ROSE PASCUAL-CAPULLA
 Assistant Professor IV
 Date: January 4, 2024

Approved: 
AL FRANJON M. VILLAROYA
 Department Head
 Date: January 8, 2024

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
						Quality	Efficiency	Timelines	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	N/A	N/A					
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	N/A	N/A					
		A3. Number of students advised on thesis/special problem/dissertation		N/A	N/A					
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A	N/A					
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A	N/A					
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	N/A	N/A					

		A12. Number of trainings attended related to instruction	Attend mandated trainings	2	2	5	5	5	5.00	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	24	24	5	5	5	5.00	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	100	100	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	NONE	NONE					
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	N/A	N/A					
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	50	150	5	5	5	5.00	
	PI 10: Number of instructional materials developed *	A 21 : 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	2	5	5	5	5.00	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	6	3	4	4	4	4.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	12	5	5	5	5.00	
		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	1	1	5	5	5	5.00	
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	None	None					
	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	None	None					
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	N/A	N/A					
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	2	3	5	5	5	5.00	
					AVERAGE				4.91	
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	2	1	4	4	4	4.00	
	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	2	2	5	5	5	5.00	
	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	2	2	5	5	5	5.00	
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>		2	2	5	5	5	5.00	
	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 for a/conferences	1	1	5	5	5	5.00	
		<i>In int'l fora/conferences</i>		1	1	5	5	5	5.00	
					AVERAGE				4.83	
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active	A 36. Number of active partnerships	Identifies and links with	1	1	5	5	5	5.00	

	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	2	2	5	5	5	5.00	
	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	Implementes duly approved extension projects	1	1	5	5	5	5.00	
	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	2	2	5	5	5	5.00	
	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	N/A	N/A					
	Research Mentoring	Research Mentor		NONE	NONE					
	Peer reviewers/Panelists	Peer reviewers/Panelists		NONE	NONE					
	Resource Persons	Resource Persons		2	2	5	5	5	5.00	
	Convenor/Organizer	Convenor/Organizer		2	2	5	5	5	5.00	
	Evaluator	Evaluator		NONE	NONE					
	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	
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty								
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	1	1	5	5	5	5.00	
					AVERAGE				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	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	zero non-conformity	zero non-conformity	5	5	5	5.00	
UMFO 6. General Admin. & Support Services									
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	
Total Over-all Rating									
Average Rating									
Adjectival Rating									
Average Rating (Total Over-all rating divided by number of entries)					Comments & Recommendations for Development Purpose: Dr. Capulla has recently completed her Ph.D. Her expertise is not only relevant to DPSS but also extends to other departments and the university as a whole. Her skills and talent in research are expected to elevate the department to greater heights.				
Additional Points:									
Approved Additional points									
FINAL RATING									
ADJECTIVAL RATING									

Evaluated & Rated by:

AL FRANJON M. VILLAROYA

Department Head

Date: January 8, 2024

Recommending Approval

MA. THERESA P. LORETO

Dean, College of Arts and Sciences

Date: JAN 19 2024

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 01/24/24

Exhibit I

PERFORMANCE MONITORING FORMName of Employee: Rose Pascual-Capulla

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	Actual Faculty's FTE	Handles and teaches courses assigned.	July 2023	December 30, 2023	December 30, 2023	Very Impressive	Outstanding	
2	Submission of grade sheets within prescribed period.	Prepares grade sheet and submits on or before deadline	July 2023	December 30, 2023	December 30, 2023	Very Impressive	Outstanding	
3	Administering and checking of long examinations and quizzes, entertaining of students for consultation purposes, preparing on-line ready coursewares reviewed & edited (modules), assessment tools, supplemental reading resources (PPt. and reading assignments).	Administers and checks of long examinations and quizzes, entertains students for consultation purposes, prepares on-line ready course wares reviewed & edited (modules), assessment tools, supplemental reading resources (PPt. and reading assignments).	July 2023	December 30, 2023	December 30, 2023	Very Impressive	Outstanding	
4	Doing research works	Conducts and completes research project within the year	July 2023	December 30, 2023	December 30, 2023	Very Impressive	Outstanding	
5	Doing research works for the last three years	Conducts research for possible utilization by industry or other beneficiaries	January 2020-2023	December 30, 2023	December 30, 2023	Very Impressive	Outstanding	
6	Publication of research outputs in internationally-referred or	Writes publishable materials out of research outputs and	July 2022-2023	December 30, 2023	December 30, 2023	Very Impressive	Outstanding	

	CHED recognized journal within the year (2%) *	submits for publication				e		
7	Extension proposals approved	Prepares extension project proposals, submits and follow up its approval for immediate implementation	February 2023	February 2024	On Going	Very Impressive	Outstanding	

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

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

Prepared by:


AL FRANJON VILLAROYA
Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Rose Pascual-Capulla

Performance Rating: Very Satisfactory

Aim: To pursue postdoctoral degree studies, hopefully, engage 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 2024

Target Date: December 2024

First Step:

- a) Encouraged to publish her dissertation in Scopus indexed journal as I she is always busy resulting to its postponement.
- b) Required her to be involved in research or extension projects which the Department has started to work on.

Result:

She is planning to work for the publication of her dissertation and planning still for her upcoming postdoctoral degree studies for this year or probably next year. Other than that, she is the project leader of Digital Storytelling for Primary Level (Project Digital World) and project leader, too of an upcoming extension project in the department with other Philosophy and Social Science professors.

Date: January 2024

Target Date: December 2024

Next Step:

She was advised to publish her dissertation this year and plan for the upcoming postdoctoral studies, hopefully. Employ more teaching strategies based on the evaluation of the students.

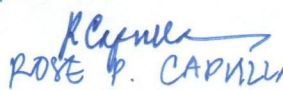
Outcome: NA

Final Step/Recommendation: NA

Prepared by:


AL FRANJON M. VILLAROYA
Department Head

CONFORME:


ROSE P. CAPULLA
Faculty