

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Rating Period: JULY-DECEMBER 2023

Name of Faculty Member:

JERRY D. IMBONG

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating (2x3)
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head (50%)		5.00 x 100% = 5.000	
b. Students (50%) (no TPES result yet for 1st sem 23-24; still on study leave in the 2nd sem 2022-2023, hence, no TPES)		x = 0.000	
TOTAL for Instruction	75%	5.00	3.750
2. Research	10%		
a. Client/Director for Research			
b. College Dean/Center Director		5.00 x 10% = 0.500	0.500
TOTAL for Research			
3. Extension	10%		
a. Client/Director for Extension			
b. College Dean/Center Director		4.75 x 10% = 0.475	0.475
TOTAL for Extension			
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:

JERRY D. IMBONG

Name of Faculty

Reviewed by:

AL FRANJON M. VILLARROYA

Department Head

Recommending Approval:

MA. THERESA P. LORETO

Dean, CAS


Approved by:


BEATRIZ S. BELONIAS

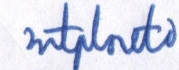
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JERRY D. IMBONG, a faculty member of the DEPARTMENT OF LIBERAL ARTS AND BEHAVIORAL 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.


JERRY D. IMBONG
 Asst. Prof. III
 Date: January 4, 2024

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


MA. THERESA P. LORETO
 College Dean
 Date: JAN 19 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 denominators)
						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						
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	N/A						
		A3. Number of students advised on thesis/special problem/dissertation		N/A						
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation	N/A						
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A						
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	N/A						
	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	N/A						

		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	N/A						
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	N/A						
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	N/A						
		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	N/A						
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	N/A						
	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	N/A						
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	32.75	5	5	5	5.00	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	12	12	5	5	5	5.00	
		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	2	3	5	5	5	5.00	
		A12. Number of trainings attended related to instruction	Attend mandated trainings	2	3	5	5	5	5.00	1. Curriculum revision (CAS), 2. Syllabus-making with Mam Nancy, 3. DPSS retooling and capacity-building
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	12	12	5	5	5	5.00	
		A14. Number of quizzes administered and checked		24	32	5	5	5	5.00	

	PI 8: Number of students advised: *	A16: Number of students advised:	Acts as academic adviser to students	19	19	5	5	5	5.00	AB Philosophy Majors (2nd Semester)
		A18: Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	24	32	5	5	5	5.00	Grade consultations, special quizzes, assessments and other requirements
		A20: Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	NONE						
	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	1	2	5	5	5	5.00	LG for: 1. Phlo 109 Advanced Philosophy of the Human Person, 2. Intro. to World Religions and Belief Systems for SHS
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	2	5	5	5	5.00	LG for: 1. Phlo 109 Advanced Philosophy of the Human Person, 2. Intro. to World Religions and Belief Systems for SHS
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	2	5	5	5	5.00	For Phlo 109 and UTS
		Assessment tools	Prepares assessment tools such as long exam quizzes	12	16	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	2	5	5	5	5.00	1. Phlo 109, 2. Intro. to World Religions and Belief Systems
		A 24: Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	NA	None					
					AVERAGE				5.00	
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	0	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	1	4	5	5	5	5.00	1. Dissertation: "Towards a Mindanawon/Lumad Philosophy", 2. The Rural Missionaries of the Philippines: Prophetic Mission in the Midst of Persecution. Published in International Bulletin of Mission Research (Scopus-indexed), 3. The Philippine church and Post-Duterte Politics (book chapter, Scopus-indexed)
	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-referred or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	1	2	5	5	5	5.00	1. The Rural Missionaries of the Philippines: Prophetic Mission in the Midst of Persecution. Published in International Bulletin of Mission Research (Scopus-indexed), 2. The Philippine church and Post-Duterte Politics (book chapter, Scopus-indexed)
		<i>In refereed int'l journals</i>		1	2	5	5	5	5.00	The Rural Missionaries of the Philippines: Prophetic Mission in the Midst of Persecution. Published in International Bulletin of Mission Research (Scopus-indexed), 2. The Philippine church and Post-Duterte Politics (book chapter, Scopus-indexed)
		<i>In refereed nat'l/regional journals</i>		0	1	5	5	5	5.00	Chantal Mouffe on the Radical Politics of Rodrigo Duterte. Published in PHAVISMINDA Journal.
	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	1	3	5	5	5	5.00	1. SEPI International Conference, 2. PHAVISMINDA International Conference, 3. Association of Mainland Southeast Asian Scholars International conference
		<i>In int'l fora/conferences</i>		1	3	5	5	5	5.00	1. SEPI International Conference, 2. PHAVISMINDA International Conference, 3. Association of Mainland Southeast Asian Scholars International conference
		<i>In nat'l/regional fora/conferences</i>		0	None					
	PI 5. Percent of research proposals approved *	A 31. Percentage 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	"Climate (in)justice: Voices from the ground" submitted to OVPRE

	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		0	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 received and returns duly reviewed paper	1	1	5	5	5	5.00	Polytechnic University of the Philippines (PUP) Social Science and Development Review (Journal)
					AVERAGE				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	1	3	5	5	5	5.00	1. MASIPAG, 2. Rural Missionaries of the Philippines, 3. Philippine Ecumenical Peace Platform
	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	NA	None					
	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	0	4	4	4	4.00	
	PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by							
	Resource Persons	Resource Persons		1	2	5	5	5	5.00	Resource speaker: 2. Doing Indigenous Research, "Seminar-Writeshop on Explorations on
	Convenor/Organizer	Convenor/Organizer		None	1	5	5	5	5.00	Organizer: "Seminar-Writeshop on Explorations on Research and the Local Culture and the Arts," July 18-19, 2023 VSU Hostel.
					AVERAGE				4.75	
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	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 (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						
	A 49 Number of meetings attended and activities participated	Attends department meetings and participates in dept and university activities	4	6	5	5	5	5.00	
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: Dr. Imbong has recently completed his Ph.D. His expertise is not confined to DPSS; it extends beyond the classroom, reaching into the community, other departments, and the university as a whole. His skills and talent in research are expected to elevate the department to greater heights.

Evaluated & Rated by:

AL FRANJON M. VILLAROYA

Department Head

Date: January 8, 2024

Recommending Approval

MA. THERESA P. LORETO

College Dean

Date: JAN 19 2024

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 01/24/24

PERFORMANCE MONITORING FORM

Name of Employee: **Jerry D. Imbong**

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 two (2) courses subject (Ethics, Intro. to Philo and Ethics)	Quizzes, seatworks, group activities per course. Attendance sheets of the assigned classes, grade sheet per courses taught	August 2023	November 2023	December 2023	Impressive	Outstanding	Provide more student-centered activities to enhance collaborative learning
2	Assist students' concerns through students consultation	Clarified student concerns. Improved student performance	August 2023	December 2023	December 2023	Impressive	Outstanding	Utilize online platforms to enhance student communication
3	Created Learning Materials (LMs) for Phlo 109 and Intro. to World Religions and Belief Systems	Created LMs	July 2023	August 2023	July 2023	Impressive	Outstanding	Follow prescribed LMs
4	Submission of midterm and prepare final grades	Grades submitted to registrar	August 2023	October 2023	December 2023	Impressive	Outstanding	
6	Participate in all activities conducted by the department, college and the university	Attendance, participation in departmental and institutional activities	June 2023	December 2023	December 2023	Impressive	Outstanding	Participates actively in all activities
7	Perform other functions assigned by the Department head and university administrators	Fulfilled the tasks assigned in various committees.	July 2023	December 2023	December 2023	Impressive	Outstanding	Accomplished various tasks

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

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

Prepared by:


AL FRANJON M. VILLAROJA
 Department Head

EMPLOYEE DEVELOPMENT PLAN**Name of Employee: JERRY D. IMBONG**

Performance Rating:

AIM: To enroll in Ph.D. in Theology (full online classes) at Ateneo de Davao University

To publish dissertation into a book

To write learning guide/modules for Climate Justice and Ecofeminism

To create a training module for the *Training on Philosophical Research* intended for AB Philosophy students

To submit two research proposals to OVPREE

To submit one extension project to OVPREE for possible implementation

To submit one (1) extension program proposal to OVPRE

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

Date: January 2024

Target Date: December 2024

Step/s:

- a) Advised Dr. Jerry Imbong to enroll in PhD Theology program of Ateneo de Davao University (ADDU)
- b) Advised Dr. Jerry Imbong to make LG/Module on Phlo 128 (Climate Justice) and Phlo 126 (Ecofeminism)
- c) Advised Dr. Jerry Imbong to revise his manuscript on Mindanawon/Lumad Philosophy upon the recommendations and suggestions of the reviewers from Aletheia Publications
- d) Gave Dr. Jerry Imbong the task of creating a training module on *Training on Philosophical Research*
- e) Advised Dr. Jerry Imbong to write an extension proposal and research proposals and submit it to OVPREE for deliberation and approval

RESULT:

Prepared by:


AL FRANJON M. VILLAROYA

Department Head

Conformee:


JERRY D. IMBONG

Name of Ratee/Faculty/Staff