

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Rating Period: JANUARY - JUNE 2024

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 50% = 2.500	
b. Students (50%)		5.00 x 50% = 2.500	
TOTAL for Instruction	75%	5.00	3.750
2. Research	10%		
a. Client/Director for Research			
b. College Dean/Center Director		4.75 x 10% = 0.475	0.475
TOTAL for Research			
3. Extension	10%		
a. Client/Director for Extension			
b. College Dean/Center Director		5.00 x 10% = 0.500	0.500
TOTAL for Extension			
4. Production			
5. Administration/Other Services	5%	4.87 x 5% = 0.244	0.244
TOTAL	100%		4.969

EQUIVALENT NUMERICAL RATING: 4.969

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.969

ADJECTIVAL RATING:

**OUTSTANDING**

Prepared by:

**JERRY D. IMBONG**

Name of Faculty

Reviewed by:

**AL FRANJON M. VILLARROYA**

Department Head

Recommending Approval:

**GLENN G. PAJARES**

Dean, CAS

Approved by:

**ROTACIO S. GRAVOSO**

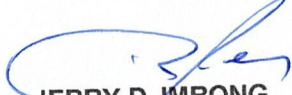
Vice President for Academic Affairs




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 JANUARY-JUNE 2024

Approved:

  
**JERRY D. IMBONG**  
 Asst. Prof. III *Assoc. Prof. IV*  
 Date: July 5, 2024

  
**AL FRANJON M. VILLAROYA**  
 Department Head  
 Date: July 15, 2024

Date: July 3, 2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
<b>UMFO 1. ADVANCED EDUCATION SERVICES</b>										
OVPI MFO 2. Graduate Student Management Services										
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
OVPI MFO 3. Higher Education Management Services										
	<b>PI 6:</b> Number of programs accredited	<b>A 1.</b> Number of programs accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	1	1.00	5	5	5	5.00	Library holdings for the AB Philo. Program
	<b>PI 10:</b> Total FTE, coordinated, implemented and monitored *	<b>A 2.</b> Actual Faculty's FTE	Handles and teaches courses assigned	18	40.80	5	5	5	5.00	21 units Gen. Ed. Ethics, 3 units AB Philo 111
	<b>PI 11:</b> Number of new revised curricular proposals submitted	<b>A 3.</b> Number of new revised curricular proposals submitted	Contributes to the submission of a new revised curricular proposals	1	1.00	5	5	5	5.00	Participated in the College curriculum review
	<b>PI 13:</b> Percentage of courses offered with approved course syllabi	<b>A 4.</b> Percentage of courses offered with approved course syllabi	Teaches subjects with approved course syllabi	100%	100.00	5	5	5	5.00	Ethics and Philo111 (24 units)



	<b>PI 14:</b> Percentage of courses offered with IMs	<b>A 5.</b> Percentage of courses offered with approved IMs	Teaches subjects with approved IMs	100%	100.00	5	5	5	5.00	Ethics and Phlo111 (24 units)
	<b>PI 15:</b> Number of Instructional Materials approved	<b>A 6.</b> Number of Instructional Materials approved	Prepares and submits IMs for review and approval	1	1.00	5	5	5	5.00	Phlo 111
	<b>PI 16:</b> Percentage of courses offered with final grades submitted within the allowable period	<b>A 7.</b> Percentage of courses offered with final grades submitted within the allowable period	Submits grade sheets within allowable period	100%	100.00	5	5	5	5.00	100% submitted on time
	<b>PI 18:</b> Percentage of courses rated atleast VS in the Teaching Performance Evaluation by Students (TPES)	<b>A 8.</b> Percentage of courses rated atleast VS in the Teaching Performance Evaluation by Students (TPES)		75%	100.00	5	5	5	5.00	100% outstanding
	<b>PI 19:</b> Additional Outputs	<b>A 10.</b> Number of long examinations administered and checked	Administers and checks long examination for subjects	2	2	5	5	5	5.00	Ethics = 7, Phlo109 = 1
		<b>A 11.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	24	24	5	5	5	5.00	24
		<b>A 12.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	30 term papers	42	5	5	5	5.00	42
					SUB-TOTAL				5.00	
<b>UMFO 3 . RESEARCH SERVICES</b>										
	<b>PI 1:</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A 15.</b> 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	1 research proposal approved by and funded by DA. 1 research proposal under review by TWG
	<b>PI 2:</b> Number of research outputs completed within the year *	<b>A 16.</b> Number of research outputs completed within the year *	Conducts and completes research project within the year	1	2	5	5	5	5.00	"The decolonial turn in Filipino philosophy" and "National liberation movements and Amilcar Cabral's theory of revolutionary decolonization"
	<b>PI 3:</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 17.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic fora/conferences	3						
		a. International		2	1	4	4	4	4.00	research paper submitted and accepted PAP international conference
		b. National		1						



		c. Regional or Institutional Conferences								
	PI 7: Amount of research money obtained from external sources	A 21. Amount of research money obtained from external sources	Requests for research money from external sources	P50,000	P1,078,000.00	5	5	5	5.00	P1,078,000 approved by DA
									4.75	
<b>UMFO 4. EXTENSION SERVICES</b>										
	PI 1: Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result	A 32. 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	1	2	5	5	5	5.00	Total = 2. one with MASIPAG and one with DepEd
	PI 2: Number of trainees weighted by the length of training	A 33. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	2	0					pending. waiting for MOA and budget from OVPREI
	PI 3: Number of extension programs and projects	A 34. Number of extension programs and projects		1	2	5	5	5	5.00	pending. waiting for MOA and budget from OVPREI
	PI 4: Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	A 35. Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses	50	0					pending. waiting for MOA and budget from OVPREI
	PI 5: Number of technical/expert services rendered	A 36. Number of technical/expert services rendered as/in:	Provides the technical and expert services requested by beneficiaries	2	0					pending. waiting for MOA and budget from OVPREI
		a. Peer reviewer of journal/book		1	2	5	5	5	5	2 from PUP Journal
		b. Review of research and extension proposal		0	0					
	PI 6: Number of extension proposals submitted	A 37. Number of extension proposals submitted	Prepares extension project proposals and submits for	1	2	5	5	5	5.00	2
	PI 7: Number of extension proposals approved	A 38. Number of extension proposals approved	Follow ups submitted and reviewed extension proposals	1	2	5	5	5	5.00	2
	PI 8: Number of extension proposals implemented	A 39. Number of extension proposals implemented	Implements duly approved extension projects	1	0					pending. waiting for MOA and budget from OVPREI



	PI 9: Number of extension outputs presented in int'l, national, regional or institutional conferences	A 40. Number of extension outputs presented in:	Prepares, submits and presents extension paper in conferences	2	0						pending. waiting for MOA and budget from OVPREI
		b. National		2	0						pending. waiting for MOA and budget from OVPREI
					SUB-TOTAL					5.00	
<b>UMFO 5. SUPPORT TO OPERATIONS</b>											
	<b>OVPI MFO 1. Faculty Development Services</b>										
	PI 7: Number of trainings, seminars, and conferences attended	A 50. Number of training, seminars, and conferences attended (international, national, regional/institutional)	Attends training, seminars, and conferences attended (international, national, regional/institutional)	3	1	4	4	4	4.00		1
		International		2	0						0
		National		1	1	5	5	5	5.00		Seminar/workshop on ecology
		Regional/Institutional		0	0						
	<b>OVPI MFO 3. Registration Services</b>										
	PI 10. Number of students advised during the registration period	A 52. Number of students advised during the registration period	Acts as academic adviser	15	16	5	5	5	5.00		16
	PI 12: Number of IMs reviewed by the DIMRC	A 53. Number of IMs reviewed by the DIMRC	Submits IMs for review	1	1	5	5	5	5.00		Filipino philosophy
	PI 13: Number of course syllabi	A 54. Number of course syllabi and	Submits course syllabi and	2	2	5	5	5	5.00		Filipino philosophy and
	PI 21: Additional outputs	A 62. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	30	42	5	5	5	5.00		42
<b>UMFO 6. GENERAL ADMINISTRATIVE AND SUPPORT SERVICES</b>											



<b>PI 3:</b> Number of committee meetings conducted	<b>A 67.</b> Number of committee meetings conducted	Acts as committee chairman	1	2	5	5	5	5.00	
<b>PI 4:</b> Number of routinary documents acted	<b>A 68.</b> Number of routinary documents acted	Signs documents	2	2	5	5	5	5.00	
<b>PI 5:</b> Number of requests acted	<b>A 69.</b> Number of requests acted	Approves requests	1	1	5	5	5	5.00	
<b>PI 9:</b> Percentage of submitted DTR within 20 days after the last day of the month	<b>A 73.</b> Percentage of submitted DTR within 20 days after the last day of the month	Submits DTR within 20 days after the last day of the month	75%	50%	4	4	4	4.00	
<b>PI 10:</b> Percentage of complaints, if any, addressed on time	<b>A 74.</b> Percentage of complaints, if any, addressed on time	Addresses complaints on time (if any)	100%	100%	5	5	5	5.00	
<b>PI 12:</b> Percentage of monthly accomplishment report submitted	<b>A 76.</b> Percentage of monthly accomplishment report submitted	Submits monthly accomplishment report	75%	75%	5	5	5	5.00	
<b>PI 14:</b> Percentage budget utilization (GAA)	<b>A 78.</b> Percentage budget utilization (GAA)		100%	100%	5	5	5	5.00	
<b>PI 15:</b> Percentage budget utilization (STF)	<b>A 79.</b> Percentage budget utilization (STF)		100%	100%	5	5	5	5.00	
<b>PI 17:</b> Additional Outputs	<b>A 80.</b> Number of meetings attended	Attends meetings (departmental/institutional)	3	6	5	5	5	5.00	
			SUB-TOTAL					4.87	

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's expertise is not confined to DPSS; it extends beyond the classroom, reaching into the community, other departments, and the university as a whole. He is consistent in contributing publications and research to DPSS.

Evaluated & Rated by:

**AL FRANJON M. VILLAROYA**

Department Head

Recommending Approval

**GLENN G. PAJARES**

Dean, College of Arts and Sciences

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Approved by:

**ROTACIO S. GRAVOSO**

Vice President for Academic Affairs





## TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: IMBONG, JERRY D.

Department: Dept. of Philosophy and Social Sciences

College: College of Arts and Sciences

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
ScSc 11n	UNDERSTANDING THE SELF	LEC	5.00	Outstanding	100.0%
ScSc 11n	UNDERSTANDING THE SELF	LEC	5.00	Outstanding	100.0%
Phlo 109	ADVANCED PHILOSOPHY OF MAN	LEC	5.00	Outstanding	100.0%
ScSc 11n	UNDERSTANDING THE SELF	LEC	5.00	Outstanding	100.0%
Phlo 11	ETHICS	LEC	5.00	Outstanding	100.0%
IWRBS	INTRODUCION TO WORLD RELIGION AND BELIEF SYSTEM	LEC	5.00	Outstanding	100.0%
Average Rating			5.00	Outstanding	100.00%

Source: Results of Teaching Performance Evaluation by Students filed at ODIE

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory (S)

3.50 – 4.49 Very Satisfactory (VS)

4.50 – 5.00 Outstanding (O)

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: May 03, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: May 03, 2024

Received by:

IMBONG, JERRY D.

Name and Signature of Faculty

Date: 22 May 2024

Distribution of copies: ODIE, College, Department, Faculty



## PERFORMANCE MONITORING & COACHING JOURNAL

✓	1st	Q U A R T E R
✓	2nd	
	3rd	
	4th	

Name of Office: Dept. of Philosophy & Social Sciences

Head of Office: Al Franjon M. Villaroya

Number of Personnel: 27 (15 regular faculty & staff; 11 part-time faculty; 1 job order admin staff)


Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
<b>Monitoring</b>  The monitoring of faculty was done through classroom observations conducted during the 2 <sup>nd</sup> semester, SY 2023-2024.		The Department Head together with a DPC member conducted the classroom observations and conducted meetings relative thereto.			Faculty and staff attendance are monitored through biometrics and logbook. They reminded to use appropriate teaching strategies and classroom management to improve performance in instruction.
<b>Coaching</b>  <b>Rose C. Capulla</b>	Ms. Capulla was called to explain her reaction to the TPES results in the 1st semester Sy 2023-2024.  Ms. Capulla mentioned that the TPES result was mainly because of the				The faculty concerned was informed of the TPES results of the 1 <sup>st</sup> semester, SY 2023-2024 and was given advice and reminders.




	<p>challenges that she encountered recently and did not mention those because some are too personal.</p> <p><i>The Head advised Ms. Rose Capulla to introspect on her challenges, looking at it as a motivation to give extra effort in instruction. Additionally, there is a recognized need to enhance classroom policies and management, to have better TPES results.</i></p>				
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*Note: Please indicate the date in the appropriate box when the monitoring was conducted.*

Conducted by:

  
AL FRANCON M. VILLAROYA  
 Immediate Supervisor

Noted by:

  
GLENN G. PAJARES  
 Next Higher Supervisor



**"Exhibit H"**

**TRACKING TOOL FOR MONITORING TARGETS**

**(January-June 2024)**

Major Final Output/ Performance Indicator	TASK	ASSIGNED TO	DURATION	TASK STATUS			REMARKS
				Jan- March 2024	April- June 2024		
<b>MFO 2. Higher Education Services</b>							
PI 1. Number of FTE coordinated and implemented	Teaches GE and AB Philo courses/subjects	Ms. Mary Ann G. Cobico Dr. Rose Capulla Dr. Jerry D. Imbong Mr. Al Franjon M. Villaroya Ms. Bethlehem A. Ponce Ms. Angelie Genotiva Mr. Errol Fernandez Dr. Guiraldo C. Fernandez, Jr. Mr. Dean Ruffel Flandez Mr. Aldrin Palermo Mr. John Martin Diao Ms. Ianvie Norean Miaga Ms. Alaina Larrazabal Dr. Glenn Pajares Dr. Max Teody Quimilat	January-June 2024	/	/		Actual accomplishments exceeded the targets
		<u>Part-timers</u> Boja, Kizzy Mae Cañez, Xaviery Ric Lina, Kim Brian Rodriguez, Gerry Taripe, Elronier Torrente, Rhonah Rose Tripoli, Amor May Bargamento, Enrico Abelardo, Gella Mae Amigo, Jim Rhodel	February-May 2024	✓	✓		



		Manapo, Nicole Ivy					
PI 4. Student Advising and Consultation Services Coordinated	Assists students through academic advising to college students	Mr. Al Franjon Villaroya Dr. Glenn Pajares Mr. John Martin Diao Dr. Guiraldo Fernandez, Jr. Dt. Jerry Imbong	January-May 2024	✓	✓		The faculty provided interventions for the improvement of the students' performance
PI 5. Number of instructional materials developed/revised and utilized	Develops/revises instructional materials (Syllabus and Table of Specifications)	All faculty members	January-May 2024	✓	✓		Followed the format prescribed by the university
PI 6. Number of grade sheets submitted on prescribed period	Assesses students and submits grades to measure students' performance	All Faculty Members	May 2024		✓		Due for submission at the end of semester
<b>MFO3. Research Services</b>							
PL2. Number of Articles Published in Peer Reviewed Journal	Submits articles for publication	Dr. Jerry D. Imbong Dr. Guiraldo C. Fernandez, Jr.			✓		Published in international and national/local peer-reviewed journals
<b>MFO5. Extension Services</b>							
PI 5. Number of Extension Projects Conducted	Serves as project leader and component leaders	Mr. Errol Fernandez Mr. Al Franjon Villaroya Mr. John Martin Diao Dr. Bethlehem Ponce Ms. Angelie Genotiva Mr. Dean Ruffel Flandez Dr. Rose Capulla Dr. Guiraldo C. Fernandez	January-June 2024	✓	✓		1. Capacity Building of Intro to Philosophy of the Human Person 2. Saving Minamanwa: An Initiative to Preserve Minamanwa and the Mamanwa Indigenous Knowledge System and Practices 3. Digital Storytelling for Primary Level (Project Digital World)
<b>MFO 5. Support to Operations</b>	Participates in all activities conducted by the department, college and the university	Faculty and Staff	January-June 2024	✓	✓		Participated actively in all activities
PI 4. Number of in-house seminars/trainings/workshops/reviews conducted/attended	Attends/participates to trainings	Dr. Jerry Imbong Ms. Ianvie Norean Miaga Mr. John Martin Diao Mr. Beljun Enaya	January-June 2024	✓	✓		Faculty and staff actively participated in



	Performs other functions assigned by the head, dean and the university	Faculty and Staff	January-June 2024	✓	✓		Performed other functions duly assigned to the faculty and staff
<b>MFO 6. General Administration and Support Services (GASS)</b>							
PI 1. Number of rooms, and surroundings maintained/cleaned	Supervises in the maintenance of building facilities; cleans dept classrooms and surroundings	Mr. Aldrin Palermo Mr. Cirilo Alipar, Jr.	January-June 2024	✓	✓		
PI 3. Number of hours spent on monitoring	Spends one (1) hour per week or 40 hours per year in monitoring on in logging in/out, and on classes handled by DPSS faculty".	Dr. Al Franjon Villaroya DPC Members	January-June 2024	✓	✓		
PI 4. Number of hours spent on coaching	Spends 1 hour per month or 5 hours per year in coaching (by individual/group)	Dr. Al Franjon M. Villaroya	January-May 2024	✓	✓		
	Conducts regular meeting with DLABS staff/faculty at least six (6) times a year	Dr. Al Franjon M. Villaroya	January-June 2024	✓	✓		
PI 5. Number of hours spent on performance tracking	Assigns the faculty members faculty workload and/or work assignments	Dr. Al Franjon M. Villaroya	January 2024	✓			
PI 7. Number of documents attended and served	Signs and approves request letter, grade sheets, syllabi, and other pertinent documents	Dr. Al Franjon M. Villaroya	January-June 2024	✓	✓		
PI 8. Zero percent complaint from client served	Zero complaints from clients served	All Faculty and Staff	January-June 2024	✓	✓		no valid complaints
PI 9. Number of applicants screened and recommended	Screens and recommends applicants for 2 <sup>nd</sup> sem 2023-2024	Head & Department Personnel Committee	January 2024	✓			
<b>P9 Additional Outputs</b>							
Number of documents prepared and submitted on time	Preparation and submission of office requests and recommendations, faculty workload reports, Daily Time Record (DTR), leave	Administrative Staff	January-June 2024	✓	✓		Actual accomplishments meets targets



	application, cash advance and reimbursement, procurement, contracts, appointments, payroll, class roster, grade sheet, and other documents.						
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Prepared by:

  
**AL. FRANJON M. VILLAROYA**  
Department Head



## 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. VILLAROYA  
 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