SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Rating Period: JANUARY-JUNE 2022

Name of Faculty Member: **AL FRANJON M. VILLAROYA**

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head (50%)		4.99 x 50% = 2.495	
b. Students (50%)		3.83 x 50% = 1.915	
TOTAL for Instruction	70%	4.41	3.087
2. Research	10%		
a. Client/Director for Research			
b. Dept. Head/Center Director		4.93 x 10% = 0.493	0.493
TOTAL for Research			
3. Extension	10%		
a. Client/Director for Extension			
b. Dept. Head/Center Director		5.00 x 10% = 0.500	0.500
TOTAL for Extension			
4. Production			
5. Administration/Other Services	10%	5.00 x 10% = 0.500	0.500
TOTAL	100%		**4.580**

EQUIVALENT NUMERICAL RATING: 4.580
Add: Additional Points, if any: _____
TOTAL NUMERICAL RATING: **4.580**

ADJECTIVAL RATING: **VERY SATISFACTORY**

Prepared by:

AL FRANJON M. VILLAROYA
Name of Faculty

Reviewed by:

JETT C. QUEBEC
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, AL FRANJON M. VILLAROYA, a faculty member of the DEPARTMENT OFLIBERAL ARTS AND BEHAVIROAL SCIENCES commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **JANUARY-JUNE 2022**

Approved:

AL FRANJON M. VILLAROYA
Instructor III
Date: July 8, 2022

JETT C. QUEBEC
Department Head
Date: July 8, 2022

MA. THERESA P. LORETO
College Dean
Date: 8/4/2022

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
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	NA	NA					
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	NA	NA					
		A3. Number of students advised on thesis/special problem/dissertation		NA	NA					
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	NA	NA					
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	NA	NA					
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	NA	NA					

PI	Activity	Description								Remarks
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	NA	NA						
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	NA	NA						
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	NA	NA						
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	NA	NA						
	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	NA	NA						
	A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	NA	NA						
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	NA	NA						
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	26.7	5	5	5		5.00	6 sections Phlo 11 Ethics
	A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before	10	6	5	5	4.5		4.83	6 sections Phlo 11 Ethics
	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	10	20	5	5	5		5.00	Students from the previous semesters of Phlo 11 Ethics
	A12 . Number of trainings attended related to instruction	Attend mandated trainings	2	1	5	5	5		5.00	Election and The Many Faces of Democracy June 3-4, 2022

		A13. Number of long examinations administered and checked	Administers and checks long examination for	5	6	5	5	5	5.00	Phlo 11 Ethics
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	24	5	5	5	5.00	Phlo 11 Ethics
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	25	50	5	5	5	5.00	Student Submissions for Module Assessments and Final Output
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	none						
		A17. Number of students advised on thesis/ field practice/special problem:		none						
		As SRC Chairman	Advises, and corrects research outline and	none						
		As SRC Member	Advises and corrects research outline and	none						
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	30					
	PI 9: Number of student organizations advised/	A19. Number of Student organizations advised	Advises student organizations recognized by	none						
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student	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	2	NONE					
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	NONE					
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on	5	10	5	5	5	5.00	Ethics
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	4	5	5	5	5.00	Ethics
		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	2	0					
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	5	6	5	5	5	5.00	Ethics

PI	Activity	Description	Target	Accomplishment				Avg	Remarks
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	1	1	5	5	5	5.00	AB Philosophy Program
	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	2	5	5	5	5.00	Ethics and IPHP
				SUBTOTAL				4.99	
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	none						
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	5	5	4	4.67	Socio-Ecological research of Major River Systems of Leyte
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	1	1	5	5	5	5.00	Of Focal Things and Practices: A Philosophy of Technology
	In refereed int'l journals								
	In refereed nat'l/regional journals								
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 scienfic for a/conferences	2	7	5	5	5	5.00	Reviewed PHAVISMINDA Abstracts and Full Papers
	In int'l fora/conferences		1	1	5	5	5	5.00	Catholic University of America
	In nat'l/regional fora/conferences		1	1	5	5	5	5.00	A Symposium: Voter's Education and the Many Faces of Democracy June 3-4, 2022

	PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	none				
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		none				
		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	N/A				
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	N/A				
		A 35.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	N/A				
					SUB-TOTAL			4.93	
UMFO 4. EXTENSION SERVICES								
	PI 1. Number of active	A 36. Number of active partnerships	Identifies and links with probable partners for	N/A				
	PI 2. Number of trainees	A 37. Number of trainees weighted	Conducts trainings among beneficiaries of technologies	N/A				
	PI 3. Number of extension programs organized and supported consistent with the SUCs mandated and	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects	N/A				
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and	Provides quality and relevant training courses and advisory services	N/A				
	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					
	Research Mentoring	Research Mentor		none				
	Peer reviewers/Panelists	Peer reviewers/Panelists		none				
	Resource Persons	Resource Persons		none				

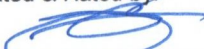|					Q	E	T	Avg	Remarks
Convenor/Organizer	*Convenor/Organizer*		none	1	5	5	5	5.00	A Symposium: Voter's Education and the Many Faces of Democracy June 3-4, 2022
Consultancy	*Consultant*		none	1	5	5	5	5.00	Review and Editing of the LIS and LAS for the IPHP
Evaluator	*Evaluator*		none						
PI 8. Percent of extension proposals approved *	**A 41.** Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for	none	1	5	5	5	5.00	Capacity Building for the Teaching of the Introduction to the Philosophy of the Human Person
PI 11. Additional outputs *	**A 42**. No. of extension-related awards (extn. conducted by faculty or student & faculty) *		1	1	5	5	5	5.00	Capacity Building for the Teaching of the Introduction to the Philosophy of the Human Person
	A 43.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	N/A						
PI 11. Additional outputs *	**A 42**. No. of extension-related awards (extn. conducted by faculty or student & faculty) *		1	NONE					
	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	Virtual Writeshop on Writing LIS and LAS for the IPHP
				AVERAGE				5.00	

UMFO 5. SUPPORT TO OPERATIONS

OVPI MFO 4. Program and Institutional Accreditation Services

					Q	E	T	Avg	
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 theQMS 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	
	A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant						
	On program accreditations		NA						
	On institutional accreditations		NA						

UMFO 6. General Admin. & Support Services (GASS)

					Q	E	T	Avg	
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	Initiates/introduces improvements in performfing	None							
	A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management	None							
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 performfing functions resulting to best practice	None							
	Admin Functions related to instructions; DLABS Philosophy Coordinator	Presides meeting	1	3	5	5	5	5.00		Proposal for offering the AB Philosohy Program of DLABS
	Admin Functions related to instructions; member of DLABS personnel committee	screen applicants and other related functions (DPC member)	1	10	5	5	5	5.00		
	A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	None							
				AVERAGE				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: Mr. Villaroya serves the department with commitment and integrity. He is highly intellectual and academic. His presence provides a steady source of guidance and motivation. A doctorate degree is a welcome development.

Evaluated & Rated by:

JETT C. QUEBEC
Department Head
Date: July 8, 2022

Recommending Approval

MA. THERESA P. LORETO
Dean, College of Arts and Sciences
Date: 8/4/2022

Approved by

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: _____

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **Al Franjon M. Villaroya**

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	Teach one subject (Phlo 11 Ethics)	Will provide attendance sheets of assigned classes, midterm and final gradesheets per course, and achieve an outstanding result in students' performance evaluation	January 2022	June 2022	June 2022	Impressive	Outstanding	
2	Assist students' concerns through students consultation	Will improve students' performance	January 2022	June 2022	June 2022	Impressive	Outstanding	
3	Class preparation	Will prepare visual aids, quizzes, and activities	January 2022	June 2022	June 2022	Impressive	Outstanding	
4	Submission of midterm grades and final grades	Grades will be submitted to the university registrar	January 2022	June 2022	June 2022	Impressive	Outstanding	
5	Participate in all activities conducted by the department, college and the university	Attendance sheet; will present certificates if possible	January 2022	June 2022	June 2022	Impressive	Outstanding	
6	Perform other functions assigned by the department head	Certificate of the trainings and workshops	January 2022	June 2022	June 2022	Impressive	Outstanding	
7	Write publishable articles and submit for publication	Publish in refutable journals.	January 2022	June 2022	June 2022	Impressive	Outstanding	

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

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

Prepared by:

JETT C. QUEBEC
Department Head

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Al Franjon M. Villaroya

Performance Rating: Outstanding

Aim: To continue in research or extension projects and improve teaching strategies

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

Date: July 2022   Target Date: Dec 2022

First Step:

   a) Required him to be involved in research and/or extension projects
   b) As Philosophy coordinator, he is tasked to head the crafting AB Philosophy program proposal and attend on matters concerning the Philosophy Subjects.

Result:

   1. He is being appointed as component leader in an Extension project entitled " Faculty Training and Workshop for Teaching of the Introduction to the Philosophy of the Human Person."
   2. Headed the drafting and revising of the AB Philosophy program proposal.
   3. Conducted meetings and attended pieces of training concerning the offering of the AB Philosophy program proposal.

Date: July 2022   Target Date: End of Dec 2022

Next Step:

   He was advised to focus and finish his Doctoral,

Outcome: NA

Final Step/Recommendation: NA

Prepared by:

JETT C. QUEBEC
Department Head

Conforme:
AL FRANJON M. VILLAROYA
   Employee [Faculty]