

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Rating Period: JULY-DECEMBER 2023

Name of Faculty Member:

**GLENN G. PAJARES**

| Program Involvement<br>(1)       | Percentage<br>Weight of<br>Involvement | Numerical Rating<br>(Rating x %) | Equivalent<br>Numerical<br>Rating<br>(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            | 85%                                    | 5.00                             | 4.250                                      |
| 2. Research                      | 5%                                     |                                  |  |
| a. Client/Director for Research  |  |                                  |  |
| b. Dept. Head/Center Director    |  | 5.00 x 5% = 0.250                |  |
| TOTAL for Research               |  |                                  | 0.250                                      |
| 3. Extension                     | 5%                                     |                                  |  |
| a. Client/Director for Extension |  |                                  |  |
| b. Dept. Head/Center Director    |  | 5.00 x 5% = 0.250                |  |
| TOTAL for Extension              |  |                                  | 0.250                                      |
| 4. Production                    |  |                                  |  |
| 5. Administration/Other Services | 5%                                     | 5.00 x 5% = 0.250                | 0.250                                      |
| TOTAL                            | 100%                                   |                                  | 5.000                                      |

EQUIVALENT NUMERICAL RATING: 5.000

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 5.000

ADJECTIVAL RATING:

**OUTSTANDING**

Prepared by:

Reviewed by:

GLENN G. PAJARES

Name of Faculty

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 am Glenn Pajares, a faculty member of the DEPARTMENT OF PHILOSOPHY & SOCIAL SCIENCES, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period JULY-DECEMBER 2023

Glenn S. Pajares  
Associate Professor IV  
Date: January 3, 2024

Approved:

AL FRANJON M. VILLAROVA  
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 | Timeliness | 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   | NA     | NA                    |         |            |            |         |   |
|  | PI 8: Number of graduate students advised *           | A2. Number of students advised   | Acts as academic adviser to undergraduate students (BA Philosophy   | NA     | NA                    |         |            |            |         |   |
|  |   | A3. Number of students advised on thesis/special problem/dissertation      |   |        |                       |         |            |            |         |   |
|  |   | Thesis Adviser   | guides in the writing of the entrie undergraduate thesis  | NA     | NA                    |         |            |            |         |   |
|  |   |  |   |        |                       |         |            |            |         |   |
|  |   | A4. Number of students entertained for consultation purposes               | Entertains students seeking consultation with faculty   | NA     | NA                    |         |            |            |         |   |
|  | 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 were reviewed by TRP & edited by MMDC editor  | Submits the course were duly reviewed by TRP for editing by MMDC editor            | N/A             | NA                          |   |   |   |      |                    |
|   |   | A 7 : Number of virtual classroom created and operational                    | Creates virtual classroom using either Moodle or Google Classroom                  | N/A             | 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 | N/A             | 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 per semester | 33.95                       | 5 | 5 | 5 | 5.00 |                    |
|   |   | A10 . Number of grade sheets submitted within prescribed period              | Prepares gradesheet and submits on or before deadline                              | 2               | 2                           | 5 | 5 | 5 | 5.00 | 100% accomplished  |
|   |   | A13 . Number of examinations administered and checked                        | Administers and checks examination for subjects taught                             | 6               | 10                          | 5 | 5 | 5 | 5.00 |                    |
|   |   | A14 . Number of quizzes administered and checked                             | Prepares and checks quizzes for lec and lab  | 7               | 10                          | 5 | 5 | 5 | 5.00 |                    |
|   | PI 8: Number of students advised: *                       | A16. Number of students advised:   | Acts as academic adviser to students   | 5               | 11                          | 5 | 5 | 5 | 5.00 |                    |
|   |   | A17 . Number of students advised on thesis/ field practice/special problem:  |  | 1               | 1                           | 5 | 5 | 5 | 5.00 | 100% accomplished  |
|   |   | As SRC Chairman  | Advises, and corrects research outline and thesis/SP manuscript                    | 1               | 10                          | 5 | 5 | 5 | 5.00 | 100% accomplished  |
|   |   | As SRC Member  | Advises and corrects research outline and thesis/SP manuscript                     | 1               | 10                          | 5 | 5 | 5 | 5.00 | 100% accomplished  |
|   |   | A18 . Number of students entertained for consultation purposes               | Entertains students consulting on subject taught, thesis, and grades               | 5               | 20                          | 5 | 5 | 5 | 5.00 | 100 % accomplished |
|   | PI 9: Number of student organizations advised/ assisted * | A19 . Number of Student organizations advised                                | Advises student organizations recognized by USOO                                   | 1               | 1(Truth seekers : AB Philo) | 5 | 5 | 5 | 5.00 | 100% accomplished  |
|   |   | A20 . Number of Student organizations assisted on student related activities | Assists student organizations in implementing student related activities           | 1               | 1(Truth seekers : AB Philo) | 5 | 5 | 5 | 5.00 | 100% accomplished  |



|                                   |  |   |   |   |   |   |   |   |      |   |
|-----------------------------------|--|---|---|---|---|---|---|---|------|---|
|                                   | <b>PI 10:</b> Number of instructional materials developed *                                    | <b>A 21 :</b> Number of online course ware developed and submitted :                              | Prepares and submits for review by the Technical Review Panel   |   |   |   |   |   |      |   |
|                                   |  | Supplemental learning resources   | Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught             | 1 | 10 (ethics)   | 5 | 5 | 5 | 5.00 | 100% accomplished. Video clips are available at my youtube channel  |
|                                   |  | Assessment tools  | Prepares assessment tools such as long exam, quizzes, problems sets, etc.   | 7 | 10  | 5 | 5 | 5 | 5.00 | 100% percent accomplished. Quizzes were given in my classes   |
|                                   |  |   |   |   | AVERAGE   |   |   |   | 5.00 |   |
| <b>UMFO 3 . RESEARCH SERVICES</b> |  |   |   |   |   |   |   |   |      |   |
|                                   | <b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences | <b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *  | Prepares, submits and presents research paper in scientific fora/conferences  | 1 | 2   | 5 | 5 | 5 | 5    | SEPI Conference at Silliman Dumaguete City  |
|                                   |  | In international conferences  |   | 1 | 2   | 5 | 5 | 5 | 5    | for the SEPI conference this September 2022 at Silliman   |
|                                   |  | In national/regional conferences  |   | 1 | NA  |   |   |   |      |   |
|                                   | <b>PI 5.</b> Percent of research proposals approved *  | <b>A 31.</b> Percentage of research proposals prepared, submitted and approved                    | Prepares research proposals, submits and follows up its approval for immediate implementation                           | 1 | 4 research proposals  | 5 | 5 | 5 | 5.00 | 100% percent. 4 research proposals submitted  |
|                                   | <b>PI 6.</b> Additional outputs*   | <b>A 32.</b> No. of research-related awards (research conducted by faculty or student w/ faculty) |   | 1 | 3 (papers in chinese philosophy co-authored with students. Already submitted to RMRJ, Kritike and Philosophia | 5 | 5 | 5 | 5.00 | 100% accomplished. I was able to co-author three papers with my students in chinese philosophy and these papers are already submitted to RMRJ, Kritike, and Philosophia for peer review   |
|                                   |  | <b>A 33.</b> 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 | 3   | 5 | 5 | 5 | 5.00 | 100% accomplished. I have reviewed one paper from the recoletos multi disciplinary research journal, another paper from Southeastern Philippines university in Mindanao and one from the Philippine Association of Interdisciplinary research |
|                                   |  |   |   |   | AVERAGE   |   |   |   | 5.00 |   |



|   |  |   |                |                |   |   |   |      |  |  |
|---|--|---|----------------|----------------|---|---|---|------|--|--|
| <b>UMFO 4. EXTENSION SERVICES</b>   |  |   |                |                |   |   |   |      |  |  |
| <b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs  | <b>A 38.</b> Number of extension programs/projects implemented   | Implementes duly approved extension projects  | 1              | 1              | 5 | 5 | 5 | 5.00 | 100 percent accomplished (sugat sandbox project of in partnership with Arete, Ateneo De Manila University) |  |
|   |  |   |                | TOTAL          |   |   |   | 5.00 |  |  |
| <b>UMFO 5. SUPPORT TO OPERATIONS</b>  |  |   |                |                |   |   |   |      |  |  |
| <b>OVPI MFO 4. Program and Institutional Accreditation Services</b>   |  |   |                |                |   |   |   |      |  |  |
| <b>PI 8.</b> Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015* | <b>A 44.</b> 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 | 100% compliant | 100% compliant | 5 | 5 | 5 | 5.00 |  |  |
| <b>UMFO 6. General Admin. &amp; Support Services (GASS)</b>   |  |   |                |                |   |   |   |      |  |  |
| <b>PI 2.</b> Zero percent complaint from clients served   | <b>A 46.</b> Customerly friendly frontline services  | Provides customer friendly frontline services to clients  | no complaint   | no complaint   | 5 | 5 | 5 | 5.00 |  |  |
| <b>PI 3:</b> Additional Outputs   | <b>A 47.</b> 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  | NA             | NA             |   |   |   |      |  |  |
|   | <b>A48</b> Number of applicants for teaching position screened and recommended   | Screening of teaching applicants for the first semester SY 2023-2024, attended meetings   | 10             | 13             | 5 | 5 | 5 | 5.00 |  |  |
|   |  |   |                | TOTAL          |   |   |   | 5.00 |  |  |
| <b>Total Over-all Rating</b>  |  |   |                |                |   |   |   |      |  |  |
| <b>Average Rating</b>   |  |   |                |                |   |   |   |      |  |  |
| <b>Adjectival Rating</b>  |  |   |                |                |   |   |   |      |  |  |

|   |  |
|---|--|
| Average Rating (Total Over-all rating divided by number of entries) |  |
| Additional Points:  |  |
| Approved Additional points (with copy of approval)                  |  |
| 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

Comments & Recommendations for Development Purpose: Dr. Glenn Pajares is a well-grounded faculty member of DPSS. His expertise in research, extension, and instruction serves as an inspiration to young faculty in the department. May he continue to mentor young scholars, students, and faculty alike.

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 01/24/24



# Exhibit I

## PERFORMANCE MONITORING FORM

Name of Employee: Glenn Pajares

| sk<br>o. | Task Description   | Expected Output  | Date Assigned | Expected Date to Accomplish | Actual Date accomplished | Quality of Output* | Over-all assessment of output** | Remarks/ Recommendation |
|----------|--|--|---------------|-----------------------------|--------------------------|--------------------|---------------------------------|-------------------------|
|          | Teach four (4) courses (ethics general education, ethics for Philo majors, introduction to world religion and philosophy of man) | Submits midterm and final grade sheets per course, and achieve an outstanding result in students' performance evaluation | August 2023   | December 2023               | December 2023            | Impressive         | Outstanding                     |                         |
|          | Assist students' concerns through students' consultation   | Will help improve students' performance  | August 2023   | December 2023               | December 2023            | Impressive         | Outstanding                     |                         |
|          | Class preparations   | Will prepare quizzes, exams, and supplementary materials   | August 2023   | December 2023               | December 2023            | Impressive         | Outstanding                     |                         |
|          | Submission of midterm grades and final grades  | Grades will be submitted to the university registrar   | August 2023   | December 2023               | December 2023            | Impressive         | Outstanding                     |                         |
|          | Submit proposal for research   | Full-blown proposal submitted to OVPREI  | August 2023   | December 2023               | December 2023            | Impressive         | Outstanding                     |                         |
|          | Submit proposal for extension project  | Full-blown proposal submitted to OVPREI  | August 2023   | December 2023               | December 2023            | Impressive         | Outstanding                     |                         |
|          | Advise Undergraduate students on their thesis  | Thesis proposal (charters 1-3)   | August 2023   | December 2023               | December 2023            | Impressive         | Outstanding                     |                         |
|          | Conduct Departmental Research Committee meetings   | Attendance sheets and minutes of meetings  | August 2023   | December 2023               | December 2023            | Impressive         | Outstanding                     |                         |
|          | Present research papers in National or international Conference  | Certificate of paper presentation  | August 2023   | December 2023               | December 2023            | Impressive         | Outstanding                     |                         |
|          | Peer review research outputs of Faculty members of other Academic institutions   | Certificate of Research Peer-review or Evaluation  | August 2023   | December 2023               | December 2023            | Impressive         | Outstanding                     |                         |

\* 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: Glenn G. Pajares

Performance Rating:

Aim:

To continue to be productive in all mandated functions of a faculty member

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

Date: January 2024


Target Date: December 2024

Step:


- a) Encouraged him to submit research and extension proposals and
- b) Encouraged him to present papers at national and international conferences.
- c) Encouraged him to become a thesis adviser to undergraduate students.
- d) Encouraged him to peer review the research works of faculty members in other institutions.
- e) Encouraged him to develop Learning guides/materials and textbooks, especially in Philosophy.
- f) Encouraged him to establish linkages with other institutions and organizations.

Result:

Prepared by:

  
AL FRANJON M. VILLAROYA  
Department Head

Conforme:

  
Glenn G. Pajares  
Employee [Faculty]