

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Rating Period: JANUARY-JUNE 2023

Name of Faculty Member:

GLENN G. PAJARES

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	85%	5.00	4.250
2. Research	5%		
a. Client/Director for Research			
b. Dept. Head/Center Director		4.96 x 5% = 0.248	
TOTAL for Research			0.248
3. Extension	5%		
a. Client/Director for Extension			
b. Dept. Head/Center Director		4.87 x 5% = 0.244	
TOTAL for Extension			0.244
4. Production			
5. Administration/Other Services	5%	5.00 x 5% = 0.250	0.250
TOTAL	100%		4.992

EQUIVALENT NUMERICAL RATING: 4.992

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.992

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

GLENN G. PAJARES

Name of Faculty

Reviewed by:

MARIA VANESSA E. GABUNADA

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 LIBERAL ARTS AND BEHAVIORAL 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 JAN-June 2023

Glenn G. Pajares
Associate Professor IV
Date:

Approved: 
MARIA VANESSA E. GABUNADA
Department Head
Date: 7-26-23


MA. THERESA P. LORETO
College Dean
Date: JUL 26 2023

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	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	N/A	NA					
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle 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	49.2	5	5	5	5.00	
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	6	6	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	1	NA					
		A12 . Number of trainings attended related to instruction	Attend mandated trainings	1	1 (TESOL USA Online Annual Convention 2023)	5	5	5	5.00	100% accomplished
		A13 . Number of examinations administered and checked	Administers and checks examination for subjects taught	6	6	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	
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	N/A	NA					
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	N/A	NA					
		A17 . Number of students advised on thesis/ field practice/special problem:		1	10 (2 college, 8 senior high school)					75% accomplished. Only 1 of the three groups remains unfinished. Waiting for oral defense schedule.

		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	1	10	5	5	5	5.00	
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	1	10	5	5	5	5.00	
		A18 : Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis, and grades	5	10	5	5	5	5.00	
	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
	PI 10 : Number of instructional materials developed *	A 21 : Number of online course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							100% accomplished. Textbook is already published.
		On-line ready courseware	Prepares Instructional module	1	1 (ethics for viscans	5	5	5	5.00	
		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 availbale at my youtube channel
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	7	10	5	5	4	4.60	100% percent accomplished. Quizzes were given in my classes
		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	NA					
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	NA					held face-to-face classes
	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	NA	NA					
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	N/A	NA					
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	NA	NA					
						TOTAL			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	1 (under peerview by RMRJ: large scale-mining exploratory study in Cebu)	5	5	4	4.60	Large scale mining paper 50% accomplished. It is still under peer review by RMRJ and I still have to revise the paper based on the review comments.
	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	5 (submitted for peer view)	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	1	3 (submitted for peer view)	5	5	5	5.00	
		<i>In refereed int'l journals</i>		1	4	5	5	5	5.00	
		<i>In refereed nat'l/regional journals</i>		1	1 (ethics for viscans by aletheia publication)	5	5	5	5.00	100% accomplished. The textbook Ethics for Viscans is already published.
	PI 4. Number of research outputs	A 30. Number of research outputs	Prepares, submits and presents	1	1 (already accepted for presentation at	5	5	5	5	50% accomplished. My abstract for the SEDP conference this

		<i>In international conferences</i>		1	1	5	5	5	5	for the SEPI conference this september 2023 at Silliman university has already been accepted for presentation
		<i>In national/regional conferences</i>		1	NA					
	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	1	1 (for submission)	5	5	5	5.00	25% accomplished. My research proposal for this year is still to be submitted.
	PI 6. Additional outputs*	A 32. 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 studentns in chinese philosophy and these papers are already submitted to RMRJ, Kritike, and Philosophia for peer review
		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	100% accomplished. I have reviewed one paper from RMRJ on bullying and overeating
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	N/A	NA					
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	NA	NA					
					TOTAL				4.96	
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	0	(1) Arete , Ateneo De Manila on the sugat Sandbox Project)	5	5	5	5.00	100% accomplished MOA between Arete, Ateneo De manila and VSU has already been signed
	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	0						

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	0	(1) Arete , Ateneo De Manila on the sugat Sandbox Project)	5	5	5	5.00	50% accomplished. Project is ongoing
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	NA	NA					
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		NA	NA					
Peer reviewers/Panelists	Peer reviewers/Panelists		NA	NA					
Resource Persons	Resource Persons		NA	NA					
Convenor/Organizer	Convenor/Organizer		NA	NA					
Consultancy	Consultant		NA	NA					
Evaluator	Evaluator		NA	NA					
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 (ESDC for revision)	5	5	4	4.60	75% accomplished. the proposal already went through panel defense but I still need to revise the proposal based on the recommendation of the panel
PI 11. Additional outputs *	A 42. No. of extension-related awards		NA	NA					
	A 43. Other outputs implementing the	activities and other outputs to	NA	NA					
			TOTAL					4.87	
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 College/department under ISO 9001:2015*	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	N/A	NA					

		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	N/A	NA						
		On program accreditations		N/A	NA						
		On institutional accreditations		N/A	NA						
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	NA	NA						
	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	NA	NA						
		Number of teaching applicants screened	Screening of teaching applicants for the first semester SY 2023-2024, attended meetings	15	25	5	5	5	5.00	Served as Member of the Department Personnel Committee	
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other	NA	NA						
					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. Pajares is a great addition to the department. His expertise in his field contributes greatly to the academic growth of his students. He is recommended to do research and publish more.

Evaluated & Rated by



MARIA VANESSA E. GABUNADA

Department Head

Date: 7-26-23

Recommending Approval



MA. THERESA P. LORETO

Dean, College of Arts and Sciences

Date: JUL 26 2023

Approved by:



BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date:

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: Glenn Pajares

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 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	January 2023	December 2023	December 2023	Impressive	Outstanding	
2	Assist students' concerns through students' consultation	Will improve students' performance	January 2023	December 2023	December 2023	Impressive	Outstanding	
3	Class preparations	Will prepare quizzes, exams, and supplementary materials	January 2023	December 2023	December 2023	Impressive	Outstanding	
4	Submission of midterm grades and final grades	Grades will be submitted to the university registrar	January 2023	December 2023	December 2023	Impressive	Outstanding	
5	Submit proposal for research	Full-blown proposal submitted to OVPREI	January 2023	December 2023	December 2023	Impressive	Outstanding	
6	Submit proposal for the extension project	Full-blown proposal submitted to OVPREI	January 2023	December 2023	December 2023	Impressive	Outstanding	
7	Advise Undergraduate students on their thesis	Thesis defense	January 2023	December 2023	December 2023	Impressive	Outstanding	
8	Present research papers in National or international Conference	Certificate of paper presentation	January 2023	December 2023	December 2023	Impressive	Outstanding	
9	Peer Review researches	Certificate of Research Peer-review or Evaluation	January 2023	December 2023	December 2023	Impressive	Outstanding	

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

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

Prepared by:


Maria Vanessa Gabunada, Ph.D.

Department Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Glenn G. Pajares

Performance Rating:

Aim:

To continue conducting research and extension projects

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

Date: January 2023

Target Date: December 2023

Step:

- a) Encouraged him to be involved in research and extension projects
- b) Encouraged him to present papers at national and international conferences
- c) Encouraged to become thesis adviser of undergraduate students
- d) Encouraged to peer review research works of faculty members in other institutions
- e) Encouraged to develop supplementary materials for instruction

Result:

Prepared by:


Maria Vanessa E. Gabunada, Ph.D.
Department Head

Conforme:


Glenn G. Pajares
Employee [Faculty]