

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Rating Period: JULY-DECEMBER 2023

Name of Faculty Member:

MAX TEODY T. QUIMILAT

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%)		x 0% = 0.000	
TOTAL for Instruction <i>*No TPES result yet for 1st sem 23-24</i>	85%	5.00	4.250
2. Research	5%		
a. Client/Director for Research			
b. Dept. Head/Center Director		4.50 x 5% = 0.225	
TOTAL for Research			0.225
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%		4.975

EQUIVALENT NUMERICAL RATING: 4.975

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.975**

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

MAX TEODY T. QUIMILAT

Name of Faculty

Reviewed by:

AL FRANJON M. VILLAROYA

Department Head

Recommending Approval:

MA. THERESA P. LORETO

Dean, CAS

Approved by:


BEATRIZ S. BELONIAS


Vice President for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MAX TEDDY T. QUIMILAT, a faculty member of the DEPARTMENT OF PHILOSOPHY AND SOCIAL SCEINCES commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period AUGUST TO DECEMBER 2023.


MAX TEDDY T. QUIMILAT
 Assistant Professor-4
 Date: December 13, 2023

Approved:

AL FRANJON VILLAROYA
 Department Head
 Date: 12/13/23


MA. THERESA P. LORETO
 College Dean
 Date: DEC 14 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										
	PI4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	NA	NA	NA					
	PI8: Number of graduate students advised *	A2. Number of students advised	NA	NA	NA					
		A3. Number of students advised on thesis/special problem/dissertation	NA	NA	NA					
		As GAC Chairman	NA	NA	NA					
		AS GAC Member	NA	NA	NA					
		AS External Examiner	NA	NA	NA					
		A4. Number of students entertained for consultation purposes	NA	NA	NA					
	PI9: Number of instructional materials developed *	A5. Number of on-line ready coursewares developed and submitted for review	NA	NA	NA					

		On-line ready courseware	NA	NA	NA					
		Supplemental learning resources	NA	NA	NA					
		Assessment tools	NA	NA	NA					
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	NA	N/A	N/A					
		A 7 : Number of virtual classroom created and operational	NA	N/A	N/A					
	PI 10 . Additional outputs:	<u>A 8. Other outputs implementing the new normal due to covid 19</u>	NA	N/A	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 per semester	18 units	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	ScSc12n: M014, M159, ScSc11n: M007, M158, M482 and M872
		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	N/A	N/A					
		A12 . Number of trainings attended related to instruction	Attend mandated trainings	N/A	N/A					
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	6	15	5	5	5	5.00	ScSc12n: M014, M159, ScSc11n: M007, M158, M482 and M872
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	7	50	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						
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	N/A						
		A17. Number of students advised on thesis/ field practice/special problem:		N/A						O122-Envi200.4 Undergraduate thesis
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	N/A						
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	N/A						
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	160 (6 classes)	5	5	5	5.00	ScSc12n: M014, M159, ScSc11n: M007, M158, M482 and M872
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	N/A	N/A					
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	N/A	N/A					
	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	N/A	N/A					
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	N/A	N/A					ScSc14n Learning Guide
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	2	5	5	5	5.00	Understanding the Self, Readings in Philippine History
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	15	5	5	5	5.00	Understanding the Self, Readings in Philippine History

		A 23 : 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	N/A					
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	6	5	5	5	5.00	Understanding the Self, Readings in Philippine History (But in Google Classroom)
	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	N/A	N/A					
		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	N/A	N/A					
					Sub-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	N/A	N/A					
	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	N/A	N/A					
	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	4	4	4	4.00	Manuscript is still in the publisher

		<i>In refereed int'l journals</i>		N/A	N/A						
		<i>In refereed nat'l/regional journals</i>		N/A	N/A						
	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	1	1	5	5	5	5.00	Plenary Speaker in the ARADMAN Multidisciplinary Research Conference at EVSU.	
		<i>In int'l fora/conferences</i>		N/A	N/A						
		<i>In nat'l/regional fora/conferences</i>		N/A	N/A						
	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	N/A	N/A						
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		N/A	N/A						
		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	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	0						
					Sub-Total				4.50		
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	N/A	N/A						

	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	N/A	N/A						Still to conduct the training
	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	N/A	N/A						Preparing the Extension Proposal
	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	N/A	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	1	1	5	5	5	5.00		As Member and PA Coordinator in the Fisheries Management Area 9 Scientific Group.
	Research Mentoring	Research Mentor		N/A	N/A						
	Peer reviewers/Panelists	Peer reviewers/Panelists		N/A	N/A						
	Resource Persons	Resource Persons		N/A	N/A						
	Convenor/Organizer	Convenor/Organizer		N/A	N/A						
	Consultancy	Consultant		N/A	N/A						
	Evaluator	Evaluator		N/A	N/A						
	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	N/A	N/A						
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		N/A	N/A						
		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	N/A						
					Sub-Total				5.00		

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					
		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					
		On program accreditations		N/A					
		On institutional accreditations		N/A					
UMFO 6. General Admin. & Support Services									
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	NONE					
	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 48. Other outputs implementing the new normal due to covid 19	Attends Department Meetings and Gatherings	3	5	5	5	5	5.00
					Sub-Total			5.00	

Average Rating (Total Over-all rating divided by number of entries)	
Additional Points:	
Approved Additional points (with copy of approval)	
FINAL RATING	4.90
ADJECTIVAL RATING	OUTSTANDING

Evaluated & Rated by:


AL FRANJON VILLAROYA

Department Head

Date: December 13, 2023

Recommending Approval


MA. THERESA P. LORETO

Dean, College of Arts and Sciences

Date: DEC 14 2023

Approved by:


BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 12/15

Comments & Recommendations for Development Purpose: Dr. Quimilat is a well-grounded faculty member. He treats his students and colleagues with utmost respect. While it is commendable that Dr. Quimilat exceeds some of his targets, some targets are not met as well. He is advised to have realistic targets next time.

Exhibit I

PERFORMANCE MONITORING FORMName of Employee: **MAX TEODY T. QUIMILAT**

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 six (6) courses (Understanding the Self and Readings in Philippine History)	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	
2	Class preparations	Will prepare quizzes, exams, and supplementary materials	August 2023	December 2023	December 2023	Impressive	Outstanding	
3	Submission of midterm grades and final grades	Grades will be submitted to the university registrar	August 2023	December 2023	December 2023	Impressive	Outstanding	
4	Submit proposal for research	Full-blown proposal submitted to OVPREI	August 2023	December 2023	December 2023	Impressive	Outstanding	
5	Submit proposal for extension project	Full-blown proposal submitted to OVPREI	August 2023	December 2023	December 2023	Impressive	Outstanding	
6	Present research papers in National or international Conference	Certificate of paper presentation	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: Max Teody T. Quimilat

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:

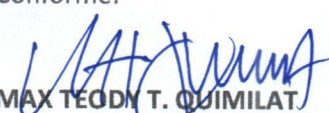
- a) Encouraged him to submit research and extension proposals and
- b) Encouraged him to present papers at national and international conferences.
- c) Encouraged him to become a thesis adviser to undergraduate students.
- d) Encouraged him to develop Learning guides/materials and textbooks, especially in Gen. Ed. Subjects related to Anthropology.
- e) Encouraged him to establish linkages with other institutions and organizations.

Result:

Prepared by:


AL FRANJON M. VILLAROYA
Department Head

Conforme:


MAX TEODY T. QUIMILAT
Employee [Faculty]