

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member:

JERRY D. IMBONG

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Faculty	100%	4.93	4.93
b. Students	0%		0.00
TOTAL for Instruction	95%		4.68
2. Research	2.5%	4.64	0.12
3. Extension	2.5%	0.00	0.00
4. Production			
5. Administration/Other Services			
TOTAL			4.800

EQUIVALENT NUMERICAL RATING: 4.800

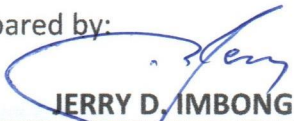
Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.800

ADJECTIVAL RATING:

OUTSTANDING


Prepared by:


JERRY D. IMBONG
 Name of Faculty


Reviewed by:


GUIRALDO C. FERNANDEZ, JR.
 Department Head

Recommending Approval:

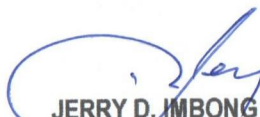

CANDELARIO L. CALIBO
 Dean, CAS

Approved by:


BEATRIZ S. BELONIAS
 Vice President for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JERRY D. IMBONG, 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 targets in accordance with the indicated measures for the period JANUARY-JUNE 2020.


JERRY D. IMBONG
 Asst. Prof. III
 Date:

Approved: 
GUIRALDO C. FERNANDEZ, JR.
 Department Head
 Date:


CANDELARIO L. CALIBO
 College Dean
 Date:

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	N/A						
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	N/A						
		A3 . Number of students advised on thesis/special problem/dissertation		N/A						
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A						
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A						
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	N/A						

	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	N/A						
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	N/A						
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	N/A						
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	N/A						
		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						
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	N/A						
	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						
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	21	5	5	5	5.00	Ethics=4, IP Comm=1, TCW=1, Intro to Philo and Ethics=1
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	10	7	5	5	5	5.00	Ethics=4, IP Comm=1, TCW=1, Intro to Philo and Ethics=1
		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	1	0					No completion was made due to pandemic

		A12 . Number of trainings attended related to instruction	Attend mandated trainings	1	3	5	5	5	5.00	Online training on online classroom (Moodle)
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	20	10	5	4	3	4.00	Classes were interrupted due to pandemic
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	30	21	5	5	5	5.00	Classes were interrupted due to pandemic
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	40	21	5	5	5	5.00	Classes were interrupted due to pandemic
	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						
		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	20	20	5	5	5	5.00	Grade consultation
	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	Advises student organizations recognized by USOO	N/A						
		A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	N/A						
	PI 10: Number of instructional materials developed *	A 21 : Number of on-line course were developed and submitted :	Prepares and submits for review by the Technical Review Panel	2	2	5	5	5	5.00	Online ready and printed copies of IMs for Ethics and Philo of Man

		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	2	5	5	5	5.00	Ethics and Philo of Man
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	10	10	5	5	5	5.00	Ethics, TCW, IP Comm
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	10	5	5	5	5.00	Ethics, TCW, IP Comm
		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	2	5	5	5	5.00	Ethics and Philo of Man
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	10	10	5	5	5	5.00	Ethics = 4, TCW = 1, IP Comm = 2, UTS = 3
	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	0					Postponed due to pandemic
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	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	1	2	5	5	5	5.00	Moodle online classroom
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	3	0	5	4	3	4.00	Researches were temporarily suspended due to pandemic
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research or project within the year	1	2	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	5	5	5	5.00	"The Phil. Church's Role in Peace Building", "The Political and Economic Vision of Pope Francis", "the Poor in the midst of COVID-19"
		<i>In refereed int'l journals</i>		1	2	5	5	5	5.00	International Bulletin of Mission Studies, AlterNative Journal
		<i>In refereed nat'l/regional journals</i>		1	1	5	5	5	5.00	MST Review
	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 scientific fora/conferences	2	0	5	4	3	4.00	Conferences temporarily suspended due to pandemic
		<i>In int'l fora/conferences</i>		2	0	5	4	3	4.00	Conferences temporarily suspended due to pandemic
		<i>In nat'l/regional fora/conferences</i>		1	1	5	5	5	5.00	Martial Law (USC)
	PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	2	3	5	5	5	5.00	3 research proposals submitted to Research Center
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)								
		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							
		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	1	2	5	5	5	5.00	Modules in Ethics, and Philo of Man and Moodle
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	1	0					Activities temporarily suspended due to pandemic
	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						
	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	Implemtes duly approved extension projects	N/A						
	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						
	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	N/A						
	Research Mentoring	Research Mentor		NONE						
	Peer reviewers/Panelists	Peer reviewers/Panelists		NONE						
	Resource Persons	Resource Persons		NONE						
	Convenor/Organizer	Convenor/Organizer		NONE						
	Consultancy	Consultant		NONE						
	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 immediate implementation	1	0					Activities temporarily suspended due to pandemic

	PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *		1	0					Activities temporarily suspended due to pandemic
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	1	0					Activities temporarily suspended due to pandemic
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	zero non-conformity	zero non-conformity					
		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	100% compliant					
		On program accreditations		N/A						
		On institutional accreditations		N/A						
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		Zero % non-complaint					
	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	Designs administration/management related activities and other outputs to implement new normal	NONE						
	Total Over-all Rating								116.00	
	Average Rating								4.83	
	Adjectival Rating								O	

Average Rating (Total Over-all rating divided by number of entries)	4.83
Additional Points:	
Approved Additional points (with copy of approval)	
FINAL RATING	4.83
ADJECTIVAL RATING	OUTSTANDING

Comments & Recommendations for Development
Purpose: Mr. Imbong serves the department with enthusiasm and dedication. His expertise in the field of Research contributes to the advancement of DLABS. A Docotrate degree is a welcome development.

Evaluated & Rated by:

GUIRALDO C. FERNANDEZ. JR.

Department Head

Date:

Recommending Approval

CANDELARIO L. CALIBO

Dean, College of Arts and Sciences

Date: _____

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction

Date: 1/27/2020

PERFORMANCE MONITORING FORMName 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 subjects (ScSc14n, ScSc11n)	Quizzes, seatworks, group activities per course. Attendance sheets of the assigned classes, grade sheet per courses taught	Jan 2020	June 2020	March 2020	Impressive	Outstanding	Provide more student-centered activities to enhance collaborative learning
2	Assist students' concerns through students consultation	Clarified student concerns. Improved student performance	Jan 2020	June 2020	March 2020	Impressive	Outstanding	Utilize online platforms to enhance student communication
3	Prepares course syllabi updates	Approved course syllabus in ScSc14n	Jan 2020	June 2020	March 2020	Impressive	Outstanding	Follow OBE format as prescribed
4	Submission of midterm and prepare final grades	Grades submitted to registrar	Jan 2020	June 2020	March 2020	Impressive	Outstanding	
6	Participate in all activities conducted by the department, college and the university	Attendance, participation in departmental and institutional activities	Jan 2020	June 2020	March 2020	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.	Jan 2020	June 2020	June 2020	Impressive	Outstanding	Accomplished various tasks
8	Created Instructional Materials/Modules for the new normal	Printed modules/IMs	June 2020	June 2020	June 2020	Very Impressive	Outstanding	Two papers presented and one paper submitted for publication

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

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

Prepared by:

GUIRALDO C. FERNANDEZ, JR.

Department Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: JERRY D. IMBONG
Performance Rating: N/A

Aim: To send research at least three (3) articles to various ISI, SCOPUS-indexed journals and other reputable, peer-reviewed journals for possible publication.
To submit and conduct at least there (3) research proposals to the Office of the Vice-President for Research and Extension

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

Date: August 1, 2019 Target Date: December 2020

First Step:
Sent two research articles to Scopus-indexed journals and one research article to an international peer-reviewed journal.
Edited, revised and re-submitted one research article to an international journal.
Discussed with faculty members from DLABS the possibility of conducting collaborative research.

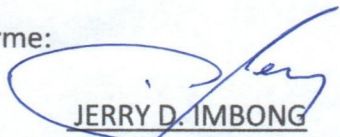
Result:
Date: September 2019 Target Date: June 2020

Next Step:
Outcome: NA

Final Step/Recommendation: NA

Prepared by:

GUIRALDO C. FERNANDEZ, JR.
Department Head

Conforme:

JERRY D. IMBONG
Name of Ratee/Faculty/Staff