

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Rating Period: JANUARY-JUNE 2023

Name of Faculty Member:

JOSEPH E. PADILLA

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%)		4.33 x 50% = 2.165	
TOTAL for Instruction	85%	4.67	3.965
2. Research	5.0%		
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%		4.715

EQUIVALENT NUMERICAL RATING: 4.715

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.715ADJECTIVAL RATING: OUTSTANDING

Prepared by:


JOSEPH E. PADILLA

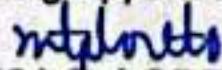
Name of Faculty

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, JOSEPH E. PADILLA, a faculty member of the DEPARTMENT OF LIBERAL ARTS AND BEHAVIORAL SCIENCES commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JANUARY-JUNE 2023


JOSEPH E. PADILLA
 Instructor I
 Date: 06/26/2023

Approved: 
MARIA VANESSA E. GABUNADA
 Department Head
 Date: 7-19-23


MA. THERESA P. LORETO
 College Dean
 Date: JUL 25 2023

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	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	N/A					
	PI 8: Number of graduate students advised *	A2. Number of students advised		Acts as academic adviser to graduate students	N/A	N/A					
		A3. Number of students advised on thesis/special problem/dissertation									
		As GAC Chairman		Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A	N/A					
		AS GAC Member		Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A	N/A					
		A4. Number of students entertained for consultation purposes		Entertains student's seeking consultation with faculty	N/A	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	N/A					
		On-line ready courseware		Prepares instructional module/laboratory guide/workbook or a combination thereof	N/A	N/A					

		Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	N/A	N/A							
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	N/A	N/A							
		A 6 : Number of on-line course were reviewed by TRP & edited by MMDC editor		Submits the course ware duly reviewed by TRP for editing by MMDC editor	N/A	N/A							
		A 7 : Number of virtual classroom created and operational		Creates virtual classroom using either Moodle or Google Classroom	N/A	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	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	25.8	5	5	5	5.00			Humn 11 (M000, M051, M092, M123), ELSt 198 (M791 and M562)
		A10. Number of grade sheets submitted within prescribed period		Prepares gradesheet and submits on or before deadline	12	12	5	5	5	5.00			Humn 11 (M000, M051, M092, M123), ELSt 198 (M791 and M562)
		A 11. Number of INC forms with grade submitted within prescribed		Facilitates students in their completion of the subject and submits completion forms with	1	5	5	5	5	5.00			
		A12. Number of trainings attended related to instruction		Attend mandated trainings	2	2	5	5	5	5.00			Faculty On-boarding and Turnitin
		A13. Number of long examinations administered and checked		Administers and checks long examination for subjects taught	6	6	5	5	5	5.00			Humn 11 (M000, M051, M092, M123), ELSt 198 (M791 and M562)
		A14. Number of quizzes administered and checked		Prepares and checks quizzes for lec	10	36	5	5	5	5.00			Humn 11 (M000, M051, M092, M123), ELSt 198 (M791 and M562)
		A15. Number of lab reports and term papers checked and graded		Checks lab reports and term papers submitted as required	none	none							
	PI 8: Number of students advised: *	A16. Number of students advised:		Acts as academic adviser to students	10	17	5	5	5	5.00			22-1-02971, 22-1-01983, 22-1-01648, 20-1-01290
		A17. Number of students advised on thesis/ field practice/special problem:											
		As SRC Chairman	Advising/correction	Advises, and corrects research outline and thesis/SP manuscript	1	3	5	5	5	5.00			Borja, Lascañas, Pajaron
		As SRC Member	Advising/correction	Advises and corrects research outline and thesis/SP manuscript	1	2	5	5	5	5.00			Into, Cahigus
		A18. Number of students entertained for consultation purposes		Entertains students consulting on subject taught, thesis and grades	10	20	5	5	5	5.00			Humn 11 (M000, M051, M092, M123), ELSt 198 (M791 and M562)


	PI 9: Number of student organizations advised/ assisted *	A19: Number of Student organizations advised		Advises student organizations recognized by USOO	none	none						
		A20: Number of Student organizations assisted on student related activities		Assists student organizations in implementing student related activities	none	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								
		On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof	3							For July to December
		Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	10	15	5	5	5	5.00		Humn 11 (M000, M051, M092, M123), ELSt 198 (M791 and M562)
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	42	5	5	5	5.00		Humn 11 (M000, M051, M092, M123), ELSt 198 (M791 and M562)
		A 23 : Number of on-line course ware		Submits the course ware duly reviewed by TDR for review by UMDC office	3							For July to December
		A 24 : Number of virtual classroom		Creates virtual classroom using either Moodle or Google Classroom	7	6	5	5	5	5.00		Humn 11 (M000, M051, M092, M123), ELSt 198
	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	1	1	5	5	5	5.00		InEPSOL
		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	3	6	5	5	5	5.00		Humn 11 (M000, M051, M092, M123), ELSt 198
						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	5	5	5	5.00		Multimodal Discourse Analysis of COVID-19 Vaccination Campaign Posters. Visual Grammar Approach
	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	5	5.00		Multimodal Discourse Analysis of COVID-19 Vaccination Campaign Posters. Visual Grammar Approach

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-referred or CHED recognized journal within the year		Writes publishable materials out of research outputs and submits for publication												
	<i>In refereed int'l journals</i>			1	1	5	5	5	5.00	Multimodal Discourse Analysis of COVID-19 Vaccination Campaign Posters: Visual Grammar Approach, March 27, 2023, Stilman Journal					
	<i>In refereed nat'l/regional journals</i>														
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 for a/conferences												
	<i>In int'l fora/conferences</i>			1											For July to December
	<i>In nat'l/regional fora/conferences</i>														
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	2											For July to December
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	1	1	5	5	5	5.00	Science and Humanities Journal					
	A 34. Number of UMs submitted to ITSO, VSU	UM preparation	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	2	2	5	5	5	5.00	ELSt 198 (M791 and M562)					
										TOTAL				5.00	
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	2											For July to December
PI 2. Number of trainees weighted by	A 37. Number of trainees weighted by		Conducts trainings among beneficiaries of technologies for transfer	1											For July to December
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		Implemetes duly approved extension projects	1											For July to December
PI 4. Percentage of beneficiaries who	A 39. Percentage of beneficiaries		Provides quality and relevant training courses	2											For July to December

	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			1								For July to December
	Peer reviewers/Panelists	Peer reviewers/Panelists			1								For July to December
	Resource Persons	Resource Persons			1								For July to December
	Convenor/Organizer	Convenor/Organizer			1								For July to December
	Consultancy	Consultant			1								For July to December
	Evaluator	Evaluator			1								For July to December
	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								For July to December
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *			1								For July to December
		A 43. Other outputs implementing the new normal due to covid 19		Designs extension related activities and other outputs to implement new normal	2								For July to December
						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 instruments	A 44. Compliance to all requirements of the QMS core processes of the university		Ensures that all the QMS core processes of the university are complied with in the	zero non-conformity								
		A 45. Compliance to all requirements of the program and institutional accreditations:	Minutes Preparation	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant								
		On program accreditations	Pilot Plant Manager										
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 % complaint	5	5	5	5	5	5	5	5.00
	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *		Initiales/introduces improvements in performing functions resulting to best practice									

	A.48 Other outputs implementing the new normal due to covid 19		Designs administration/management related activities and other outputs to implement new normal							
	A.49 Number of tree planting facilitated		Serves as Tree Planting Coordinator of the department	35	44	5	5	5	5.00	
					TOTAL				5.00	
Total Over-all Rating										
Average Rating										
Adjectival Rating										
Average Rating (Total Over-all)										
Additional Points:										
Approved Additional points (with copy of approval)										
FINAL RATING										
ADJECTIVAL RATING										

Comments & Recommendations for Development Purpose: Mr. Padilla is a dedicated faculty. He is recommended to apply for the dissertation grant so he can finish his Ph.D. which can be a great development for his career.

Evaluated & Rated by:

MARIA VANESSA E. GABUNADA
 Department Head
 Date: 7-19-23

Recommending Approval

MA. THERESA P. LORETO
 Dean, College of Arts and Sciences
 Date: JUL 25 2023


Approved by:

BEATRIZ S. BELONIAS
 Vice President for Academic Affairs
 Date:

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: JOSEPH E. PADILLA

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	Handles and teaches courses assigned as follows: a) Humn 11 (M000, M051, M092, M123) b) ELSt 198 (M791 and M562)	- Active and operational VSU E-Learning - Attendance of students (Online Modality) in the Google Classroom; - Remarkd outputs of students; - Grade Sheets; - Updated virtual classrooms; - Video Discussions - Messenger Group Chats - Instructional Materials -Approved Undergraduate Thesis	February 2023	June 2023	June 2023	Impressive	Outstanding	
2	Addresses students' questions and clarifications about their subjects and some other related concerns	-well-made students' outputs based on the instructions provided in the Learning Guides	February 2023	June 2023	June 2023	Impressive	Outstanding	
3	Course Preparation	-video discussions; - powerpoint presentations; - Assessment materials	February 2023	June 2023	June 2023	Impressive	Outstanding	
4	Participates in Trainings and Workshops	Certificate of appearance and participation	February 2023	June 2023	June 2023	Impressive	Outstanding	
5	Participates in all activities conducted by the department, college and the university	-Attendance Sheet - Certificate of Participation (if available)	February 2023	June 2023	June 2023	Impressive	Outstanding	

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

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

Prepared by:


MARIA VANESSA E. GABUNADA
Department Head

EMPLOYEE DEVELOPMENT PLANName of Employee: **JOSEPH E. PADILLA**

Performance Rating:

Aim:

- To reflect and evaluate personal teaching practices and strategies and identify those which are deemed effective and beneficial in the current educational state;
- To continually design learning activities which address the need for quality education in the new normal;
- To increase research engagements for publication in Scopus indexed journals duly recognized internationally; and
- To finish the degree in Doctor of Philosophy in English with concentration in Teaching English to Speakers of Other Languages (TESOL).

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

Date: January 2023 Target Date: June 2023

First Step:

- Evaluate existing teaching strategies and make necessary adjustments for improvement or retention.
- Revise learning activities found in the Learning Guide which do not fit to practicality and efficiency.
- Revisit written research papers and articles and improve quality for publication purposes.
- Dissertation Proposal for PhD Degree.

Result:

- Adapted relevant teaching strategies that helped students, both online and printed modules, attain meaningful and quality learning.
- Adjusted some learning activities in the learning guide.
- Revisited and edited previously written research articles and were readied for publication.
- Have written dissertation proposal for PhD in English

Date: July 2012

Target Date: December 2023

Next Step:

- To continually adapt teaching strategies which are deemed effective.
- To submit papers for publication.
- To have Pre-oral defense for PhD Degree

Outcome: NA

Final Step/Recommendation: NA

Prepared by:


MARIA VANESSA E. GABUNADA

Department Head

Conforme 
JOSEPH E. PADILLA

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Rating Period: JULY-DECEMBER 2022

Name of Faculty Member:

JOSEPH E. PADILLA

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating (2x3)
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head (50%)		4.97 x 50% = 2.485	
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TOTAL for Instruction	85%	4.65	3.953
2. Research	5.0%		
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%		4.703

EQUIVALENT NUMERICAL RATING: 4.703

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.703ADJECTIVAL RATING: OUTSTANDING

Prepared by:

Joseph E. Padilla
JOSEPH E. PADILLA
Name of Faculty

Reviewed by:

Jett C. Quebec
JETT C. QUEBEC
Department Head

Recommending Approval:

Ma. Theresa P. Loreto
MA. THERESA P. LORETO
Dean, CAS

Approved by:

Beatriz S. Belonias
BEATRIZ S. BELONIAS
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JOSEPH E. PADILLA, a faculty member of the DEPARTMENT OF LIBERAL ARTS AND BEHAVIORAL SCIENCES commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JULY-DECEMBER 2022

Joseph E. Padilla
JOSEPH E. PADILLA
 Instructor I
 Date: January 4, 2023

Approved:

JETT C. QUEBEC
 Department Head
 Date: January 6, 2023

MA. Theresa P. Loreto
MA. THERESA P. LORETO
 College Dean
 Date: JAN 13 2023

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
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OVPI MFO 2. Graduate Student Management Services											
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	PI 8: Number of graduate students advised *	A2. Number of students advised		Acts as academic adviser to graduate students	N/A	N/A					
		A3 . Number of students advised on thesis/special problem/dissertation									
		As GAC Chairman		Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A	N/A					
		AS GAC Member		Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A	N/A					
		A4 . Number of students entertained for consultation purposes		Entertains students seeking consultation with faculty	N/A	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	N/A					
		On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof	N/A	N/A					

	Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	N/A	N/A					
	Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	N/A	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	N/A					
	A 7 : Number of virtual classroom created and operational		Creates virtual classroom using either Moodle or Google Classroom	N/A	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	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	29.55	5	5	5	5.00	
	A10. Number of grade sheets submitted within prescribed period		Prepares gradesheet and submits on or before deadline	12	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 grade within prescribed period	1	8	5	5	5	5.00	
	A12. Number of trainings attended related to instruction		Attend mandated trainings	2	1	5	5	5	5.00	
	A13. Number of long examinations administered and checked		Administers and checks long examination for subjects taught	6	6	5	5	5	5.00	
	A14. Number of quizzes administered and checked		Prepares and checks quizzes for lec	10	18	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	none	none	5	5	5	5.00	
PI 8: Number of students advised: *	A16. Number of students advised:		Acts as academic adviser to students	10	17	5	5	5	5.00	
	A17. Number of students advised on thesis/ field practice/special problem:					5	5	5	5.00	
	As SRC Chairman	Advising/correction	Advises, and corrects research outline and thesis/SP manuscript	1	3	5	5	5	5.00	
	As SRC Member	Advising/correction	Advises and corrects research outline and thesis/SP manuscript	1	6	5	5	5	5.00	
	A18. Number of students entertained for consultation purposes		Entertains students consulting on subject taught, thesis and grades	10	20	5	5	4	4.67	
PI 9: Number of student organizations advised/ assisted	A19. Number of Student organizations advised		Advises student organizations recognized by USOO	none	none					

	<u>A20</u> . Number of Student organizations assisted on student	Assists student organizations in implementing student related activities	none	none						
PI 10: Number of instructional materials developed *	<u>A 21</u> : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel								
	On-line ready courseware	Prepares instructional module/laboratory guide/workbook or a combination thereof	3	3	5	5	4	4.67		
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	10	15	5	5	5	5.00		
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	10	5	5	5	5.00		
	<u>A 23</u> : 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	3	none						
	<u>A 24</u> : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	7	6	5	5	5	5.00		
PI 11. Additional outputs	<u>A 25</u> . 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	3	5	5	5	5.00		
	Agency/firm/industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	N/A	N/A	5	5	5	5.00		
	<u>A 26</u> . Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	3	3	5	5	5	5.00		
				SUB-TOTAL				4.97		
UMFO 3 . RESEARCH SERVICES										
PI 1. Number of research outputs in	<u>A27</u> . Number of research outputs in the	Conducts research for possible utilization by industry or other beneficiaries	1	none						
PI 2. Number of research outputs completed within the year *	<u>A 28</u> . Number of research outputs completed within the year *	Conducts and completes research project within the year	1	none						
PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<u>A 29</u> . Percentage of research outputs published in internationally-referred or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication		none						
	in refereed int'l journals		1	none						
	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 scientific for a/conferences							
	<i>In int'l fora/conferences</i>			1						
	<i>In nat'l/regional fora/conferences</i>			0	1	5	5	5	5.00	
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	2	none					
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	1	1	5	5	5	5.00	
	A 34. Number of UMs submitted to ITSO, VSU	UM preparation	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	2	none					
					SUB-TOTAL				5.00	
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	2	none					
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	1	none					
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	1	none					

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	2	none					
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		1	none					
Peer reviewers/Panelists	Peer reviewers/Panelists		1	1	5	5	5	5.00	
Resource Persons	Resource Persons		1	none					
Convenor/Organizer	Convenor/Organizer		1	none					
Consultancy	Consultant		1	none					
Evaluator	Evaluator		1	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	1	none					
PI 11. Additional outputs *	A 42. No. of extension-related awards		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	2	none					
PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *								
	A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *								
	A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
				SUB-TOTAL				5.00	
UMFO 5. SUPPORT TO OPERATIONS									
OVPI MFO 4. Program and Institutional Accreditation Services									

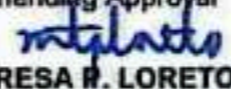
PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	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							
	On institutional accreditations		1	2	5	5	5	5.00	MSLT and ABELS (for Level I accreditation)
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	no complaint	no complaint	5	5	5	5.00	
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							
	A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
								SUB-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	
ADJECTIVE/	

Comments & Recommendations for Development Purpose: Mr. Padilla showed commitment and enthusiasm towards work. A Doctorate degree is a welcome development.

Evaluated & Rated by:

JETT C. QUEBEC
 Department Head
 Date: January 6, 2023

Recommending Approval

MA. THERESA P. LORETO
 Dean, College of Arts and Sciences
 Date: JAN 13 2023

Approved by:

BEATRIZ S. BELONIAS
 Vice President for Academic Affairs
 Date: