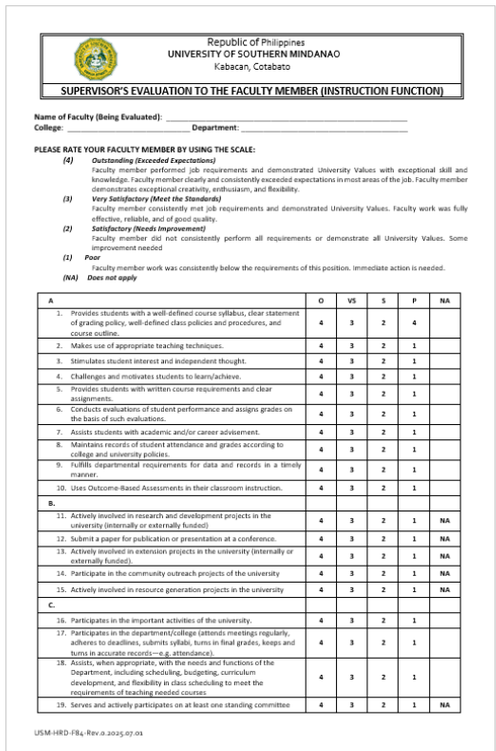
I.4. Periodic faculty performance evaluation in teaching and in other functions is done by at least three of the following:

I.4.1. the Dean/Academic Head/Department Chair;

Supervisors also evaluate the faculty performance. Provided below is the form used in the evaluation. Summaries of the result of evaluations are provided.



Republic of Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato

SUPERVISOR'S EVALUATION TO THE FACULTY MEMBER (INSTRUCTION FUNCTION)

Name of Faculty (Being Evaluated): _____
College: _____ **Department:** _____

PLEASE RATE YOUR FACULTY MEMBER BY USING THE SCALE:

(4) Outstanding (Exceeded Expectations)
Faculty member performed job requirements and demonstrated University Values with exceptional skill and knowledge. Faculty member clearly and consistently exceeded expectations in most areas of the job. Faculty member demonstrates exceptional creativity, enthusiasm, and flexibility.

(3) Very Satisfactory (Meet the Standards)
Faculty member consistently met job requirements and demonstrated University Values. Faculty work was fully effective, reliable, and of good quality.

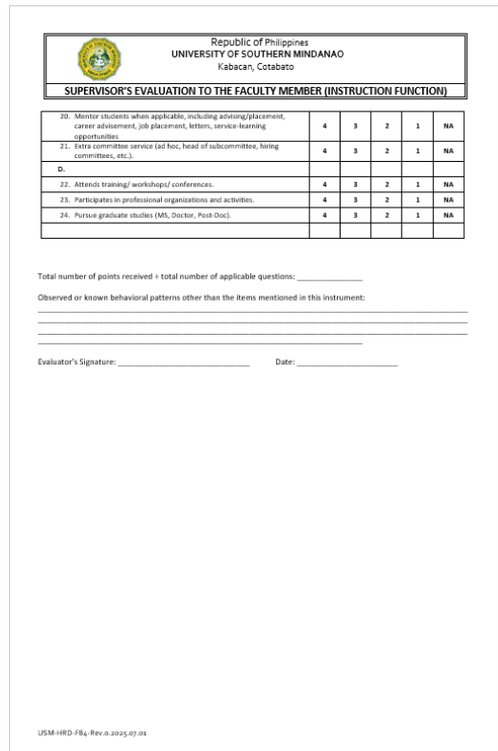
(2) Satisfactory (Needs Improvement)
Faculty member did not consistently perform all requirements or demonstrate all University Values. Some improvement needed

(1) Poor
Faculty member work was consistently below the requirements of this position. Immediate action is needed.

(NA) Does not apply

A	O	VS	S	P	NA
1. Provides students with a well-defined course syllabus, clear statement of grading policy, well-defined class policies and procedures, and course outline.	4	3	2	4	
2. Makes use of appropriate teaching techniques.	4	3	2	1	
3. Stimulates student interest and independent thought.	4	3	2	1	
4. Challenges and motivates students to learn/achieve.	4	3	2	1	
5. Provides students with written course requirements and clear assignments.	4	3	2	1	
6. Conducts evaluations of student performance and assigns grades on the basis of such evaluations.	4	3	2	1	
7. Assists students with academic and/or career advisement.	4	3	2	1	
8. Maintains records of student attendance and grades according to college and university policies.	4	3	2	1	
9. Fulfills departmental requirements for data and records in a timely manner.	4	3	2	1	
10. Uses Outcome-Based Assessments in their classroom instruction.	4	3	2	1	
B.					
11. Actively involved in research and development projects in the university (internally or externally funded)	4	3	2	1	NA
12. Submit a paper for publication or presentation at a conference.	4	3	2	1	NA
13. Actively involved in extension projects in the university (internally or externally funded).	4	3	2	1	NA
14. Participate in the community outreach projects of the university	4	3	2	1	NA
15. Actively involved in resource generation projects in the university	4	3	2	1	NA
C.					
16. Participates in the important activities of the university.	4	3	2	1	
17. Participates in the department/college (attends meetings regularly, adheres to deadlines, submits syllabi, turns in final grades, keeps and turns in accurate records—e.g. attendance).	4	3	2	1	
18. Assists, when appropriate, with the needs and functions of the Department, including scheduling, budgeting, curriculum development, and flexibility in class scheduling to meet the requirements of teaching needed courses	4	3	2	1	
19. Serves and actively participates on at least one standing committee	4	3	2	1	NA

USM-HRD-F84-Rev.0.2025.07.01



Republic of Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato

SUPERVISOR'S EVALUATION TO THE FACULTY MEMBER (INSTRUCTION FUNCTION)

20. Mentor students when applicable, including advising/placement, career advisement, job placement, letters, service-learning opportunities	4	3	2	1	NA
21. Extra committee service (ad hoc, head of subcommittee, hiring committees, etc.).	4	3	2	1	NA
D.					
22. Attends training/ workshops/ conferences.	4	3	2	1	NA
23. Participates in professional organizations and activities.	4	3	2	1	NA
24. Pursue graduate studies (MS, Doctor, Post-Doc).	4	3	2	1	NA

Total number of points received ÷ total number of applicable questions: _____

Observed or known behavioral patterns other than the items mentioned in this instrument:

_____
_____
_____
_____

Evaluator's Signature: _____ Date: _____

USM-HRD-F84-Rev.0.2025.07.01

)

Supervisor's Evaluation to Faculty/Employees (Instruction Function) form

UNIVERSITY OF SOUTHERN MINDANAO
College of Business, Development Economics and Management
Kabacan, Cotabato
Philippines

SUMMARY OF RATINGS OF SUPERVISOR'S EVALUATION TO THE FACULTY MEMBER (INSTRUCTION FUNCTION)

Department of Accountancy
1st Semester, SY 2025-2026

FACULTY Evaluator	1st Semester, SY 2025-2026	
	Overall Rating	Descriptive Rating
Jay-R G. Vildac	4.00	Outstanding
Allen Shane C. Garcia	3.94	Very Satisfactory
Lorckan Dredd C. Pelarion	4.00	Outstanding
Julhaina G. Cambang	4.00	Outstanding

Prepared by:

CHERYL Y. DULAY
Dean, CBDEM

UNIVERSITY OF SOUTHERN MINDANAO
College of Business, Development Economics and Management
Kabacan, Cotabato
Philippines

SUMMARY OF RATINGS OF SUPERVISOR'S EVALUATION TO THE FACULTY MEMBER (INSTRUCTION FUNCTION)

Department of Accountancy
2nd Semester, SY 2025-2026

FACULTY Evaluator	2nd Semester, SY 2025-2026	
	Overall Rating	Descriptive Rating
Jay-R G. Vildac	4.00	Outstanding
Allen Shane C. Garcia	3.94	Very Satisfactory
Baikongan B. Guiaman	4.00	Outstanding
Lorckan Dredd C. Pelarion	4.00	Outstanding
Julhaina G. Cambang	4.00	Outstanding

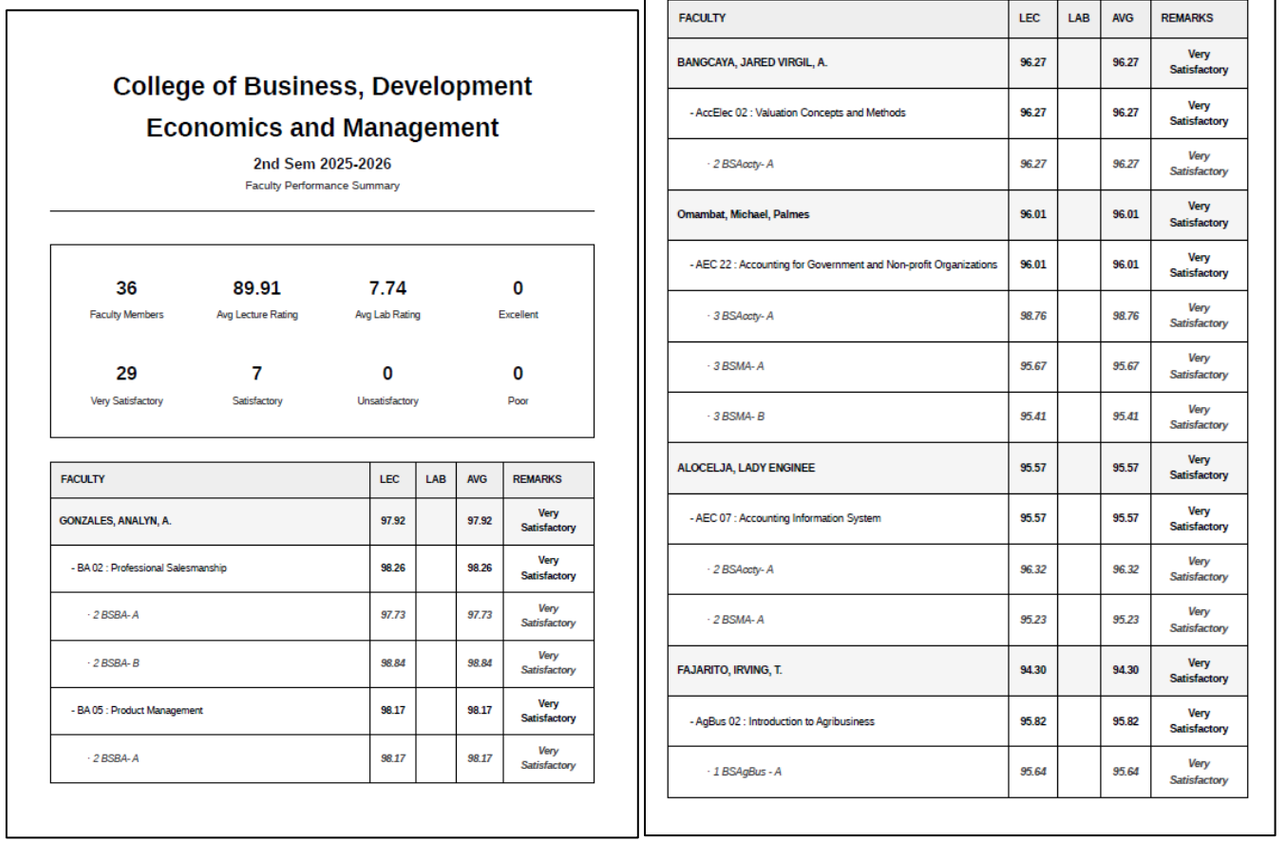
Prepared by:

CHERYL Y. DULAY
Dean, CBDEM

Sample summary of rating of supervisor's evaluation to the faculty member (Instruction Function)

I.4.2. the students;

Students evaluate the faculty members every semester. Sample results of the evaluation are provided below.



College of Business, Development Economics and Management

2nd Sem 2025-2026

Faculty Performance Summary

36	89.91	7.74	0
Faculty Members	Avg Lecture Rating	Avg Lab Rating	Excellent
29	**7**	**0**	**0**
Very Satisfactory	Satisfactory	Unsatisfactory	Poor

FACULTY	LEC	LAB	AVG	REMARKS
GONZALES, ANALYN, A.	97.92		97.92	Very Satisfactory
- BA 02 : Professional Salesmanship	98.26		98.26	Very Satisfactory
· 2 BSBA- A	97.73		97.73	Very Satisfactory
· 2 BSBA- B	98.84		98.84	Very Satisfactory
- BA 05 : Product Management	98.17		98.17	Very Satisfactory
· 2 BSBA- A	98.17		98.17	Very Satisfactory
BANGCAYA, JARED VIRGIL, A.	96.27		96.27	Very Satisfactory
- AccElec 02 : Valuation Concepts and Methods	96.27		96.27	Very Satisfactory
· 2 BSAccty- A	96.27		96.27	Very Satisfactory
Omambat, Michael, Palmes	96.01		96.01	Very Satisfactory
- AEC 22 : Accounting for Government and Non-profit Organizations	96.01		96.01	Very Satisfactory
· 3 BSAccty- A	98.76		98.76	Very Satisfactory
· 3 BSMA- A	95.67		95.67	Very Satisfactory
· 3 BSMA- B	95.41		95.41	Very Satisfactory
ALOCELJA, LADY ENGINEE	95.57		95.57	Very Satisfactory
- AEC 07 : Accounting Information System	95.57		95.57	Very Satisfactory
· 2 BSAccty- A	96.32		96.32	Very Satisfactory
· 2 BSMA- A	95.23		95.23	Very Satisfactory
FAJARITO, IRVING, T.	94.30		94.30	Very Satisfactory
- AgBus 02 : Introduction to Agribusiness	95.82		95.82	Very Satisfactory
· 1 BSAgBus - A	95.64		95.64	Very Satisfactory

Result of faculty performance evaluation by students for 2nd sem, Sy 2025-2026 Page 1 and 2 of 21 pages.

USM Faculty Performance Evaluation Summary Report
1st Sem 2025-2026

College of Business, Development Economics and Management

FACULTY	LECTURE	LABORATORY
1 AKMAD, HAIRONESAH	4.82 - *Very Satisfactory*	
2 ALBA, MITZI AILEEN, M.	4.34 - *Very Satisfactory*	
3 APARECE, JUART JOY,	4.76 - *Very Satisfactory*	5.00 - *Outstanding*
4 BAGONOC, LIAN, D.	4.65 - *Very Satisfactory*	
5 BANGCAYA, JARED VIRGIL, A.	4.91 - *Very Satisfactory*	5.00 - *Outstanding*
6 BANGCAYA, SANDRA ANGELA, A.	4.65 - *Very Satisfactory*	
7 BASAN, ROMIEL JOHN, A.	4.84 - *Very Satisfactory*	4.87 - *Very Satisfactory*
8 BELLO, RHENALIE, N.	4.48 - *Very Satisfactory*	
9 BENITO, REGERICK, L		
10 BOLOTAOLO, KATHLEEN IVY, Z.	4.88 - *Very Satisfactory*	
11 CALABROSO, JOWHINA, M.	4.86 - *Very Satisfactory*	
12 CAMBANG, JULHAINA	4.77 - *Very Satisfactory*	4.87 - *Very Satisfactory*
13 CAMBANG, JULHAINA 23-	4.88 - *Very Satisfactory*	4.78 - *Very Satisfactory*
14 CARIAGA, MARY RODELYN, A.	4.35 - *Very Satisfactory*	
15 CASERO, VON ZERICK,	4.91 - *Very Satisfactory*	
16 CAYABYAB, CARLA	4.78 - *Very Satisfactory*	
17 CUBIN, LOTIS, D.	4.68 - *Very Satisfactory*	4.92 - *Very Satisfactory*
18 DAPON, VICTOR, C.	4.53 - *Very Satisfactory*	
19 DELA VIÑA, NERISSA, G.	4.93 - *Very Satisfactory*	
20 DEMILLO, GLENN	4.70 - *Very Satisfactory*	
21 DUKA, JEANNIE, U.	5.00 - *Outstanding*	
22 DULAY, CHERYL, Y.	4.97 - *Very Satisfactory*	
23 FAJARITO, IRVING, T.	4.91 - *Very Satisfactory*	
24 FEBREO, ANN JULIE	4.80 - *Very Satisfactory*	
25 GACUS, ROY, B.	4.68 - *Very Satisfactory*	
26 GARCIA, ALLEN SHANE	4.89 - *Very Satisfactory*	
27 GONZALES, ANALYN, A.	4.93 - *Very Satisfactory*	
28 GUNSAYAN, ESMAIRA, G.	4.83 - *Very Satisfactory*	
29 LLANTO, JHON DAVE, E.	4.29 - *Very Satisfactory*	
30 LOGRONIO, METCHE ANNE, C.	4.90 - *Very Satisfactory*	4.96 - *Very Satisfactory*
31 MACAILING, HELEN, A.	4.78 - *Very Satisfactory*	
32 MAG-ASO, JENNET, R.	4.26 - *Very Satisfactory*	
33 MAMBURAM, LAURENCE ARJAY	4.69 - *Very Satisfactory*	
34 MAROHOM, JALALODEN, B.	4.71 - *Very Satisfactory*	
35 OMAMBAT, MICHAEL, PALMES	4.91 - *Very Satisfactory*	
36 OSMEÑA, HUVEN JEANNE	4.95 - *Very Satisfactory*	

Legend: Below 1.99 :Poor | 2.00 - 2.99 : Unsatisfactory | 3.00-3.99 : Satisfactory | 4.00-4.99 Very Satisfactory | 5.0 : Outstanding
This is a system generated report from fpes.usm.edu.ph

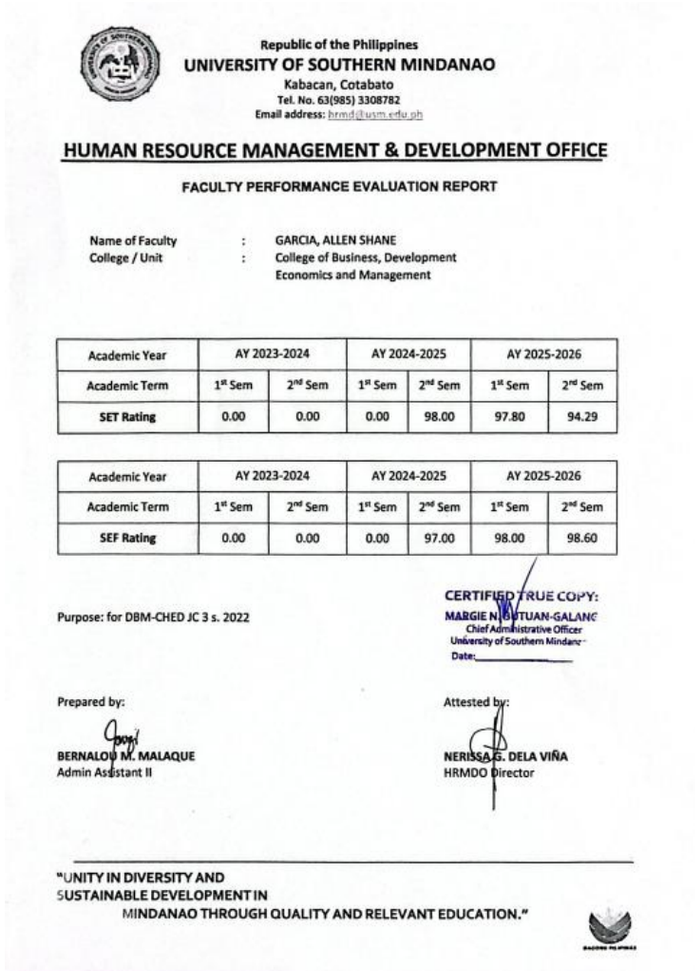
USM Faculty Performance Evaluation Summary Report
1st Sem 2025-2026

37 PANAGUITON, REY, L.	4.51 - *Very Satisfactory*
38 PARPAN, NIÑA, S.	4.85 - *Very Satisfactory*
39 PELARION, LORCKAN DREDD -23 CABAYA	4.43 - *Very Satisfactory*
40 TEACHER X, - AGRIBUSINESS -,	
41 TEACHER Y, - AGRIBUSINESS -,	
42 VILDAC, JAY-R, G.	4.94 - *Very Satisfactory*

Legend: Below 1.99 :Poor | 2.00 - 2.99 : Unsatisfactory | 3.00-3.99 : Satisfactory | 4.00-4.99 Very Satisfactory | 5.0 : Outstanding
This is a system generated report from fpes.usm.edu.ph

Result of faculty performance evaluation by students for the 1st sem, SY 2025-2026

The faculty member also receives a summary of their Student Evaluation of Teaching (SET) and Supervisor Evaluation of Faculty (SEF).



Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato
Tel. No. 63(985) 3308782
Email address: hrmd@usm.edu.ph

HUMAN RESOURCE MANAGEMENT & DEVELOPMENT OFFICE

FACULTY PERFORMANCE EVALUATION REPORT

Name of Faculty : GARCIA, ALLEN SHANE
College / Unit : College of Business, Development Economics and Management

Academic Year	AY 2023-2024		AY 2024-2025		AY 2025-2026	
Academic Term	1st Sem	2nd Sem	1st Sem	2nd Sem	1st Sem	2nd Sem
SET Rating	0.00	0.00	0.00	98.00	97.80	94.29

Academic Year	AY 2023-2024		AY 2024-2025		AY 2025-2026	
Academic Term	1st Sem	2nd Sem	1st Sem	2nd Sem	1st Sem	2nd Sem
SEF Rating	0.00	0.00	0.00	97.00	98.00	98.60

Purpose: for DBM-CHED JC 3 s. 2022

CERTIFIED TRUE COPY:
MARGIE N. BUTUAN-GALANG
Chief Administrative Officer
University of Southern Mindanao
Date:

Prepared by:
BERNALOU M. MALAQUE
Admin Assistant II

Attested by:
NERISSA G. DELA VIÑA
HRMDO Director

"UNITY IN DIVERSITY AND
SUSTAINABLE DEVELOPMENT IN
MINDANAO THROUGH QUALITY AND RELEVANT EDUCATION."

I.4.3. the faculty member himself/herself;

Republic of Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato

SELF EVALUATION OF THE FACULTY MEMBER (INSTRUCTION FUNCTION)

Name of Faculty (Being Evaluated): [redacted]
College: CBDEM **Department:** ACCOUNTANCY

PLEASE RATE YOUR FACULTY MEMBER BY USING THE SCALE:

(4) Outstanding (Exceeded Expectations)
Faculty member performed job requirements and demonstrated University Values with exceptional skill and knowledge. Faculty member clearly and consistently exceeded expectations in most areas of the job. Faculty member demonstrates exceptional creativity, enthusiasm, and flexibility.

(3) Very Satisfactory (Meet the Standards)
Faculty member consistently met job requirements and demonstrated University Values. Faculty work was fully effective, reliable, and of good quality.

(2) Satisfactory (Needs Improvement)
Faculty member did not consistently perform all requirements or demonstrate all University Values. Some improvement needed

(1) Poor
Faculty member work was consistently below the requirements of this position. Immediate action is needed.

(NA) Does not apply

A	O	VS	S	P	NA
1. Provides students with a well-defined course syllabus, clear statement of grading policy, well-defined class policies and procedures, and course outline.	/				
2. Makes use of appropriate teaching techniques.	/				
3. Stimulates student interest and independent thought.	/				
4. Challenges and motivates students to learn/achieve.	/				
5. Provides students with written course requirements and clear assignments.	/				
6. Conducts evaluations of student performance and assigns grades on the basis of such evaluations.	/				
7. Assists students with academic and/or career advisement.	/				
8. Maintains records of student attendance and grades according to college and university policies.	/				
9. Fulfills departmental requirements for data and records in a timely manner.	/				
10. Uses Outcome-Based Assessments in their classroom instruction.	/				
B.					
11. Actively involved in research and development projects in the university (internally or externally funded)		/			
12. Submit a paper for publication or presentation at a conference.			/		
13. Actively involved in extension projects in the university (internally or externally funded).	/				
14. Participate in the community outreach projects of the university		/			
15. Actively involved in resource generation projects in the university			/		
C.					
16. Participates in the important activities of the university.	/				
17. Participates in the department/college (attends meetings regularly, adheres to deadlines, submits syllabi, turns in final grades, keeps and turns in accurate records—e.g. attendance).	/				
18. Assists, when appropriate, with the needs and functions of the Department, including scheduling, budgeting, curriculum development, and flexibility in class scheduling to meet the requirements of teaching needed courses	/				
19. Serves and actively participates on at least one standing committee		/			

USM-HRD-F84-Rev.0.2025.07.01

Republic of Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato

SELF EVALUATION OF THE FACULTY MEMBER (INSTRUCTION FUNCTION)

20. Mentor students when applicable, including advising/placement, career advisement, job placement, letters, service-learning opportunities	/				
21. Extra committee service (ad hoc, head of subcommittee, hiring committees, etc.).			/		
D.					
22. Attends training/ workshops/ conferences.	/				
23. Participates in professional organizations and activities.	/				
24. Pursue graduate studies (MS, Doctor, Post-Doc).	/				

Total number of points received ÷ total number of applicable questions: 3.75

Observed or known behavioral patterns other than the items mentioned in this instrument:

Evaluator's Signature: _____ Date: June 10, 2026

USM-HRD-F84-Rev.0.2025.07.01

Sample self-evaluation by the faculty member

I.4.4. the peers; and

Republic of Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato

PEER EVALUATION TO THE FACULTY MEMBER (INSTRUCTION FUNCTION)

Name of Faculty (Being Evaluated): [redacted]
College: CBDEM **Department:** ACCOUNTANCY

PLEASE RATE YOUR FACULTY MEMBER BY USING THE SCALE:

(4) Outstanding (Exceeded Expectations)
Faculty member performed job requirements and demonstrated University Values with exceptional skill and knowledge. Faculty member clearly and consistently exceeded expectations in most areas of the job. Faculty member demonstrates exceptional creativity, enthusiasm, and flexibility.

(3) Very Satisfactory (Meet the Standards)
Faculty member consistently met job requirements and demonstrated University Values. Faculty work was fully effective, reliable, and of good quality.

(2) Satisfactory (Needs Improvement)
Faculty member did not consistently perform all requirements or demonstrate all University Values. Some improvement needed

(1) Poor
Faculty member work was consistently below the requirements of this position. Immediate action is needed.

(NA) Does not apply

A	O	VS	S	P	NA
1. Provides students with a well-defined course syllabus, clear statement of grading policy, well-defined class policies and procedures, and course outline.	/				
2. Makes use of appropriate teaching techniques.	/				
3. Stimulates student interest and independent thought.	/				
4. Challenges and motivates students to learn/achieve.	/				
5. Provides students with written course requirements and clear assignments.	/				
6. Conducts evaluations of student performance and assigns grades on the basis of such evaluations.	/				
7. Assists students with academic and/or career advisement.	/				
8. Maintains records of student attendance and grades according to college and university policies.	/				
9. Fulfills departmental requirements for data and records in a timely manner.	/				
10. Uses Outcome-Based Assessments in their classroom instruction.	/				
B.					
11. Actively involved in research and development projects in the university (internally or externally funded)		/			
12. Submit a paper for publication or presentation at a conference.	/				
13. Actively involved in extension projects in the university (internally or externally funded).	/				
14. Participate in the community outreach projects of the university		/			
15. Actively involved in resource generation projects in the university			/		
C.					
16. Participates in the important activities of the university.	/				
17. Participates in the department/college (attends meetings regularly, adheres to deadlines, submits syllabi, turns in final grades, keeps and turns in accurate records—e.g. attendance).	/				
18. Assists, when appropriate, with the needs and functions of the Department, including scheduling, budgeting, curriculum development, and flexibility in class scheduling to meet the requirements of teaching needed courses	/				
19. Serves and actively participates on at least one standing committee	/				

USM-HRD-F84-Rev.0.2025.07.01

Republic of Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato

PEER EVALUATION TO THE FACULTY MEMBER (INSTRUCTION FUNCTION)

20. Mentor students when applicable, including advising/placement, career advisement, job placement, letters, service-learning opportunities	/				
21. Extra committee service (ad hoc, head of subcommittee, hiring committees, etc.).			/		
D.					
22. Attends training/ workshops/ conferences.	/				
23. Participates in professional organizations and activities.	/				
24. Pursue graduate studies (MS, Doctor, Post-Doc).	/				

Total number of points received ÷ total number of applicable questions: 3.75

Observed or known behavioral patterns other than the items mentioned in this instrument:

Evaluator's Signature: [redacted] Date: June 10, 2026

USM-HRD-F84-Rev.0.2025.07.01

Sample peer-evaluation by a faculty member to another faculty member