

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: Maria Aurora Teresita W. Tabada

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)			
b. Students		(No TPES conducted due COVID 19)	
Total for Instruction	20%	4.71	.94
2. Research	25%	4.67	1.16
3. Extension	25%	4.0	1.00
4. Support/Administration	30%	4.97	1.49
5. Production	-	-	-
TOTAL	100%		

EQUIVALENT NUMERICAL RATING: 4.59Add: Additional Points, if any: ----TOTAL NUMERICAL RATING: 4.59ADJECTIVAL RATING: **Outstanding**

Prepared by:

Reviewed by:

**MARIA AURORA T.W. TABADA**

Name of Faculty

**LILIAN B. NUÑEZ**

Department Head

Recommending Approval:

**MOISES NEIL V. SERIÑO**

Dean, CME

Approved:

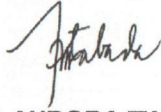
**BEATRIZ S. BELONIAS**

Vice President for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

"Exhibit B"

I, MARIA AURORA TW TABADA, Head, Gender Resource Center and Faculty member, Institute for Strategic Research and Development Studies, commit to the deliver and agree to be re attainment of the following targets in accordance with the indicated measures for the period JULY-DECEMBER 2020.



MARIA AURORA TW TABADA

Associate Professor IV

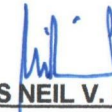
Date:

Approved:

LILIAN B. NUNEZ

Director

Date:



MOISES NEIL V. SERINO

College Dean

Date: 1/27/21

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									4.87	
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	1	4.25	5	5	5	5	DSOC 205 (4 students) DSOC 299 (2 students) DSOC 300 (3 student) DSOC 300.1 (1 student) DSOC 300.3 (1 student)
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	6	6	4	5	5	4.67	Arabiana, Jadina, Lor, Pilare, Ramirez, Prado, Hipe
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	3	5	4	5	5	4.67	Estomata, Lor, Pilare, Hipe, Jadina
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							

		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
	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							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	2	5	5	5	5	Powerpoint on sociological analysis tools; added new readings on primary works of Durkheim (2), Marx (3), and Weber (3)
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		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							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	1	5	5	5	5	Created by Dr. Nunez and utilized now for the DSOC 205 class
	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							
UMFO 2. HIGHER EDUCATION SERVICES									4.56	
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							
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline							

		A11 . 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							
		A12 . Number of trainings attended related to instruction	Attend mandated trainings							
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught							
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab							
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required							
	PI 8: Number of students advised: *	A16 . Number of students advised:	<i>Acts as academic adviser to students</i>							
		A17 . Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript							
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades							
	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	<i>Advises student organizations recognized by USOO</i>							
		A20 . Number of Student organizations assisted on student related activities	<i>Assists student organizations in implementing student</i>							

	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							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	8	6	5	5	5	5	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	2	5	4	5	4.67	
		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							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	1	4	4	4	4	
	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							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 3 . RESEARCH SERVICES									4.67	

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	4	4	5	4.33	Scoping Study on Non-metallic Aggregates (Sand and Gravel Operations) in Leyte Island
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	3	5	5	5	5	5) Scoping Study on Non-metallic Aggregates (Sand and Gravel Operations) in Leyte Island; 2) Mainstreaming Gender in VSU's mandated functions: Perspectives, Methods, and Processes: (2) powerpoint presentation; (2) AIHR report; (1) final project report SAG Study
PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (%) *	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	33%	33%	4	4	4	4	
	In refereed int'l journals								Gender Differences in the Coping Mechanism to Disruptions Brought by COVID-19 Pandemic among Working Adults in the Philippines (Co-author)
	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 fora/conferences							
	In int'l fora/conferences		1	1	5	5	5	5	Presentation "Build, Build, Build: Implications to Resource Management and Community Resilience" at the Climate, Resource Management, and Human Development: Community Resilience Initiatives in Asia 2020 Lecture Series, Session 3 on November 3, 2020
	In nat'l/regional fora/conferences		1	1	5	5	5	5	Presentation "Gender Differences in the Coping Mechanism to Disruptions Brought by COVID-19" during the 2nd PCW-NGRP Learning Session on 11 Dec 2020

	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							
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by								
		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							
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal						4.0	
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	3	5	5	5	5	1. Sectoral Transparency Alliance on Natural Resource Governance Cebu (STANCe) 2. National Maritime Polytechnic (NMP) for conduct of VAW training 3. Philippine Regulatory Commission (PRC) for conduct of GST
	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							
	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	Implements duly approved extension projects	1	1	4	5	5	4.67	Leadership for Resilient LGU Program with LGU Ormoc and National Resilience Council (with MOA signed October 30, 2020)

	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							
	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								
	Peer reviewers/Panelists	Peer reviewers/Panelists								
	Resource Persons	Resource Persons		2	3	5	5	5	5	1. Lecturer, 2nd NGRP Learning Session on 4 Dec 2020; 2. Lecturer, Climate, Resource Management, and Human Development: Community Resilience Initiatives in Asia 2020 Lecture Series, Session 3 on November 3, 2020; 3. Panelist, UP GEODE Mining Week 4. Resource Person, Consultation Meeting re Development of Disaster Preparedness Manual for Earthquake-Tsunami organized by DILG-LGA on November 5, 2020
	Convenor/Organizer	Convenor/Organizer		1		1	1	1	1	1. RGADC- VIII RTD on Gender & Covid-19 in EV 2. RGADC-VIII TWG on Selection Com re certification of the Regional Pool of GAD Resource Persons
	Consultancy	Consultant								

	Evaluator	Evaluator		4	4	5	4	4	4.33	<p>1. A STUDY ON FOLK NARRATIVES FROM MOUNT PANGASUGAN IN BAYBAY CITY, LEYTE: COLLECTING MYTHS, LEGENDS, AND FOLKTALES ABOUT THE LAST FOREST FRONTIER IN EASTERN VISAYAS";</p> <p>2. Farming in the midst of climate change and other risks: a socio-economic assessment of the livelihood of abaca farm households in Leyte and Southern Leyte</p> <p>3. The Catholic Bishops Conference of the Philippines (CBCP) Critique of Neoliberal Character Change: Theo-pastoral Implications on morality and politics</p> <p>4. Voices from the Ground: Local Knowledge on Localized Peace Talks</p>
	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							
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. 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							
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	GRC has 0 NCs and 6 OFIs with action plans (2 actions have been accomplished; 2 actions are on-going; 4 actions for implementation
		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 program accreditations								
		On institutional accreditations								
UMFO 6. General Admin. & Support Services									4.94	
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	0% complaint	Zero % complaint	5	5	5	5	
		% compliance to functional GFPS	Timely preparation, approval, and submission of mandatory reports	2	3	5	5	4	4.67	2019 Accomplishment Report 2020 GAD Plan & Budget VIII request for data on sexual harassment
			Approval & dissemination of memoranda/ appointments	3	3					Reconstitution of GAD ExeCom; TWG membership & Creation o f GAD Agenda Planning Team
			% Implementation of PAPs in VSU GPB 2020	90%	100%	5	5	5	5	1. Celebrating Beijing +25: Narratives, Lessons, and Challenges on Sep 29, 2020 2. Webinar on RA 11313 in celebration of the 18-Day Campaign to End VAW 3. Training on Preparing Gender-Responsive Proposals on October 28, 2020 for VSU staff 4. Review of (4) infra proposals for submission to NEDA
		Functional and responsive ASHU	Assistance of SH victims	90%	n/a					No cases
			SH cases resolved	0	n/a					No cases
			Orientation on VSU Anti-sexual harassment policy for new students	1	2	5	5	5	5	Start of classes was moved from July to August; separate orientation done for VSUIHS
			Preparation of information materials	1	1	5	5	5	5	Brochure on VSU Anti-sexual harassment policy distributed with the learning packets
	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							

