

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **GINA A. DELIMA**


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 to COVID)	
Total for Instruction	50%	4.82	2.41
2. Research	40%	2.92	1.17
3. Extension	5%	4.27	0.21
4. Administration	5%	5.00	0.25
TOTAL			

EQUIVALENT NUMERICAL RATING: 4.04
Add: Additional Points, if any: --
TOTAL NUMERICAL RATING: 4.04

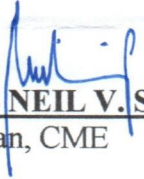
ADJECTIVAL RATING: VERY SATISFACTORY

Prepared by:

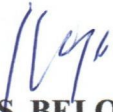
Reviewed by:


GINA A. DELIMA
Name of Faculty
LILIAN B. NUÑEZ
Department Head

Recommending Approval:


MOISES NEIL V. SERINO
Dean, CME

Approved:

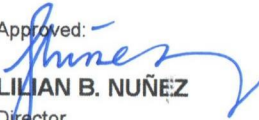

BEATRIZ S. BELONIAS
Vice President- Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, GINA A. DELIMA, a faculty member of the INSTITUTE FOR STRATEGIC RESEARCH & DEVELOPMENT STUDIES, 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 TO DECEMBER, 2020.


GINA A. DELIMA
 Instructor II
 Date:

Approved: 
LILIAN B. NUÑEZ
 Director
 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									4.89	
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles the ff courses: (1) 2nd Sem SY 2019-2020 (Jan-June); (2) 1st sem SY 2020-20201 (July - Dec 2020)	4	4	5	5	5	5	
	PI 8: Number of graduate students advised *	A2. Number of students advised		2	0					I have not yet assigned with academic advisees
		A3. Number of students advised on thesis/special problem/dissertation		0						Not yet qualified to become a thesis advisee in for Master's student
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	0						
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	0						
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	10	10	5	5	5	5	Conducted an orientation meeting on January 2020 for DevSoc students

	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	4	4	4	5	5	4.67	DSOC 247, DSOC 252, SOCI 11, ENTR 11
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	12	15	5	5	5	5	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	5	5	5	5	5	
		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	0	0					For submission to MMDC
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	3	5	4	5	5	4.67	Moodle: DSOC 247, DSOC 252, SOCI 11, ENTR 11; for migration to Moodle: DSOC 244
	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									4.75	
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	1	0	5	5	5	5	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	5	5	5	4	5	4.67	Melinda Petalcorin, Jonalyn Saulan, Hadassah Esperidion, Kevin Lagat, Elia Maury Jadina
		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	2	3					Melinda Petalcorin, Jonalyn Saulan, Elia Maury Jadina

		A12. Number of trainings attended related to instruction	Attend mandated trainings	2	5	5	5	5	5	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	2	5	4	5	4.67	Midterm: ENTR11, DSOC 252
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	5	5	5	5	5	5	Module-based
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	40	20	4	4	4	4	Checking of module learnings task is on-going
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic advisor to students	0	0					Not yet a graduate research faculty
		A17. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	0						
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	0						
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	5	7	5	5	5	5	
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	0						
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	0	0					
	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	10	10	4	4	4	4	

		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	4	4	5	5	4	4.67	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	12	15	5	5	5	5	
		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	5	5	5	5	5	5	
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	3	5	5	5	5	5	Moodle: DSOC 247, DSOC 252, SOCI 11, ENTR 11; for migration to Moodle: DSOC 244
	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									2.92	
	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	0						
	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	0						

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							
	<i>In refereed int'l journals</i>		1	1	5	5	4	4.67	Submitted to International Journal of Disaster Risk Reduction on Sep. 18, 2020
	<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 fora/conferences							
	<i>In int'l fora/conferences</i>		1	1	5	5	5	5	DRR Conference hosted by Mountains of the Moon University, Uganda
	<i>In nat'l/regional fora/conferences</i>		1	0	1	1	1	1	
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	1	0	1	1	1	1	
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by		0						
	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	0						
	A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0						
	A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	1	0					
UMFO 4. EXTENSION SERVICES								4.27	

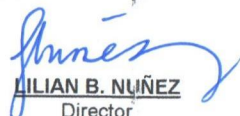
PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership	1	1	5	5	5	5	Ormoc City
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	5	0	2	2	2	2 from	Preparations made
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	5	5	5	5	Baybay Dairy cooperative
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	80%	80%	5	4	4	4.33	Baybay Dairy Cooperative
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		0						
Peer reviewers/Panelists	Peer reviewers/Panelists		0						
Resource Persons	Resource Persons		0	3	5	5	5	5	Invited by CoreExcel to provide training on Entrepreneurship and Sustainability for DAR beneficiaries
Convenor/Organizer	Convenor/Organizer		0						
Consultancy	Consultant		0						

	Evaluator	Evaluator		0						
	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					
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *		0						
		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									(5.0)	
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	0	zero non-conformity	5	5	5	5	
		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		5	5	5	5	5	5	Minutes, IPCR Target, IPCR Accomplishments, Faculty Workload, OBE Syllabus
		On institutional accreditations								
UMFO 6. General Admin. & Support Services									(5.0)	
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients <i>Minutes of meetings</i>	0	6	5	5	5	5	

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	0						
	A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	0						
Total Over-all Rating				26.82					

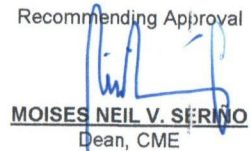
Average Rating (Total Over-all rating divided by 4)		4.47	Comments & Recommendations for Development Purpose: She produces quality outputs in instruction. She has very little time for R&E due to the demands of instruction.
Additional Points			
Approved Additional Points			
Average Rating		4.47	
Adjectival Rating		VS	

Evaluated & Rated by:


LILIAN B. NUÑEZ
Director

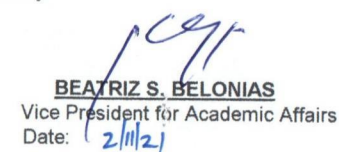
Date: Jan. 22, 2021

Recommending Approval


MOISES NEIL V. SERINO
Dean, CME

Date:

Approved by:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 2/11/21