

**Exhibit K**

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

Name of Faculty Member: Maria Aurora Teresita W. Tabada

| Program Involvement<br>(1) | Percentage<br>Weight of<br>Involvement<br>(2) | Numerical<br>Rating<br>(Rating x%)<br>(3) | Equivalent<br>Numerical<br>Rating<br>(2x3) |
|----------------------------|---|---|--|
| 1. Instruction             |   |   |  |
| a. Head/Dean (100%)        |   |   |  |
| b. Students                |   | (No TPES<br>conducted due<br>COVID 19)    |  |
| Total for Instruction      | 20%   | 3.83                                      | 0.77                                       |
| 2. Research                | 25%   | 4.25                                      | 1.06                                       |
| 3. Extension               | 25%   | 4.78                                      | 1.19                                       |
| 4. Administration          | 30%   | 4.24                                      | 1.27                                       |
| 5. Production              | -   | -   | -  |
| TOTAL                      | 100%  |   | 4.29                                       |

EQUIVALENT NUMERICAL RATING: 4.29  
Add: Additional Points, if any: 0.1  
TOTAL NUMERICAL RATING: 4.39

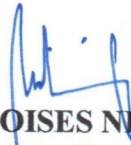
ADJECTIVAL RATING: **Very Satisfactory**

Prepared by:



**MARIA AURORA T.W.TABADA**  
Name of Faculty

Reviewed by:



**MOISES NEIL V. SERIÑO**  
College Dean

Approved:

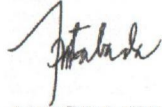


**BEATRIZ S. BELONIAS**  
Vice President for Instruction

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MARIA AURORA TW TABADA, Director of the INSTITUTE FOR STRATEGIC RESEARCH AND 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 JANUARY - JUNE 2020.

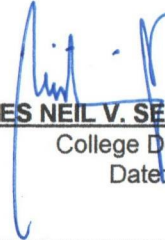


**MARIA AURORA TW TABADA**

Associate Professor IV

Date:

Approved:



**MOISES NEIL V. SERINO**

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 |  |  |   |        |                       |         |            |            |         |   |
|  | <b>PI 4:</b> Total FTE coordinated, implemented & monitored* | <b>A1.</b> Actual Faculty's FTE  | Handles subjects/courses assigned   | 1      | 2.58                  | 5       | 5          | 5          | 5.00    | LAMP 231 (3 students)<br>DSOC 300 (3 students)<br>DSOC 300.4 (1 student)                                    |
|  | <b>PI 8:</b> Number of graduate students advised *           | <b>A2.</b> Number of students advised  | Acts as academic adviser to graduate students                               | 6      | 6                     | 4       | 4          | 4          | 4.00    | Jadina, Lor, Pilare, Ramirez, Silao, Prado  |
|  |  | <b>A3.</b> Number of students advised on thesis/special problem/dissertation |   |        |                       |         |            |            |         |   |
|  |  | As GAC Chairman  | Advises and corrects research outline and thesis/SP/dissertation manuscript | 2      | 4                     | 4       | 4          | 4          | 4.00    | Caparas, Estomata, Lor, Pilare  |
|  |  | AS GAC Member  | Advises and corrects research outline and thesis/SP/dissertation manuscript |        |                       |         |            |            |         | 4   |
|  |  | <b>A4.</b> Number of students entertained for consultation purposes          | Entertains students seeking consultation with faculty                       |        |                       |         |            |            |         |   |

|  |  |  |   |   |     |   |   |   |      |  |   |  |
|--|--|--|---|---|-----|---|---|---|------|--|---|--|
|  | <b>PI 9:</b> Number of instructional materials developed *       | <b>A5.</b> 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                            | 1 | 1   | 3 | 3 | 3 | 3.00 |  | LAMP 231: Land conflict management                                |  |
|  | Supplemental learning resources                                  |  | Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught |   |     |   |   |   |      |  |   |  |
|  | Assessment tools   |  | Prepares assessment tools such as long exam, quizzes, problems sets, etc.                                   |   |     |   |   |   |      |  |   |  |
|  |  | <b>A 6 :</b> 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                                     |   |     |   |   |   |      |  |   |  |
|  |  | <b>A 7 :</b> Number of virtual classroom created and operational                   | Creates virtual classroom using either Moddle or Google Classroom   | 1 | 1   |   |   |   |      |  | Lam 231   |  |
|  | <b>PI 10.</b> Additional outputs:                                | <b>A 8.</b> Other outputs implementing the new normal due to covid 19              | Designs experiential learning activities and other outputs to implement new normal                          |   |     |   |   |   |      |  |   |  |
|  |  |  |   |   |     |   |   |   | 4.00 |  |   |  |
| <b>UMFO 2. HIGHER EDUCATION SERVICES</b>                 |  |  |   |   |     |   |   |   |      |  |   |  |
| <b>OVPI UMFO 3. Higher Education Management Services</b> |  |  |   |   |     |   |   |   |      |  |   |  |
|  | <b>PI 5:</b> Total FTE, coordinated, implemented and monitored * | <b>A9.</b> Actual Faculty's FTE  | Handles and teaches courses assigned  | 0 | 5.5 | 5 | 5 | 5 | 5.00 |  | SCOI 11 (Gender and Society first time offering) with 37 students |  |
|  |  | <b>A10.</b> Number of grade sheets submitted within prescribed period              | Prepares gradesheet and submits on or before deadline   | 2 | 2   | 4 | 4 | 4 | 4.00 |  |   |  |



|  |   |   |  |   |   |   |   |   |      |  |  |
|--|---|---|--|---|---|---|---|---|------|--|--|
|  |   | <b>A11</b> . 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 |   |   |   |   |   |      |  |  |
|  |   | <b>A12</b> . Number of trainings attended related to instruction                    | Attend mandated trainings  | 2 | 5 | 5 | 5 | 5 | 5.00 | 1. Moodle online learning system on May 20-22, 2020<br>2. Training Workshop on Course Modules Production for Flexible Learning in HEIs on June 15-19, 2020 |  |
|  |   | <b>A13</b> . Number of long examinations administered and checked                   | Administers and checks long examination for subjects taught  | 3 | 2 | 4 | 4 | 4 | 4.00 | (1) long exam and group project; Midterm exam prepared but not administered due to COVID-19 lockdown   |  |
|  |   | <b>A14</b> . Number of quizzes administered and checked                             | Prepares and checks quizzes for lec and lab  | 3 | 3 | 4 | 4 | 4 | 4.00 | (1) quiz and (2) reflection papers   |  |
|  |   | <b>A15</b> . Number of lab reports and term papers checked and graded               | Checks lab reports and term papers submitted as required   |   |   |   |   |   |      |  |  |
|  | <b>PI 8</b> : Number of students advised: *                       | <b>A16</b> . Number of students advised:  | Acts as academic adviser to students   |   |   |   |   |   |      |  |  |
|  |   | <b>A17</b> . 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   |   |   |   |   |   |      |  |  |
|  |   | <b>A18</b> . Number of students entertained for consultation purposes               | Entertains students consulting on subject taught, thesis and grades  |   |   |   |   |   |      |  |  |
|  | <b>PI 9</b> : Number of student organizations advised/ assisted * | <b>A19</b> . Number of Student organizations advised                                | Advises student organizations recognized by USOO   |   |   |   |   |   |      |  |  |
|  |   | <b>A20</b> . Number of Student organizations assisted on student related activities | Assists student organizations in implementing student  |   |   |   |   |   |      |  |  |





|   |  |   |   |   |   |   |   |      |   |
|---|--|---|---|---|---|---|---|------|---|
| <b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *            | <b>A27.</b> 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 | 4 | 4 | 4.33 | Scoping Study on Non-metallic Aggregates (Sand and Gravel Operations) in Leyte Island   |
| <b>PI 2.</b> Number of research outputs completed within the year *   | <b>A 28.</b> Number of research outputs completed within the year *  | Conducts and completes research project within the year                                       | 3 | 2 | 5 | 4 | 4 | 4.33 | 1) Scoping Study on Non-metallic Aggregates (Sand and Gravel Operations) in Leyte Island; 2) GAD studies in support to VSU's RDE mandate (2) powerpoint presentation; (2) AIHR report; (1) final project report                     |
| <b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) * | <b>A 29.</b> 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>  |   |   |   |   |   |   |      |   |
|   | <i>In refereed nat'l/regional journals</i>   |   |   |   |   |   |   |      |   |
| <b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences                                      | <b>A 30.</b> 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>   |   |   |   |   |   |   |      |   |
|   | <i>In nat'l/regional fora/conferences</i>  |   | 1 | 1 | 5 | 4 | 4 | 4.33 | Presentation on the SAG research results at the Organizational Meeting of the Technical Working Group (TWG) to Address the Issue on Sand and Gravel (SAG) Extraction in Albuera, Leyte and Ormoc City on 4 February 2020 @ MGB-VIII |
| <b>PI 5.</b> Percent of research proposals approved *   | <b>A 31.</b> Percentage of of research proposals prepared, submitted and approved  | Prepares research proposals, submits and follows up its approval for immediate implementation |   |   |   |   |   |      |   |
| <b>PI 6.</b> Additional outputs*  | <b>A 32.</b> No. of research-related awards (research conducted by   |   |   |   |   |   |   |      |   |

|                                   |  |  |   |   |   |   |   |   |      |  |  |
|-----------------------------------|--|--|---|---|---|---|---|---|------|--|--|
|                                   |  | <b>A 33.</b> 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 |   |   |   |   |   |      |  |  |
|                                   |  | <b>A 34.</b> Number of UMs submitted to ITSO, VSU  | Prepares and submits application for UM of technology generated out of research output                                  |   |   |   |   |   |      |  |  |
|                                   |  | <b>A 35.</b> Other outputs implementing the new normal due to covid 19   | Designs research related activities and other outputs to implement new normal   | 1 | 2 | 4 | 4 | 4 | 4.00 | Prepared draft concept note of COVID-19 study and questionnaire for students   |  |
|                                   |  |  |   |   |   |   |   |   | 4.25 |  |  |
| <b>UMFO 4. EXTENSION SERVICES</b> |  |  |   |   |   |   |   |   |      |  |  |
|                                   | <b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities             | <b>A 36.</b> 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 | 6 | 5 | 5 | 5 | 5.00 | 1. National Resilience Council<br>2. LGU Ormoc City<br>3. Regional Gender & Development Committee 8 (RGADC)<br>4. Bantay Kita-PWYP Philippines<br>5. CCARPH-Ateneo<br>6. Action for Economic Reforms - ED4Ed Forum |  |
|                                   | <b>PI 2.</b> Number of trainees weighted by the length of training   | <b>A 37.</b> Number of trainees weighted by the length of training   | Conducts trainings among beneficiaries of technologies for transfer   |   |   |   |   |   |      |  |  |
|                                   | <b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs                                 | <b>A 38.</b> Number of extension programs/projects implemented   | Implemetes duly approved extension projects   |   |   |   |   |   |      |  |  |
|                                   | <b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance | <b>A 39.</b> 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  |   |   |   |   |   |      |  |  |

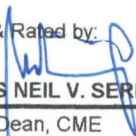
| PI 5. Number of technical/expert services | A 40. Number of technical/expert services as/in: | Provides the technical and expert services requested by beneficiaries |   |   |   |   |   |   |      |  |
|---|--|---|---|---|---|---|---|---|------|--|
| <i>Research Mentoring</i>                 | <i>Research Mentor</i>                           |   |   |   |   |   |   |   |      |  |
| <i>Peer reviewers/Panelists</i>           | <i>Peer reviewers/Panelists</i>                  |   |   |   |   |   |   |   |      |  |
| <i>Resource Persons</i>                   | <i>Resource Persons</i>                          |   | 2 | 6 | 5 | 5 | 5 | 5 | 5.00 | <p>1. Resource Person, Technical Committee Meeting for Panilahan River, LGU Omoc on 22 Jan 2020;</p> <p>2) Moderator (Day 2) AUDRN International Research Conference on Local Knowledge 7-8 Feb 2020 @ FSUU Butuan;</p> <p>3. Presiding officer, 1st Quarter RGADC Meeting;</p> <p>4. Presenter, VSU BIDANI Position paper during the House Rural Development Committee on 1 March 2020;</p> <p>5. Facilitator, Online discussion on Why Trauma-informed Pedagogy to VFES Teachers, June 11, 2020</p> <p>6) Resource Person, Lecture on GAD for ATs on 13 March 2020 requested by DA 8</p> |
| <i>Convenor/Organizer</i>                 | <i>Convenor/Organizer</i>                        |   |   |   |   |   |   |   |      |  |
| <i>Consultancy</i>                        | <i>Consultant</i>                                |   |   |   |   |   |   |   |      |  |
| <i>Evaluator</i>                          | <i>Evaluator</i>                                 |   | 2 | 3 | 5 | 5 | 3 |   | 4.33 | <p>(2) Research proposals: Epidemiology of Schistosomiasis in A Previously Non-Endemic Area in Leyte and Effects of DiMAC to the Mathematics Achievement, Motivation, Self-Efficacy, and Anxiety of Senior High School Students in General Mathematics</p> <p>(1) Bantay Kita Staff Performance Evaluation</p>   |



|   |   |  |   |                     |                     |   |   |   |  |      |  |
|---|---|--|---|---------------------|---------------------|---|---|---|--|------|--|
|   | <b>PI 8.</b> Percent of extension proposals approved *  | <b>A 41.</b> Percent of extension proposals approved *   | Prepares extension project proposals, submits and follow up its approval for immediate implementation                                 |                     |                     |   |   |   |  |      |  |
|   | <b>PI 11.</b> Additional outputs *  | <b>A 42.</b> No. of extension-related awards (extrn. conducted by faculty or student & faculty) *            |   |                     |                     |   |   |   |  |      |  |
|   |   | <b>A 43.</b> Other outputs implementing the new normal due to covid 19                                       | Designs extension related activities and other outputs to implement new normal  |                     |                     |   |   |   |  |      |  |
|   |   |  |   |                     |                     |   |   |   |  | 4.78 |  |
| <b>UMFO 5. SUPPORT TO OPERATIONS</b>                                |   |  |   |                     |                     |   |   |   |  |      |  |
| <b>OVPI MFO 4. Program and Institutional Accreditation Services</b> |   |  |   |                     |                     |   |   |   |  |      |  |
|   | <b>PI 8.</b> 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* | <b>A 44.</b> 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 | 4 | 4 |  | 4.33 |  |
|   |   | <b>A 45.</b> 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  |   |                     |                     |   |   |   |  |      |  |
| <b>UMFO 6. General Admin. &amp; Support Services</b>                |   |  |   |                     |                     |   |   |   |  |      |  |
|   | <b>PI 2.</b> Zero percent complaint from clients served   | <b>A 46.</b> Customerly friendly frontline services  | Provides customer friendly frontline services to clients  | 0% complaint        | Zero % complaint    | 5 | 5 | 5 |  | 5.00 |  |
|   |   | % compliance to functional GFPS  | Timely preparation, approval, and submission of mandatory reports   | 2                   | 2                   | 5 | 4 | 4 |  | 4.33 | 2019 Accomplishment Report<br>2020 GAD Plan & Budget |



Evaluated & Rated by:

  
MOISES NEIL V. SERINO

Dean, CME

Date:

Recommending Approval

  
MOISES NEIL V. SERINO

Dean, CME

Date:

Approved by:

  
BEATRIZ S. BELONIAS

Vice President for Instruction

Date:



**Comments & Recommendations for Development  
Purpose:**

To pursue PhD studies



**EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: Ma. Aurora T.W. Tabada  
Performance Rating: \_\_\_\_\_

Aim: To develop capacity in development sociology & gender studies

Proposed Interventions to Improve Performance:

Date: Jan 7, 2020 Target Date: May 2020

First Step: Propose projects related to coping mechanisms to disruptions brought by the pandemic & highlight gender issues

Result: Drafted 1 research proposal

Date: June 15, 2020 Target Date: August 2020

Next Step: To pursue advance education in development sociology and gender studies

Outcome: Empowered human resource

Final Step/Recommendation:

To pursue PhD studies

Prepared by:

M. V. SERENO  
Unit Head

Conforme:

MATW TABADA  
Name of Ratee Faculty/Staff