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

Name of Faculty Member: FE M. GABUNADA

Program Involvelement	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2X3)
1. Instruction			
a. Head/Dean (50%)		4.625 x 50%	2.313
b. Students (50%)		5.000 x 50%	2.500
Total Instruction	25%	4.813	1.203
2. Research			
* Dept. Head/Center Directors		4.500 x 100%	4.500
Total for Research	50%	4.50	2.250
3. Extension		•	
* Dept. Head/Center Directors	·	4.500 x 100%	4.500
Total for Extension	15%	4.500	0.675
4 Production	10%	4.500	0.450
TOTAL	100%		4.578
EQUIVALENT NUMERICAL RATING			4.578
Add: Additional Points, if any	•		
TOTAL NUMERICAL RATING			4.578
ADJECTIVAL RATING		,	Outstanding

FE M. GABUNADA
Name of Faculty

Reviewed by:

ROMEL B. ARMECIN Director, Eco-FARMI

Approved:

OTHELLO B. CAPONO VP for Research & Extension

#### **VISAYAS STATE UNIVERSITY**

Visca, Baybay City, Leyte, Philippines

#### INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, FE M. GABUNADA, Professor VI of the Ecological Farm and Resource Management Institute (Eco-FARMI), Visayas State University and agree

to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June 2018.

FE M. GABUNADA

Ratee

Approved:

ROMEL B. ARMECIN Director, Eco-FARMI

Nous.

MOISES NEIL V. SERIÑO

Head, Department of Economics

ANABELLA B. TULIN

Dean, Graduate School

ARGINA M. POMIDA

Director, IGR

		Supposed Danfarmana				Accomplishment		Ra	iting		
MFO	MFO Description	Success/ Performance Indicators	Task Assigned	Target	Actual	Details of	Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
No.		maioatoro				Accomplishment					Remarks
MFO 1	Advanced Education	PI 1: Total FTE monitored	Conducts graduate lecture	1	1.67	Handled 2 graduate	-	-		-	
	Services		classes, prepares exams,			courses - ECON 214	1	7	1	1	
	,	1	checks papers, computes	_		(National Income and					
			grades and submits to UR		1	Employment) and ECON					
			office		I	231 (Project Feasibility					
					l .	Studies) with 3 and 2					
						students, respectively					
		PI 2: Number of graduate students	Advise graduate students	2	2	Advised graduate	a F	e F	4 -	4.t	
		advised				students who enrolled	91	4.7	95	Je]	
		, .				Master's Thesis					

PI 3: Additional output Reviews and signs 640 Reviewed and signed the 45 45 KI KIT documents for graduate following documents: students application for comprehensive, qualifying and final examinations; nomination for Graduate Advisory Committee (GAC); request for change in GAC; plan of course work; letter of admission; and request for readmission Revises PowerPoint lecture 2 Revised PowerPoint F1 41 41 45 presentation lecture notes for ECON 214 and ECON 231 MFO 2 **Higher Education** PI 1. Number of FTE coordinated Services and implemented PI 2. Average percentage passing in licensure in mandated programs PI 3. Number of graduates in mandated programs graduated within the prescribed period PI 4. Number of degree programs compliant to CMO supervised and implemented PI 5. Number of academe/industry linkage established PI 6a. Number of students advised PI 6b. No. of student organizations Advised/Assisted PI 7. Number of instructional materials developed PI 8. Additional outputs

MFO 3	Research Services	PI 1: Number of published papers in internationally indexed journal  PI 2: Number of research outputs	Publishes an article	1	1	Published a research article as co-author at Ocean and Coastal Management (2018) 163: 185–191	45	4.5	4.7	41	
		presented in regional/national/int'l fora/conferences  PI 3. Number of research projects	Conducts/implements	5	5	Implemented the following				N 45	
		conducted and/or completed on schedule	research project/studies			research projects: (1) Regional Climate-Resilient Agri-Fisheries Assessment, Targeting and Prioritization in Samar for the Adaptation and Mitigation Initiative Phase 2 (as Economist); (2) Establishing a Socio- Economic Research and Data Analytics Center in the Visayas (as Project Staff); (3) Impact Evaluation (IE) of the Agrarian Reform Infrastructure Support Project - Phase III (ARISP III) in Eastern Visayas (as Team Leader); (4) IE of the Agri-Pinoy Livestock Program (A-PLP) in Samar Island (as Team Leader); and (5)			4,5	4.5	
		PI 4: Number of research									
<u> </u>		proposals submitted									
		PI 5. Percent of research proposals approved									

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		PI 6: Amount of research money generated from external funding	Generates funding for a research project (as Project Leader)		Actual amount of research funding released for the period	4.5	47	4.5	45	
		PI 7: Amount of research money generated from institutional funding								
		PI 8. Additional outputs								
MFO 4	Extension Services	PI 1. Number of person-days trained weighted by length of training	Conducts/implements training	116	Conducted 2 trainings: (1) Farm Enterprise Management, Economic and Marketing Support for the Beneficiaries of the Enhanced National Greening Program in Eastern Visayas (Batch 2) for 3 days with 16 participants and (2) Training on Impact Evaluation for 2 days with 34 participants	4,5	42	4.5		
		PI 2. Number of IEC materials/ technoguides developed/ used								
		PI 3. Number of beneficiaries served								
		PI 4. Number of Extension projects conducted and/or completed on schedule								
		PI 5 Number of extension proposal submitted								
		PI 6: Percent of extension proposals approved								
		PI 7: Amount of extension money generated from external funding								
		PI 8: Additional outputs								

MFO 5	Support to operations	PI 1. Number of university seminars/trainings/ conventions coordinated									
		PI 2. Number of in-house seminars/trainings coordinated									
		PI 3: Additional outputs									
MFO 6	General Admin and Support Services	PI 1. Number of staff supervised and monitored	Exercises overall supervision of VSU Bakery workers and research project staff	11	11	Supervised 9 workers at the VSU Bakery and 2 Science Research Analysts	4.5	4.7	q.t	q.J.	
		PI 2. Number of management meetings conducted	Presides over research project meetings	2	2	Presided over project meetings	45	9.5	4.1	9.5	
		PI 3. Number of letters/memos issued									
	_	PI 4. Number of reports/documents submitted	Prepares and/or reviews and submits financial and related reports of VSU Bakery	18	_ 18	Prepared and submitted monthly financial report, credit summary and record of cash transcations and remittances	4.5	9,5	4.5	45	
			Reviews and signs VSU Bakery documents	260	260	Reviewed and signed the following documents: daily production record, payrolls, vouchers, credit bills, purchase request, purchase order, etc.	45	4.5	45	9.5	
		PI 6. Amount of funds generated outside VSU									
		PI 7. Number of IGP/STF supervised	Supervises IGP	1	1	Supervised the operation of VSU Bakery	QA	(Li	M	ch?	
		PI 8. Number of reports/documents reviewed									
		PI 9. Additional outputs									

Average Rating (Total Over-all rating divided by 4)		54.5/12
Additional Points:		
Punctuality	N/A	
Approved Additional points (with copy of approval)	жх	
FINAL RATING		454
ADJECTIVAL RATING		

Cor	nments & Recomm	endations	
	<b>Development Purp</b>		
N	seeds some	re-toli	ng
10	nd advan	ced str	ares
H	elated to	socio-A	conomi y

Evaluated and Rated	by:
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Recommending Approval:

Director for Extension

Recommending Approval:

Approved by:

VP for Research & Extension

ROMEL A. ARMECIN Unit Head

Date:\_\_\_\_\_\_1 — quality — 2 — Efficiency 3 — Timeliness

4 – Average

JØSE L. BACUSMO Director for Research

## PERFORMANCE MONITORING & COACHING JOURNAL Rating Period: January - June 2018

√	1 <sup>st</sup>	QU
1	2 <sup>nd</sup>	ĀR
	3 <sup>rd</sup>	T
	4 <sup>th</sup>	E R

Name of Officer: FE M. GABUNADA
Head of Office: ROMEL B. ARMECIN

Number of Personnel: 1

Activity Monitoring	Med	eting	Marra	Others (Pls.	Remarks
	One-on-One	Group	Memo	Specify	
Monitoring -conducts meeting and revisit EcoFARMI research agenda with the core staff -review and updates of researches on socio- economics	Feb. 2018	Jan. 2018			
Coaching					
-conducted consultations	May 2018				

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

ROMEL B. ARMECIN

Immediate Supervisor

Noted by:

Nort Liebes Con Tries

Next Higher Supervisor

cc: OVPI ODAHRD PRPEO

# EMPLOYEE DEVELOPMENT PLAN Rating Period: January - June 2018

Name of Employee: Performance Rating:	FE M. GABUNADA		
Aim: To enhance the k	nowledge of staff on research	h development rela	ted to socio-economics.
Proposed Interventions responsibilities:	s to Improve Performance a	and/or Competen	ce and Qualification to assume higher
Date: January 2018		Target Date:	1st Quarter
First Step:			
Allow the staff to attend/	participate in seminars, trainir	ng/symposiums on	research related to socio-economics
Result:			
The staff served as reso	urce speaker on different train	nings on research a	and extension.
Date: April 2018		Target Date:	2nd Quarter
Next Step:			
Allow the staff to attend/p	participate in seminars, trainir	ng related to resear	ch and extension for continued updates
Outcome:	ar related to reagarsh and av	tonolon	
The stail attended semin	ar related to research and ex	tension	
Final Step/Recommend	ation:		
		Prepared by:	/ www
conforme:	omu M	-	ROME B. ARMECIN Unit Head
	TE M. GARMNADA		