

Exhibit J

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

Name of Faculty Member: **Maria Louella C. Tambis (January-June 2022)**

Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x%)	Equivalent Numerical
(1)	(2)	(3)	(2x3)
<b>1. Instruction</b>	50%		
a. Head/Dean (50%)		4.67 (.50)=2.335	1.17
b. Students (50%)		4.6 (.50)= 2.30	0.92
Total for Instruction		4.63 (.50)	<b>2.32</b>
2. Research	20%	5.0	<b>1.00</b>
3. Extension	-	-	-
4. Administration (Admin. Support Services/dDRC Innovation Office)	30%	4.7	<b>1.41</b>
<b>TOTAL</b>	100%		<del>4.69</del> <b>4.73</b>

EQUIVALENT NUMERICAL RATING:

**4.73**

Add: Additional Points, if any:


**4.73**

TOTAL NUMERICAL RATING:

**OUTSTANDING**

ADJECTIVAL RATING:

Prepared by:

  
**MARIA LOUELLA C. TAMBIS**  
Name of Faculty

Reviewed by:

  
**ALAN B. LORETO**  
Director for Innovation

Recommending Approval:

  
**MARIA JULIET C. CENIZA**  
Chairman, PMT

Approved:

  
**MARIA JULIET C. CENIZA**  
Vice President for REI

Visayas State University  
OFFICE OF THE VICE PRESIDENT FOR RESEARCH AND EXTENSION  
Visca, Baybay City, Leyte

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)**

I, **MARIA LOUELLA C. TAMBIS**, Office of the Director for Innovation-TPTO/ITSO, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **JANUARY-JUNE 2022**

**MARIA LOUELLA C. TAMBIS**

Instructor I

Date: 07/11/2022

**ALAN B. LORETO**

Director for Innovation

Date: 07/12/2022

MFO No.	MFO Description	Success Indicator (SI)	Task Assigned	Target		Rating				Remark
					Actual Accomplishment (Jan-Jun 2022)	Quality	Efficiency	Timeliness	Average	
UFMO 2: Higher Education Services										
MFO 1. Curriculum Program Management System										
	PI 1: Total FTE monitored	Handled/taught subjects/courses assigned	2 (6 units)	12.82	4.60	4.60	4.80	4.67	Tech 101 (4 sections) and Senior High School MIL (2 sections)	
	PI 5: Number of OBE Syllabus developed	Developed OBE syllabus	1	1	4.50	4.50	4.50	4.50	Tech 101	
	Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	6	4.6	4.6	4.6	4.60		
	Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	5	5	5	5	5.00		
	PI 7: Number of virtual classrooms created and operationalized	Creates virtual classrooms	1	1	4.6	4.6	4.6	4.60	Tech 101	



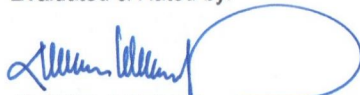
<b>UFMO 3: Research and Innovation Services</b>									
<b>Research</b>	PI 1. Number of research outputs in the last three (3) years utilized/ commercialized by the industry or by other beneficiaries *	Coordinated/submitted to TBI project team List of IP protected technologies for commercialization	100%	<b>100%</b>	4.6	4.6	4.6	4.60	
	PI 2. Number of Research projects conducted	Assigned as Project Staff of VSU IP-TBM Project (RAISE Program)	1	<b>1</b>	5	5	5	5.00	
	<u>Additional Output:</u>								
	PI 4: Number of publications qualified/approved for VSU publication incentive/award	- Received/consolidated/prepared the List of Publication incentive (PI) applications for validation and approval of PICommittee -Organizes the Awarding Ceremony for the Publication Incentive	-						<i>To be implemented in the 3rd and 4th quarter this year</i>
	PI 4: Number of Patents/UMs qualified/approved for VSU IPR Incentive Program	- Received/consolidated/prepared the List of Recipients for VSU IPR incentive program -Organized the Awarding Ceremony	-						<i>To be implemented in the 3rd and 4th quarter this year</i>
<b>Innovation</b>	PI 1. Number of research proposals aligned to innovative/emerging technologies	-Coordinated with Research Office proposals submitted aligned to innovative/emerging technologies	100%	<b>100%</b>	4.6	4.6	4.6	4.60	
	PI 2. Percentage of research outputs identified by in-house evaluators for IP protection are filed within the year (i.e patents, utility model, copyright, trademark)	-Prepared the requirements in filing for IP protection and follow quality procedure on filing	At least 50%	<b>5</b>	4.6	4.6	4.6	4.60	1-patent 2- Utility model 2-trademark
	PI 3: Percentage of technologies/creative works filed for IP protection monitored and facilitated (on-going prosecutions)	-monitored and updated status of pending IPR applications -coordinated issuance of certificates of registration to IPOPHL/DOST-TAPI	100%	<b>100% (16)</b>	4.6	4.6	4.6	4.60	5-New IP filings 11-ongoing (5-patents; 6-Utility model)
	PI 4: Number of technology disclosures	Coordinates the conduct of IP Audit to research centers and academic depts monitored submission of Invention Disclosure Form	At least 50%	<b>6</b>	4.60	4.60	4.60	4.60	

	PI 5: Number of patent search reports generated	Facilitated/reviewed patent search reports	At least 50%	8	4.60	4.60	4.60	4.60	
	PI 6: Number of researchers assisted in drafting patent claims	Facilitated submission/reviewed patent/IP applications	At least 50%	4	4.60	4.60	4.60	4.60	
	PI 7: Number of IP-related trainings/seminars organized, facilitated and conducted; and other seminars organized by Office of the Director for innovation	Organized/facilitated the conduct IP related seminar/trainings	15 (ITSO 2.0)	1	4.50	4.50	4.50	4.50	Prior-art search at Philrootcrops
	Number of faculty/ researchers/ staff attended IP related trainings and seminars (local/national/ international )	Coordinated with concerned researchers attendance to IP related trainings -drafted endorsement	As per invitaiton	7	4.6	4.6	4.6	4.60	
	Additional Outputs:								
	Number of technologies endorsed to DOST Region for Issuance of Fairness Opinion Report (FOR) by the Fairness Opinion Board	Coordinated with TBI staff & DOST-Region VIII-FOB secretariat re: FOR requirements	-	100%	4.60	4.60	4.60	4.60	
<b>UFMO 5: Support to Operations (STO)</b>									
<b>MFO 1. Faculty Development Services</b>									
	Additional Outputs:								
	PI 2: Number of webinars attended	Attended webinars	As per invitation	1	5	5	5	5.00	IP Masterclass
<b>UMFO 6: General Administration and Support Services</b>									
Capability Trainings	PI 1: Number of RDE staff capacitated/ attended trainings (National, international, regional conference)	Attended capabiltiy trainings	As per invitation	1	5	5	5	5.00	IP Masterclass
Administrative and Facilitative Services	PI 2 Submission of center/unit PPMP for the following year within deadline as prescribed by BAC	Prepared and submitted PPMP and PR 2022 using the SPMIS	1	1	5	5	5	5.00	




	PI 3. Number of university committees/boards/council facilitated/ assisted	Facilitated/documents university committee meetings i.e IPR, publication incentive, etc.	As the need arises						
	PI 6: Number of staff meetings conducted	Facilitated/documented OVPREI/ innovation staff meetings	4	2	4.5	4.5	5	4.67	
	PI 7. Number of documents/reports prepared, facilitated/ reviewed/processed	Drafted communication letters, memorandums, vouchers, annual reports etc.	-	200	5	5	5	5.00	
	Number of clients/ beneficiaries who availed IP-related services eg. IP Advisory; Request IP related-data/survey forms	Provided IP services to clients (walk-in, phone calls, emails)	As requested	77	4.6	4.6	4.6	4.60	Training participants-63; assisted request for IP data-5; IP services-9
	P1 6: Other tasked assigned by the immediate supervisor	Served as dDRC for the Innovation Office	100% compliance to QMS	95%	4.7	4.7	4.7	4.70	
	P1.7 Efficient and customer-friendly frontline service	Provides efficient and customer-friendly frontline service	Zero percent complaint from clients served	Zero	4.5	4.5	4.5	4.50	
Total Over-all Rating		112.73		Comments & Recommendations for Development Purpose: <i>She is knowledgeable in all IP related assigned tasks and very responsible.</i>					
Average Rating		4.7							
Adjectival Rating		OUTSTANDING							


Evaluated & Rated by:

  
**ALAN B. LORETO**  
 Director for Innovation  
 Date: 07/12/2022

Recommending Approval:

  
**MARIA JULIET C. CENIZA**  
 Vice President for Research, Extension & Innovation  
 Date: 7/15/2022

Approved:

  
**MARIA JULIET C. CENIZA**  
 VP for REI  
 Date: 7/15/2022