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	25%	4.10	1.02
b. Students	10%	5.00	0.500
Total for Instruction	**35%**	**4.55**	
2. Research	17.5%	4.00	0.70
3. Extension	17.5%	4.83	0.85
4. Support/Administration	30%	4.76	1.43
	-	-	-
TOTAL			4.50

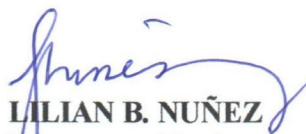EQUIVALENT NUMERICAL RATING: 4.50
Add: Additional Points, if any: -
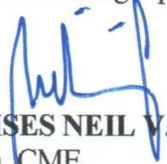TOTAL NUMERICAL RATING: 4.50

ADJECTIVAL RATING: **Outstanding**

Prepared by: Reviewed by:

MARIA AURORA T.W.TABADA   **LILIAN B. NUÑEZ**
Name of Faculty   Department Head

Recommending Approval:

MOISES NEIL V. SERIÑO
Dean, CME

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

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 to be rated on the attainment of the following targets in accordance with the indicated measures for the period **JANUARY - JUNE 2023.**

Prepared:

MARIA AURORA TERESITA W. TABADA
Associate Professor IV & Head, GRC
Date: 7/11/23

Approved:

LILIAN B. NUNEZ
Director
Date: 7/12/23

MOISES NEIL V. SERINO
College Dean
Date: 7/14/23

ALLEN GLENNIE P. LAMBERT
Executive Secretary, OP
Date: 7/26/23

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	Eficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services									4.10	(4.10)
	PI 4: Total FTE coordinated, implemented & monitored*	**A1.** Actual Faculty's FTE	Handles subjects/courses assigned	1.2	2	5	4	5	4.6	DSOC 206 DSOC 224
	PI 8: Number of graduate students advised *	**A2.** Number of students advised	Acts as academic adviser to graduate students	5	6	3	3	3	3	Arabiana, Esperidion, Caparas, Jadina, Lor, Canta
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	5	0					Was relegated to GAC member since only those with PhDs can act as GAC Chair
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	5	3	3	3	3	Alegria, Amora, Caparas, Lor, and Roca
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	5	6	5	5	5	5	Alegria, Amora, Arabiana, Caparas, Lor, and Roca

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	6	3	5	5	5	5	1 documentary: Beijig on my mind 1 conference on Climate Justice 1webinar on Layo na pero layo pa
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	20	5	5	5	5	14 reflection papers 2 midterm exam 2 final exams 2 research/policy paper

		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 Moddle or Google Classroom		1		3	3	3	3		DSOC 206 for review
	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												
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									
		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									
		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:	Acts as academic adviserto students									

		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*	Advises student organizations recognized by USOO								
		A20 . *Number of Student organizations assisted on student related activities*	Assists student organizations in implementing student related activities								
	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*								
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.								
		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 Moddle or Google Classroom								

	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									4.0	(4.0)
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	4	4		Gender, Climate, and Disaster Resilience Project (GCDR)
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	2	4	4	4	4		1) Conference on Climate Justice for Gender-Responisve and Resilient Communities on March 17, 2023 2) Fieldwork & notes with Brgy. Kantagnos officials on March 18, 2023
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								
	In refereed int'l journals									
	In refereed nat'l/regional journals		1	0						
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 scienfic for a/conferences								
	In int'l fora/conferences		1	1	4	4	4	4		1) ISA XX World Conference of Sociolgy
	In nat'l/regional fora/conferences		1	2	5	5	5	5		1) NIA Convergence Forum on February 1, 2023 "Risk Governance and Resilience Building: The Case of Sand Mining in Leyte, Philippines" 2) 2023 Mining Summit on May 11, 2023 The Case for Responsible Mining in Eastern Visayas: the view from the academe

	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	90%	30%	*3*	*3*	*3*	*3*	Presented proposal for policy brief on sand mining for ViCARP funding: Policy Study on Impacts of Sand Mining on Food Security and Climate Resilience in Eastern Visayas
	PI 6. Additional outputs*	**A 32.** No. of research-related awards (research conducted by faculty or student w/ faculty)								
		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							
UMFO 4. EXTENSION SERVICES									4.83	4.83
	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	3	9	*5*	*5*	*5*	*5*	1) Board of Investments - National Copper Technical Working Group (member) 2) Bantay Kita-Publish What You Pay Inc 3) Regional GAD Committee VIII 4) National Gender Resource Pool 6) LGU Ormoc Resilience Council 7) BOI Regional Copper TWG: SubTWG on Development Concerns 8) National Irrigation Administration Region VIII 9) Mines & Geosciences Bureau Region VIII
	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 | Implementes duly approved extension projects | 1 | 1 | 5 | 5 | 5 | 5 | Resilient LGU Program |
| 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 | | 100% | 5 | 5 | 5 | 5 | Average ratings 4-5 with 5 as highest rating. |

		Provides the technical and expert services requested by beneficiaries							
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*		3	21	5	5	5	5	1) Training-Workshop on the Crafting of the VSU Integrated High School Handbook 31 March 2023 VSUIHS VSU Anti-Sexual Harassment Policy 2) BiPSU ClosinPanilahan River g Program for NWM 29 March 2023 Creating gender equal and socially inclusive universities 3) Why Gender matters... for PCC 23 March 2023 4) GENDER Matters in the University: Proposals for Consideration of the PASUC VIII Board 15 June 2023 and RGADC VIII (2) 5) Creating gender equal and socially inclusive senior high schools Baybay City Senior High School 22 Mar 2023 6) Workshop for the Formulation of the Panilahan River REhabilitation Plan 7-10 March 2023 7) GBEST GAD Training ATI 20 April 2023 8)Gender
Convenor/Organizer	*Convenor/Organizer*		1	3	5	5	5	5	1) "Layo na, apan Layo pa: conversations for a Gender Equal and Socially inclusive university" on March 11, 2023 2) Conference on Climate Justice for Gender-responsive and resilient communities 3) ISA XX World Conference of Sociology RC 46 Session on Community Resilience Innovations in Food Security and Health: Towards Resilient Recovery from the COVID-19 Pandemic
Consultancy	*Consultant*								

	Evaluator	Evaluator									International Sociological Association Research Committee 46 newsletter (Jan-Mar 2023, April-June 2023)
		Newsletter editor			2		4	4	4	4	
	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 (extn. 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 theQMS 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								

		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 (GASS)									4.76	(4.76)
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients							
		Functional GRC	BOR-approved University GAD Agenda	1	0.9	5	5	4	4.67	Draft for finalization prepared; Final workshop to be conducted on August 2023
			BOR-approved GRC institutionalization plan	1	0					For 2nd semester output
			Implementation of activities in the GPB	90%	33.72%	4	4	4	4	
			GAD database established	1	0					For 2nd semester output
			Technical assistance provided	1	1	5	5	5	5	1) Mentoring of EVSU GAD Office on how to improve their 2022 GAD Accomplishment Report reviewed by the PCW
		Functional ASHU	BOR-approved Anti-Sexual Harassment Rules and Regulations	1	0.5	5	5	4	4.67	Draft completed for presentation to stakeholders
			SH complainants assisted	1	14	5	5	5	5	SH complaint 02 SH complaint 04 SH complaint 05
			No ofaffidavits prepared	1	11	5	5	5	5	SH complaint 04 - 3 affidavits SH complaint 05 - 8 affidavits
			Other responsibilities		1	5	5	5	5	2022 GAD Accomplishment Report submitted on time on the PCW GMMS
	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *								

		A 48.Other outputs implementing the new normal due to Covid 19	Initiates/introduces improvements in performfing functions resulting to best practice							
	Total Over-all Rating		Designs administration/ management related activities and other outputs to implement new normal							Write publications. Try to pursue PhD studies.
	Average Rating										4.42
	Adjectival Rating										Very satisfactory

Evaluated & Rated by:

LILIAN B. NUNEZ
Director, ISRDS
Date: 7/12/23

ALLEN GLENNIE P. LAMBERT
Executive Assistant, OP
Date: 7/20/23

Recommending Approval

MOISES NEIL V. SERINO
Dean, CME
Date: 7/14/23

BEATRIZ S. BELONIAS
Vice President, Academic Affairs
Date: 7/21/23

Approved by:

EDGARDO E. TULIN
President
Date: 7/24/23

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: <u>MARIA AURORA TERESITA W. TABADA</u>
Performance Rating: <u>4.50</u>

Aim: To publish article in internationally-indexed journals

Proposed Interventions to Improve Performance:

Date: <u>August 1, 2023</u>   Target Date: <u>September 15, 2023</u>

First Step: _____
   Review draft and produce revised paper. _____
_____

Result: Revised draft ready for submission _____
_____
_____

Date: <u>September 15, 2023</u> Target Date: <u>November 30, 2023</u>

Next Step: _____
Submit article to internationally-indexed journal _____
_____

Outcome: <u>Article on process for publication</u>

Final Step/Recommendation:

<u>Pursue revision process diligently until the article is accepted for publication.</u>

Prepared by:

LILIAN B. NUÑEZ
Director, ISRDS

Conforme:

MARIA AURORA TERESITA W. TABADA
Ratee/Faculty