

Exhibit J**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: Fe M. Gabunada

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Averages from IPCR) (3)	Equivalent Numerical Rating (2x3)
11. Instruction			
e. Head/Dean (50%)	10	4.275	0.428
f. Students (50%)	10	5.000	0.500
TOTAL for Instruction	20		0.928
12. Research	60	4.730	2.840
13. Extension	10	5.000	0.500
14. Administration	5	4.325	0.216
15. Production	5	4.650	0.232
TOTAL	100		4.716

EQUIVALENT NUMERICAL RATING: 4.716
Add: Additional Points, if any: _____
TOTAL NUMERICAL RATING: 4.716
FINAL NUMERICAL RATING 4.716

ADJECTIVAL RATING: Outstanding

Prepared by:

ANTONIO ABAYINAK
Name of Faculty

Reviewed by:

[Signature]
Department Head

Approved:


[Signature]
President

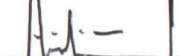
VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte, Philippines


INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, FE M. GABUNADA, Professor IV 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 July 2016 to December 2016.


FE M. GABUNADA
Ratee

Approved: 
ROMEL B. ARMECIN
OIC/Unit Head


MOISES NEIL V. SERINO
Head, Department of Economics


ARGINA M. POMIDA
Director, IGP

MFO No.	MFO Description	Success/ Performance Indicators	Task Assigned	Target	Accomplishment		Rating				Remarks
					Actual	Details of Accomplishment	Q ¹	E ²	T ³	A ⁴	
MFO 1	Advanced Education Services	PI 1: Total FTE monitored	Conducts graduate lecture classes, prepares exams, checks papers, computes grades and submits to UR		0.25	Taught 1 graduate course (as assigned by the Department of Economics) with only 1 student	4.0	4.0	4.0	4.0	4.0
		PI 2: Number of graduate students advised									
MFO 2	Higher Education Services	PI 1: Number of FTE coordinated and implemented	Conducts undergraduate lectures/laboratory classes, prepares exams, checks papers, computes grades and submits	3	1.5	Taught 1 undergraduate course with laboratory (as assigned by the Department of Economics) with only 6 students	3.0	3.0	3.0	3.0	3.0


		PI 2. Average percentage passing in licensure in mandated programs									
		PI 3. Number of graduates in mandated programs graduated within the prescribed									
		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	Revises PowerPoint lecture presentation	1	1	Revised PowerPoint lecture presentation for AGECE 197	4.3	4.1	4.0		4.2
		PI 8. Additional outputs	Prepares new PowerPoint lecture presentation		1	Developed PowerPoint lecture presentation for ECON 214	5	5	5		5.0
MFO 3	Research Services	PI 1: Number of papers submitted in referred journals	Prepares and submits paper for publication	1	1	Submitted publishable paper to DA-BAR	4.0	4.3	4.2		4.2

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	15	15	Supervised 9 VSU Bakery workers and 6 research project staff	4	4	4		4.0
		PI 2. Number of management meetings conducted	Presides over research project meetings	2	6	Implementation of the research project was extended for another 3 months	5	5	5		5.0
		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	16	16	Prepared and submitted monthly financial summary, records of cash transactions and remittances as well as reviewed and submitted credit summary	4.1	4.2	4.3		4.2
		PI 5. Number of documents reviewed/signed	Reviews and signs research project documents	150	164	Reviewed and signed various documents	4.2	4.1	4.0		4.1
		PI 6. Amount of funds generated outside VSU									
		PI 7. Number of IGP/STF supervised	Supervises IGP	1	1	Supervised the VSU Bakery	4.3	4.2	4.4		4.3
		PI 8. Number of reports/documents									
		PI 9. Additional outputs									
		Amount of income generated from IGP	Generates income from IGP	PhP100K	PhP144K	Net income generated from July to November 2016 based from records of the Accounting Office	5	5	5		5.0

Total Over-all Rating	Ave. Rating (Total Over-all rating divided by 4)		
	Additional Points:		
	Punctuality		
	Approved Additional points		
	(with copy of approval)		
	FINAL RATING		4.6
	ADJECTIVAL		Outstanding

Comments and Recommendations for Development Purpose:

Received by:


DANIEL M. TUDTUD, JR.

Planning Office

Date: _____

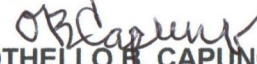
Calibrated by:


REMBERTO A. PATINDOL

Chairman, PMT

Date: _____

Recommending Approval:


OTHELLO B. CAPUNO

Vice President Research and Extension

Date: _____

Approved by:


EDGARDO E. TULIN

President

Date: _____