

**Exhibit K****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	12.5%	4.4	.55
b. Students	12.5%	5.0	.62
Total for Instruction	<b>25%</b>	<b>4.7</b>	<b>1.17</b>
2. Research	17.5%	3.71	0.64
3. Extension	17.5%	5.0	0.87
4. Support/Administration	40%	4.24	1.69
	-	-	-
TOTAL			4.37

EQUIVALENT NUMERICAL RATING: 4.37

Add: Additional Points, if any: -


TOTAL NUMERICAL RATING: 4.37

ADJECTIVAL RATING:

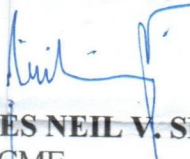
**VERY SATISFACTORY**

Prepared by:

Reviewed by:

**MARIA AURORA T.W.TABADA**  
Name of Faculty**LILIAN B. NUÑEZ**  
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 be rated on the attainment of the following targets in accordance with the indicated measures for the period **JULY - DECEMBER 2021**.

*Maria Aurora Tw Tabada*

**MARIA AURORA TW TABADA**

Associate Professor IV & Head, GRC

Date:

Approved:

*Lilian B. Nunez*  
**LILIAN B. NUNEZ**

Director

Date:

*Moises Neil V. Serino*  
**MOISES NEIL V. SERINO**

College Dean

Date: 1/19/22

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	Timeline	Average	
UMFO 1. ADVANCED EDUCATION SERVICES									4.22	
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	2	1.5	3	3	3	3	DSOC 206 & DSOC 300
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	7	10	4	4	4	4	Estomata, Jadina, Lagat, Lor, Ramirez, Gerbolingo, Canta, Esperidion, Arabiana, Hipe
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	4	6	4	4	4	4	Estomata, Lor, Hipe, Jadina, Ramirez, Lagat
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	0	1	5	5	5	5	Canta



		<b>A4 . Number of students entertained for consultation purposes</b>	Entertains students seeking consultation with faculty	6	6	5	5	5	5	Estomata, Hipe, Canta, Lagat, Esperidion, Caparas
	<b>PI 9:</b> Number of instructional materials developed *	<b>A5 . Number of on-line ready coursewares developed and submitted for review</b>	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							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		<b>A 6 : Number of on-line course ware reviewed by TRP &amp; edited by MMDC editor</b>	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		<b>A 7 : Number of virtual classroom created and operational</b>	Creates virtual classroom using either Moddle or Google Classroom	0	1	4	5	4	4 33	DSOC 206
	<b>PI 10 . Additional outputs:</b>	<b>A 8. Other outputs implementing the new normal due to covid 19</b>	Designs experiential learning activities and other outputs to implement new normal							
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>									4.58	
<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		6.45	5	5	5	5	2 sections of 43 students for SoST 116 (Geography 3)
		<b>A10 . Number of grade sheets submitted within prescribed period</b>	Prepares gradesheet and submits on or before deadline	2	2	5	4	4	4.33	

		<b>A 11</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	1	1	4	4	4	4	
		<b>A12</b> . Number of trainings attended related to instruction	Attend mandated trainings							
		<b>A13</b> . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	1	1	5	5	4	4.67	
		<b>A14</b> . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	6	8	5	5	4	4.67	
		<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 advisor 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 10:</b> Number of instructional materials developed *	<b>A 21 :</b> Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
	On-line ready courseware	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>							
	Supplemental learning resources	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	19	5	5	5	5		For SoSt 116: (5) powerpoint presentations; (7) videos; (7) reading assignments
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	11	5	5	5	5		For SoSt 116: (1) term exam; (1) quiz; (8) essays
	<b>A 23 :</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 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	4	4	4	4		SoSt 116: Geography 3
<b>PI 11.</b> Additional outputs	<b>A 25.</b> 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							
	<b>A 26.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							





		<i>In nat'l/regional fora/conferences</i>		1	2						(1) "Responsible Mining Initiatives in Region 8" rpresented during the Extractives Data Blitz: Civil Society Initiatives in Promoting Inclusive Development and Community Resiliency on November 24, 2021; (2) Deepening Systems Thinking for Risk Governance, Resilience, and Development: The View from the Academe presented during the Engaging Communities for Risk Governance, REsilience, and Sustainability 2021 Webinar Series Session 2 on July 15, 2021
						5	5	5	5		
	<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	1	0	1	1	1	1		
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)									
		<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		1	5	5	5	5		Framing the River: Opportunity for science-policy nexus in Davao del Norte, Philippines (E Porio & MATW Tabada for the UN Global Assessment Report 2022)
		<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		2	5	5	5	5		(1) Participation in the IV ISA Forum on Sociology from February 23-27 (zoom); (2) Gender and Mining Governance Massive Open Online Course from Sep 13 - Oct 10, 2021





	Resource Persons	Resource Persons		2	2	5	5	5	5	(1) Webinar on Deepening Systems Thinking for Risk Governance, Equity, and Resilience: Perspective from the academe on July 15, 2021 for the Asian Peacebuilders Course; (2) Extractives Data Blitz: Civil Society Initiatives in Promoting Inclusive Development and Community Resiliency on November 24,
	Convenor/Organizer	Convenor/Organizer		1	1	5	5	5	5	2021 Asia-Pacific Sociological Association Conference on Nov 15-16 (VSU is co-convenor);
	Consultancy	Consultant								
	Evaluator	Evaluator		2	6	5	5	5	5	GAD Commodity Team
		Editor			1	5	5	5	5	Clinical Sociology, the official newsletter of the International Sociological Association Research Committee46 (July - December 2021)
	<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							

UMFO 5. SUPPORT TO OPERATIONS									4.33	
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 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		4	4	4	4	
	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		1	1	5	5	4	4.67	Area 5: Research for MS DevSoc Level II accreditation	
	On institutional accreditations									
UMFO 6. General Admin. & Support Services										
PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	0% complaint	no complaint						
	Client-centered governance	No. of GAD Agenda submitted to BOR for approval	1	30%	3	3	3	3	30% completed; for BOR approval in 2nd Quarter 2022 with OP Memorandum 599, s. 2021 creating the GAD Agenda Planning Team	
		No. of planning & consultation workshops on formulation of GAD Agenda	1	1	4	4	4	4	Planning workshop held on December 7 via zoom	
	Functional GRC	No. of proposals for GRC institutionalization approved by BOR	1		3	3	3	3	for completion and submission to BOR in 4th Quarter 2022	
		VSU representation in RGADC meetings	2	2	5	5	5	5	Attendance to RGADC meetings (3rd Qtr: July 28; 4th Qtr: October 27)	
		Timely preparation, approval, and submission of mandatory reports	2	1	3	3	3	3	2022 GPB submitted through the Gender Mainstreaming Monitoring System (GMMS) on October 25	

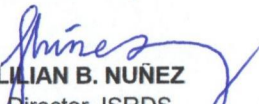


					2	S	S	S	S	(1) Orientation on the GAD Agenda Planning Team; (2) Orientation on Preparation of the 2022 GAD Plan and Budget
			Provision of technical assistance/services (resource person)	2	5	S	S	S	S	(1) Orientation on GAD Laws and Mandates: Gender-based Violence on August 27, 2021 for OCD VIII; (2) Learning Session on the Beijing Declaration and Platform for Action on October 27, 2021 for the RGADC VIII; (3) Webinar on Gender and Sectoral Development on November 18, 2021 for STANCe Cebu (4) Webinar on RA 11313 on December 10, 2021 for OCD VIII; (5) Learning Session on the Beijing Declaration and Platform for Action on December 29, 2021 for DBM VIII
			Convenor/Organizer							(1) "Learning Gender: Best Practices on Gender and Development in Higher Education Institutions" held on July 27, 2021; (2) Webinar on Revisiting Policy Imperatives of GAD Agenda on December 7; (3) Webinar on the Safe Spaces Act (RA 11313) on December 8
		Functional and responsive ASHU	SH cases resolved	1	4	S	S	S	S	no case
			No. of revised Anti-Sexual Harassment Rules and Regulations submitted for BOR approval	1		3	3	3	3	for completion and submission to BOR in 2nd Quarter 2022
			Membership in formal hearing committees for admin cases		1	S	S	S	S	Admin Case #044

i think this should be in percentage, therefore if no case then 100%.


	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice		2	S	S	S	S	(1) Collection and consolidation of data on SDG #5 for THE Impact Rankings; (2) Collection and submission of data on the Gender Equality and Women's Empowerment (Education Sector) for the Philippine Commission on Women (PCW)
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/ management related activities and other outputs to implement new normal			Comments and Recommendations for Development Purposes				
	Total Over-all Rating				21.84					
	Average Rating				4.27					
	Adjectival Rating				Very satisfactory					


Evaluated & Rated by:

  
**LILIAN B. NUÑEZ**  
 Director, ISRDS  
 Date: January 14, 2022


  
**ALLEN GLENNIE P. LAMBERT**  
 Executive Assistant, OP  
 Date: 2/2/22

Recommending Approval

  
**MOISES NEIL V. SERINO**  
 Dean, CME  
 Date: 1/19/22

  
**BEATRIZ S. BELONIAS**  
 Vice President, Academic Affairs  
 Date: 2/4/22

Approved by:

  
**EDGARDO E. TULIN**  
 University President  
 Date: 1/31/22