

Exhibit J

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

Name of Faculty Member: **Maria Louella C. Tambis (January-June 2024)**

Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x%)	Equivalent Numerical
(1)	(2)	(3)	(2x3)
1. Instruction	50%		
a. Head/Dean (50%)		4.67 (.50)=2.335	1.17
b. Students (50%)		4.67 (.50)= 2.335	1.17
Total for Instruction		4.67 (.50)	2.34
2. Research	20%	5.0	1.00
3. Extension	-	-	-
4. Administration	30%	4.82	1.44
TOTAL	100%		4.78

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

-


4.78

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

OUTSTANDING

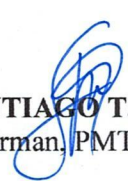
Prepared by:


MARIA LOUELLA C. TAMBIS
Name of Faculty

Reviewed by:


FELICIANO G. SINON
Director for Innovation

Recommending Approval:


SANTIAGO T. PEÑA, JR.
Chairman, PMT


Approved:

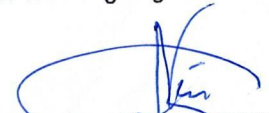

SANTIAGO T. PEÑA, JR.
Vice President for REI

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**, Manager of IP Office (ITSO Franchise), 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 2024**.


MARIA LOUELLA C. TAMBIS
Instructor II
Date: 7/11/2024


FELICIANO G. SINON
Director for Innovation
Date: 7/12/2024

MFO No.	MFO Description	Success Indicator (SI)	Task Assigned	Target		Rating				Remark
					Actual Accomplishment	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)	8.66	4.60	4.60	4.80	4.67	THty 114-3 sections ESci137n- 1 section	
	Number of grade sheets submitted within prescribed period	Prepared gradesheet and submitted on or before deadline	2	4	5	4.5	4.5	4.67		
	Number of long examinations administered and checked	Administered and checked long examination for subjects taught	2	6	5	4.6	4.6	4.73		
	Number of trainings attended related to instruction	Attended mandated trainings	As per invitation	-						
Research	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Coordinated/facilitated with TBI project team regarding IP protected technologies for transfer and commercialization/utilization	2	3	5	5	5	5.00		

	P1 2. Number of Reserch projects conducted on schedule	Supervised/monitored the implementation of research projects as project leader/poject support staff	1	2	5	5	5	5.00	RAISE IPTBM & DABAR TBI Projects
	P1 3. Number of research projects completed on schedule	Supervised/monitored the implementation of research projects	1	1	5	5	5	5.00	RAISE IPTBM completed last June 30, 2024
	P1 5. Number of research proposals submitted/endorsed for external funding	Developed and submitted research proposal for external funding	1	1	5	5	5	5.00	Submitted to PCAARRD the RAISE IPTBM Phase 2 proposal for funding
	<u>Additional Output:</u>								
	P1 3. Number of research proposals aligned to innovative/emerging technologies	-Coordinated/facilitated with Research Office sbmissions of research proposals alignd to innovative/emerging tech	2	-					
	P1 4: Number of Patents/UMs qualified/approved for VSU IPR Incentive Program	- Consolidated/prepared the List of Recipients for VSU IPR incentive program -Organized the Awarding Ceremony -Facilitated with OVPREI-Admin preparation of payroll for the cash incentive	-	1 List of Recipients for the IPR incentive approved by the IPR committee and University Pres. '(21 Patent/UM and 14 copyright filings endorsed and granted IPR incentive)	5	5	5	5.00	Awarded duirng the "Publications & IPR Awards Night" dubbed as Alamdag on March 26, 2024 at VSU RDE Hall as part of the Centennial Anniv Celeb
Innovation-Intellectual Property Mgmt.	PI 1. 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 -facilitated IP filings to IPOPHL/National Library of the Philippines	At least 50% of research outputs potential for IP protection are filed within the year	3 IP applications	4.6	4.6	4.6	4.60	

	PI 2: Percentage of technologies/creative works filed for IP protection monitored and facilitated (on-going prosecutions)	-monitored and updated status of pending IPR applications -prepared responses to office actions -coordinatedissuance of certificates of registration to IPOPHL/DOST-TAPI	100%	100% (28 pending applications monitored and facilitated reply to examiner)	4.6	4.6	4.6	4.60	3-new IP fFilings 25- on-going prosecution: (5 patent under examination; 2 UM- awaiting for Issuance of COR; 2-UM for payment COR; 2-UM published; 7-under formality examinations; 6- trademark under examinations)
	PI 3: Number of technology disclosures	Coordinated and monitored submission of Invention Disclosure Form	At least 50%	4	5.00	5.00	5.00	5.00	2- IDF submitted 2- IDF for submission
	PI 4: Number of researchers assisted in drafting patent claims and specifications	Facilitated submission/reviewed patent/IP prior art search reports and patent specifications	At least 50%	3	4.50	4.50	4.50	4.50	
	PI 5: Number of IP-related trainings/ seminars organized , faciltiated and conducted; and other seminars organized by the Innovation Office	Organized/facilitated the conduct IP related seminar/trainings -Served as resource persons for the IP trainings	12	11	5	5	5	5.00	9- IP Awareness seminar (Physics, Engineering and Entrep Students); 2- prior art lecture (faculty & engineering students)
	PI 6: 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	-					
UMFO 6: General Administration and Support Services									
Response to NCs and CARs issuances	PI 1: Percentage of NCs received and acted	Prepared/faciltiated required documents for NC compliance	0%	-					
	PI 2: Percentage of CARs received and acted	Prepared/faciltiated required documents for CAR compliance	0%	-					

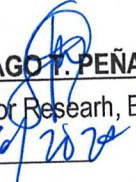
Capability Trainings	PI 3: Number of RDE staff capacitated/ attended trainings (National, international, regional conference)	Attendance to capability trainings	As per invitation	-					
Administrative and Facilitative Services	PI 4 Submission of center/unit PPMP for the following year within deadline as prescribed by BAC	Prepares and submits PPMP and PRs using the SPMIS	1	1	5	5	5	5.00	
	PI 5. Number of university committees/boards/council facilitated/ assisted	Facilitated university committee meetings i.e IPR, publication incentive, etc.	As the need arises	-					
	PI 6: Number of staff meetings conducted	Facilitated/attended OVPREI/ innovation staff meetings	4	8	5	5	5	5.00	
	PI 7: Number of procedures manual reviewed/drafted/facilitated	Served as dDRC for Innovation Office Drafted revisions of the procedures manual on filing IP applications		1	4.6	4.6	4.6	4.60	PM-REI-02
	PI 8. Number of documents/reports prepared, reviewed/processed	Drafted communication letters, memorandums, vouchers, quarterly and annual reports etc.	-	25	5	4.6	4.6	4.73	communications and annual/ quarterly reports etc.
	PI 9. Number of clients/ beneficiaries who availed IP-related services eg, trainings, IP advisory; patent search, Request IP related-data/survey forms	Provided IP services to clients (walk-in, phone calls, emails) Facilitated submission of IP data as requested	As requested	15	5	5	5	5.00	4 IP advise 2-data request facilitated 9-for copyright filings (RAISE project outputs)

	P1 10: Other tasked assigned by the immediate supervisor	Acted on request as Co-chair/ members/ facillitators on various univerisity wide activities	As requested	5 (Centennial Anniversary Celebrations)	5	5	5	5	5.00	a.Co-chair, Technology Pitch Day Committee b.Co-chair, Industry Fireside Chat Committee c.Member, Publication & IPR Awards Night Committee d.Member, Centennial Alumni Homecoming Steering Com e.Member, Farmer's Field Day Committee
	PI 10. Efficient and customer-friendly frontline service	Provided efficient and customer-friendly frontline service	Zero percent complaint from clients served	-	4.5	4.5	4.5	4.50		
					4.86	4.79	4.81	4.82		
Total Over-all Rating					Comments & Recommendations for Development Purpose: <i>Propose creative strategies to propel the objectives of the office</i>					
Average Rating		4.82								
Adjectival Rating		OUTSTANDING								


Evaluated & Rated by:


FELICIANO G. SINON
 Director for Innovation
 Date: 7/12/2024

Recommending Approval:


SANTIAGO T. PEÑA, JR.
 Vice President for Research, Extension & Innovation
 Date: 7/16/2024

Approved:


SANTIAGO T. PEÑA, JR.
 VP for REI
 Date: 7/16/2024



TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: TAMBIS, MA. LOUELLA C.

Department: Dept. of Business Management

College: College of Management and Economics

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
Mgmt 120	FEASIBILITY STUDY PREPARATION	LEC	4.00	Very Satisfactory	80.0%
Mgmt 137n	INTRODUCTION TO PROJECT ANALYSIS AND EVALUATION	LAB	5.00	Outstanding	100.0%
Mgmt 137n	INTRODUCTION TO PROJECT ANALYSIS AND EVALUATION	LEC	5.00	Outstanding	100.0%
Average Rating			4.67	Outstanding	93.33%

Source: Results of Teaching Performance Evaluation by Students filed at ODIE

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory (S)

3.50 – 4.49 Very Satisfactory (VS)

4.50 – 5.00 Outstanding (O)

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: April 18, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: April 18, 2024

Received by:

TAMBIS, MA. LOUELLA C.

Name and Signature of Faculty

Date: _____

Distribution of copies: ODIE, College, Department, Faculty