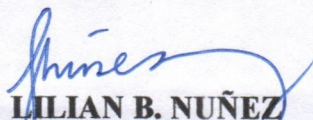


Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **LILIAN B. NUÑEZ**

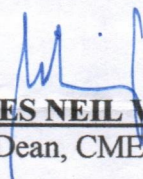
Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	20%	4.49	0.898
b. Students	20%	5.00	1.0
Total for Instruction	40%	4.745	1.898
2. Research	20%	3.6	0.720
3. Extension	20%	4.29	0.858
4. Administration	20%	4.25	0.850
TOTAL			4.326

EQUIVALENT NUMERICAL RATING: 4.326Add: Additional Points, if any: -TOTAL NUMERICAL RATING: 4.326ADJECTIVAL RATING: **VERY SATISFACTORY**

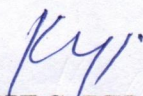
Prepared by:


LILIAN B. NUÑEZ
Name of Faculty

Recommending Approval:

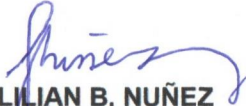

MOISES NEIL V. SERIÑO
Dean, CME

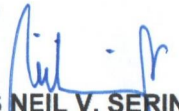
Approved:


BEATRIZ S. BELONIAS
Vice President- Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, LILIAN B. NUNEZ, a faculty member of the INSTITUTE FOR STRATEGIC RESEARCH AND DEVELOPMENT STUDIES, commit to the delivery of and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JANUARY-JUNE 2022.


LILIAN B. NUÑEZ
 Associate Professor
 Date: July 4, 2022

Approved: 
MOISES NEIL V. SERINO
 College Dean
 Date: July 5, 2022

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment (January-December 2021)	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										4.9375
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	2	3	5	5	5	5	2nd sem 2021-22: DSOC205, DSOC208, DSOC300
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	3	3	4.5	4.5	4.5	4.5	2nd sem 2021-22: 1) Alegria, PVT 2) Hipe, HA 3) Lagat, KT
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	1	4.5	4.5	4.5	4.5	2nd sem 2021-2022: Lagat, KT -MSDevSoc
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	4	4	4.5	4.5	5	4.5	2nd sem 2021-2022: 1) Buletin, EA - MSLT 2) Cagasan, LEG - MSAgEc 3) Jadina, EMC - MSDS 4) Juanillo, KT - MSLT
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	6	6	4.5	5	5	5	

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	2	2	5	5	5	15	DSOC205 and DSOC208	
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	10	10	5	5	5	5	DSOC205 and DSOC208	
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	5	5	5	5	5	DSOC205 and DSOC208	
	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	2							
PI 10. Additional outputs:	A 8. Other outputs implementing the new normal due to Covid 19									
UMFO 2. HIGHER EDUCATION SERVICES									37.038	
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	2	1	4	4	4	4	2nd sem 2021-2022: Mgmt 200	
	A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	1	3	3	3	3	2nd sem 2021-2022: Mgmt 200	
	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 grade within prescribed period								
	A12. Number of trainings attended related to instruction	Attend mandated trainings	5	2	3.5	3.5	3.5	3.5		
	A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught (Term exams)	4	2	4	4	4	4	1st sem 2021-2022 No college subjects taught	

		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab (Assessments)	20	10	4	4	4	4		
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required (Learning Tasks)	20	10	4	4	4	4		
PI 8: Number of students advised: *		A16. Number of students advised:	Acts as academic adviser to students	NA							
		A17. Number of students advised on thesis/ field practice/special problem:									
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript		1	5	5	5	5	Verallo, MR - BSAB-4	
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript		1	5	5	5	5	Ramirez, Y., BSAB-4	
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	40	40	5	5	5	5	Until January 2022 only (last month of 1st sem 2021-2022); no college subjects taught on 2nd sem 2021-2022	
PI 9: Number of student organizations advised/ assisted *		A19. Number of Student organizations advised	Advises student organizations recognized by USSO								
		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	1	01	4	4	4	4		
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	3	03	5	5	5	5		
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.		0						
		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	1	0	1	1	1	1		

		A 24: Number of virtual classroom created and operational	Creates virtual classroom using Moodle	1	01	5	5	5	5	
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
UMFO 3. RESEARCH SERVICES										
	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	3	3	5	5	5	5	36 1) Forest & Landscape Restoration-Gender component 2) Developing Vegetable VC - Socioeconomics component 3) Learning Alliance Approach-Vegetable VC (completed: June 2022) Learning Alliance Approaches to Scaling out Vegetable Value Chains: completed in June 2022
	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	2	1	4	4	4	4	
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
		<i>In refereed int'l journals</i>		1	0	1	1	1	1	
		<i>In refereed nat'l/regional journals</i>		1	0	5	3	3	3	Draft form
	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 scientific for a/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								
	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	1	1	5	5	5	15	CME
	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										4.29	
	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	7	5	5	5	5	1) COLLABDev: Inopacan LGU, ELAC, AER 2) BIDANI: UPLB, VSU-Isabel, VSU-Villaba, Baybay LGU	
	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	A 38. Number of extension programs/projects implemented	Implements duly approved extension projects	1	2	5	5	5	5	1) COLLABDev Project 2) BIDANI 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								
	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	1	4	4	4	4		
	Convenor/Organizer	Convenor/Organizer		1	1	5	5	5	5	Local Candidates Forum (but cancelled)	
	Consultancy	Consultant									
	Evaluator	Evaluator		3	0	1	1	1	1		

	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	1	1	5	5	5	5	Collabdev	
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. 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		2	5	5	5	5	Conduct of face-to-face BIDANI program orientation for VSU-Isabel & VSU-Villaba	
UMFO 5. SUPPORT TO OPERATIONS										45	
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	0 noncom formity	3 nonconformities received and complied with	4	4	4	4	1) Late submission of OPCR 2) Nonsubmission of BIDANI quarterly reports 3) Late submission of gradesheets	
		A 45. Compliance to all requirements of the program and institutional accreditations:									
		On program accreditations (CHED-COPC)	Prepares required documents and complies all requirements as prescribed in the accreditation tools	3	3	5	5	5	5	Submitted in January: MSDevSoc, MSLAM, MLAM Resubmitted in May & June 2022: MSLAM & MLAM	
		On institutional accreditations									
UMFO 6. GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS)											
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services								40	
		Perform supervisory activities	Monthly staff meetings	12	8	5	5	5	5	6 Staff meetings and 2 faculty meetings	
			Coaching sessions	6	5	5	5	5	5	5 staff	
			Virtual classrooms evaluation	2	0	2	2	2	2	1 evaluation session per term for all VCs	
			Virtual classrooms monitoring	4	2	5	5	5	5	2nd Sem 2021-2022: 2 monitoring sessions (March & May)	
			Course syllabi evaluation	10	2	4	4	4	4	Old & new course syllabi	

			Personnel concerns	5	7	5	5	5	5	Request for driver, utility person, faculty member, replacement of faculty who resigned; arrangement with LAM faculty to handle a course; request for affiliate faculty member; oriented 2 utility persons	
			Orientation with graduate students (consultation)	2	0	2	2	2	2	Integrated in OGS orientation	
	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								
		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 & Recommendations for development purpose: increase publication output					
	Total Over-all Rating	25.36									
	Average Rating	4.23									
	Adjectival Rating	VS									

Evaluated & Rated by:

MOISES NEIL V. SERIÑO

Dean, CME

Date: July 5, 2022

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date:

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: LILIAN B. NUÑEZ

Performance Rating: 4.326

Aim: Publish article

Proposed Interventions to Improve Performance:

Date: July 25, 2022 Target Date: November 15, 2022

First Step:

Write draft. & have it critiqued by peers.

Result:

Ready for submission

Date: Nov. 16, 2022 Target Date: Dec. 31, 2022

Next Step:

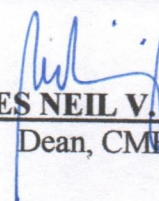
Submit & article to publisher.

Outcome: _____

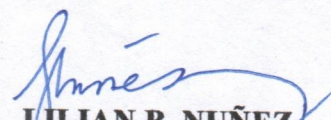
Final Step/Recommendation:

Submit to publisher

Prepared by:


MOISES NEIL V. SERINO
Dean, CME

Conforme:


LILIAN B. NUÑEZ
Name of Ratee Faculty/Staff