


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

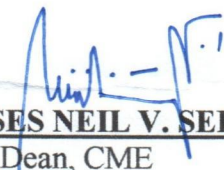
Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	20%	4.43	.89
b. Students	20%	4.00	.80
Total for Instruction	40%	4..21	1.69
2. Research	20%	2.0	.40
3. Extension	20%	4.20	.84
4. Administration	20%	4.92	.98
TOTAL			3.91

EQUIVALENT NUMERICAL RATING: 3.91Add: Additional Points, if any: ----TOTAL NUMERICAL RATING: 3.91ADJECTIVAL RATING: **VERY SATISFACTORY**


Prepared by:

  
**LILIAN B. NUÑEZ**  
Name of Faculty

Recommending Approval:

  
**MOISES NEIL V. SERINO**  
Dean, CME

Approved:

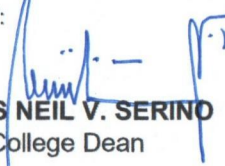
  
**BEATRIZ S. BELONIAS**  
Vice President- Academic Affairs

"Exhibit B"

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 deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JANUARY-JUNE 2021.

  
**LILIAN B. NUÑEZ**  
 Associate Professor  
 Date:

Approved:   
**MOISES NEIL V. SERINO**  
 College Dean  
 Date:

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	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES									4.43	
OVPI MFO 2. Graduate Student Management Services									4.10	
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	1	1	5	5	5	5	2nd sem 2020-21: DSOC 241 1st sem 2021-22: DSOC 208
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	3	2	5	5	5	5	
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	0	1	1	1	1	
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	0	1	1	1	1	
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	6	3	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	1	1	5	5	5	5	DSOC 208 (new activity)



		On-line ready courseware	Prepares instructional module/laboratory guide/workbook or a combination thereof	1	1	5	5	5	5	DSOC 208 (new activity)	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	3	5	5	5	5		
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	2	4	4	4	4	DSOC 208 (new activity)	
		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 Moodle or Google Classroom	1	1	5	5	5	5	DSOC 208 (new activity)	
	PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19									
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	2	2	5	5	5	5	Scio11 - 2nd sem 2020 Scio 11-1st sem 2021	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	2	5	5	5	5	1) SCIO11 - March 2021 2) SCIO11 - July 2021	
		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	3	5	5	5	5		
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught (Term exams)	4	3	5	5	5	5	1st sem 2020-21: 1 2nd sem 2020-21: 2 1st sem 2021-22: 1	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab (Assessments)	20	13	5	5	5	5	1st sem 2020-21: 3 2nd sem 2020-21: 10 1st sem 2021-22: 7	



		<b>A15.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required (Learning Tasks)	20	13	5	5	5	5	1st sem 2020-21: 3 2nd sem 2020-21: 10 1st sem 2021-22: 7	
	<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	Acts as academic adviser to students	NA							
		<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	40	25	5	5	5	5	As course instructor	
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19.</b> Number of Student organizations advised	Advises student organizations recognized by USSO								
		<b>A20.</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities								
	<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	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	5	5	5	5		
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	3	3	5	5	5	5		
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	A13 & A14 above							

		<b>A 23 :</b> Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course were duly reviewed by TRP for editing by MMDC editor	1	0	1	1	1	1	
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using Moodle	2	1	5	5	5	5	2nd sem 2020-21 1st sem 2021-22
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> Number of Additional outputs accomplished:								
		<b>A 26.</b> Other outputs	Handle Senior High School subjects	2	1	5	5	5	5	2nd sem: DIASS 1st sem: DISS
			Online-ready courseware	1	1	5	5	5	5	DISS (new activity)
			Moodle classroom	1	1	5	5	5	5	DISS (new activity)
			Learning Tasks	10	10	5	5	5	5	DISS (new activity)
			Learning Checks	10	5	5	5	5	5	DISS (new activity)
			Quarterly exams	3	3	5	5	5	5	1st sem 2020-21: 1 2nd sem 2020-21: 2 1st sem 2021-22: 1
<b>UMFO 3 . RESEARCH SERVICES</b>										
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> 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	4	4	5	5	5	5	Team member of four projects in other departments 1) Mixed Methods Approach in IA 2) ACIAR-SRA 3) ACIAR-FLRP 4) ACIAR-GAP
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research project within the year	2	0	1	1	1	1	1) Mixed Methods IA: April 2021 2) ACIAR-SRA: (Dec. 2021)
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> 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							
		<i>In refereed int'l journals</i>		1	0	1	1	1	1	ACIAR-FLRP-Gender
		<i>In refereed nat'l/regional journals</i>		1	0	1	1	1	1	
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> 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>								



	<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								
	<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								
		<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								
<b>UMFO 4. EXTENSION SERVICES</b>											
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> 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	3	5	5	5	5		
	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer								
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A 38.</b> Number of extension programs/projects implemented	Implemetes duly approved extension projects	1	2	5	5	5	5	BIDANI & COLLABDev	

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		2	3	5	5	5	5		
Convenor/Organizer	Convenor/Organizer									
Consultancy	Consultant									
Evaluator	Evaluator		3	?	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								
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		7	5	5	5	5	Attendance to webinars organized by project partners	
<b>UMFO 5. SUPPORT TO OPERATIONS</b>								50	492	
<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>										
PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the	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	0 noncomf or mity	0 noncomformity	5	5	5	5	✓	



	QMS of the core processes of the College/department under ISO 9001:2015*	<b>A 45.</b> Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100%						MSLAM & MLAM Level 1 accreditation: April 2021
		On program accreditations		2	4 PPPs (Areas 2, 3, 4, 6)	✓	✓	✓	✓	PPP for Areas 1 & 2 of MSLAM & MLAM Level 1
		On institutional accreditations								
<b>UMFO 6. General Admin. &amp; Support Services</b>										
	<b>PI 2.</b> Zero percent complaint from clients served	<b>A 46.</b> Customerly friendly frontline services								
		Perform supervisory activities	Monthly staff meetings	12	6	✓	✓	✓	✓	
			Coaching sessions	4	2	✓	✓	✓	✓	
			Virtual classrooms evaluation	4	4	✓	✓	✓	✓	
			Course syllabi evaluation	6	2	✓	✓	✓	✓	
			Personnel concerns	6	4	✓	✓	✓	✓	
			Orientation with graduate students	1	1	✓	✓	✓	✓	2nd Semester 2020-21
	<b>PI 3:</b> Additional Outputs	<b>A 47.</b> 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							
		<b>A 48.</b> 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:  <i>Publish in peer-reviewed journals</i>
	<b>Total Over-all Rating</b>	<del>24.90</del> <del>23.50</del>	<del>15.55</del>		<del>4.20</del>	4.43				
	<b>Average Rating</b>	<del>4.15</del> <del>3.92</del>	<del>3.89</del>		<del>4.92</del>	2.00				
	<b>Adjectival Rating</b>	<del>VS</del>	<del>VS</del>		<del>15.55</del>					

Evaluated & Rated by:

**MOISES NEIL V. SERIÑO**

Dean, CME

Date: 7/22/21

Approved by:

**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

Date: 8/5/21