

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **CHRISTOPHER R. GALGO, JR**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	35%	4.81	1.68
b. Students	35%	4.75	1.66
Total for Instruction	70%	4.56	3.34
2. Research	10%	4.71	0.47
3. Extension	15%	3.05	0.46
4. Administration	5%	4.50	0.23
TOTAL			4.50

EQUIVALENT NUMERICAL RATING: 4.50
Add: Additional Points, if any: --
TOTAL NUMERICAL RATING: 4.50

ADJECTIVAL RATING:

VERY SATISFACTORY

Prepared by:

Reviewed by:

**CHRISTOPHER R. GALGO, JR.**

Name of Faculty

**LILIAN B. NUÑEZ**

Department Head

Recommending Approval:


MOISES NEIL V. SERIÑO

Dean, CME

Approved:


BEATRIZ S. BELONIAS

Vice President- Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **CHRISTOPHER JR. GALGO**, a faculty member of the **INSTITUTE FOR STRATEGIC RESEARCH AND DEVELOPMENT STUDIES**, committed to the delivery of and agreed to be rated on the attainment of the following targets in accordance with the indicated measures for the period **JULY to DECEMBER 2021**.

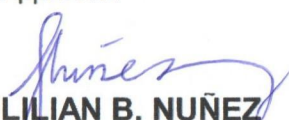


CHRISTOPHER JR. R. GALGO

Instructor I

Date: January 4, 2022

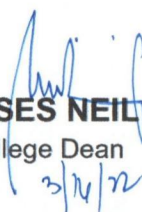
Approved:



LILIAN B. NUÑEZ

Department Head

Date:



MOISES NEIL V. SERINO

College Dean

Date: 2/4/22

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	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES									4.81	
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	4	2.67 (FTE)	5	5	5	5	LAMP/DSOC 299 (5 students), co-teach DSOC 252 (4 students - 2nd Sem and 2 students for 1st Sem), DSOC 224 (2), DSOC 221 (1)
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	0	4	5	5	5	5	Merano, Mary Grace Napoles , Montecanas, Reymund Ebacitas. Kristine and Sylvan's (2nd Sem) but their adviser is still Dr. Bulayog
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	0	0					Not qualified yet

		As GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	0	1	5	5	5	5	Kristines Suyom
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	8	14	5	5	5	5	Online consultations/ Simple queries mostly through email, messenger and google meet from students of DSOC 224, DSOC 221, LAMP 299 and students with INCs
	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	2	5	4	5	5	4.67	DSOC 252 updated with Maam Gina Delima and LAMP 299/DSOC 299 classroom also updated
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	5	4	5	5	4.67	Online ready coursewares were updated
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	8	20	5	5	5	5	Improved presentations and new supplemental materials were provided to students
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	8	12	4	5	5	4.67	Assessment tasks were improved based on feedback from the previous semester, new assessment tools were also developed for new courses assigned.
		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	0	0					Courses have been taught the previous semester
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	0	8	4	4	5	4.33	DSOC 224, DSOC 221, DSOC 252 (with Ms Gina Delima) DSOC/LAMP 299

	PI 10. Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Gradesheets	8	10	5	5	5	5.3	Gradesheets for DSOC 221, DSOC 224, DSOC 252 or first and second semester (midterm and finals), INC grades for DSOC 221 and 224
UMFO 2. HIGHER EDUCATION SERVICES									4.82	
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	10	14.55 FTE	5	5	5	5	ABMG (31 students), Econ 131 (20 students) , (Econ 198 (14), PR2 (24)
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	5	7	5	5	5	5	Entrep 11 (2 classes) and ABMg 105, Midterm Grades for ECON 131 and ECON 198.
		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	0	4	4	5	5	4.67	INC grades for Entr 11 and ABMg 105 students
		A12. Number of trainings attended related to instruction	Attend mandated trainings	5	8	5	5	5	5	(1) Science Direct Articles and Journals: Choosing the Right One - Elsevier (2) Gender, Climate, and Disaster Resilience: Challenges of Equity and Sustainability -NRC (3_ Sexual orientation and Gender Identity - DOST (4) EU Asean Dialogue on GreenTech and Innovation Mapping: Green Tech for Plastic Value Chain management Webinar Series (5) Seamo Partners Lecture Series on Teacher Training Solutions, 16th Asia Pacific Sociological Association Conference, BIDANI VirCONS; Mandanas Ruling and Its implication on LGU governance and budgeting, VSU Faculty On boarding

		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	4	4	5	5	4.67	Entrep and, ABMg 105 (Midterm Exam) x 116 students, Midterm exam for ECON 131, ECON 198
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab (Assessment tasks)	2	18	5	5	4	4.67	4 assessment Task for Entr11 , 5 assessment Task for ABMg 105 x 116 students, 8 quizzes for ECON 131 , 2 quiz for ECON 198
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	4	25	5	5	4	4.67	Presentation output for ABMg 105 , Final Exam for Entrep Class and ABMg 105 x 116 students, 5 Presentation output for ECON 131 , Research proposal of 14 students for ECON 198
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	0	0					
		A17. Number of students advised on thesis/ field practice/special problem:		0	0					
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	0	0					
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	0	0					
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	90	5	5	5	5	Online consultations/ Simple queries mostly through email, messenger and google meet from students
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USSO	0	0					
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	0	0					

	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	0	3	—	—	—	—	ABMg 105, ECON 131 and ECON 198
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	3	4	5	5	4.67	ABMg 105, ECON 131 and ECON 198
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	19	5	5	5	5	New powerpoint presentation and lecture video clips were developed for ABMg 105, ECON 131 and ECON 198 course
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	16	4	5	5	4.67	Presentation for ABMg 105 and final outputs, Quizzes and exams for ECON 131 and 198
		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	0	0					
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	0	3	4	5	5	4.67	ABMg 105, Econ 131 and Econ 198
	PI 11. Additional outputs	A 25. 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	5	18	—	—	—	—	PPP, Compliance and Supporting Docs for MSDevSoc AACUP Level II , Support for RQAT , (2) Notice of meetings for LAMP; (1) Supporting documents template, (4) PPP, (4) Compliance Reports, (2) Request Letters template, (2) Webpages for MSLAM and MLAM (2)

		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	0	0					
		A 26. Other outputs implementing the new normal due to covid 19	Output for other courses	1	8	5	5	5	5	(1) Final Exam for PR2 students (1) Grade Sheet for PR2 students (2) Assessment Tasks for PR2 students, 6 Modular assessment Tasks for 20 PR2 students
UMFO 3 . RESEARCH SERVICES									(4.71)	
	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	0	0	5	5	5	5	
	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	0	0					
	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-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	0	1	5	5	5	5	IJERD
		<i>In refereed int'l journals</i>		0	1	5	5	5	5	IJERD
		<i>In refereed nat'l/regional journals</i>		0	0					
	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	0	2	4	5	4	4.33	On going BMIS research

		<i>In int'l fora/conferences</i>		0	1	5	5	5	5	Philippine Sociological Society 2021 International Conference: Sociology of Vulnerabilities and Resistance
		<i>In nat'l/regional fora/conferences</i>		0	1	5	5	5	5	4th Colleges and Universities Public Service Conference,
	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	4	4	5	4.33	Accomplished : Research proposal on online pedagogy submitted the first half of the year but no progress on approval
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		0	0					
		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	0	0					
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0	0					
		A 35. Other outputs implementing the new normal due to Covid 19	Designs research related activities and other outputs to implement new normal	0	2	5	4	4	4.33	1 survey for research on BMIS , 1 survey for research on global visions of food with Maam Gina

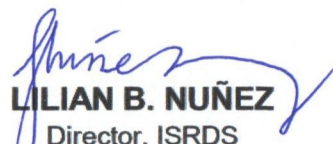
UMFO 4. EXTENSION SERVICES

	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	0	1	4	4	5	4.33	Existing linkages are maintained, regular consultations with BMIS coordinator are conducted, became a permanent alternative for the NRC project with Ormoc. Became a member of the COLLABDevproject as well, 3 consecutive meetings have been conducted for possible international project with prof. Francis wyffels of Ghent University
	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	50	0	1	1	1	1	No training has been implemented so far
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects	2	4	4	4	5	4.67	MAGPANGUAPA , BMIS, COLLABDev and LRLGU
	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	0.8	0	1	1	1	1	No training has been implemented
	PI 5. Number of technical/expert services	A 40. Number of technical/expert services as:	Provides the technical and expert services requested by beneficiaries	0	0					
		Research Mentor		0	1	5	5	5	5	Research mentor for the Ormoc's Proposal for PSF (November - December)
		Peer reviewers/ Panelists		0	1	5	5	5	5	Panelist in the Business Continuity Plan Presentation by Ormoc organized by National Resilienc Council last July 2021

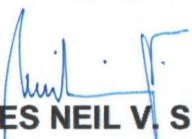
		Resource Persons		0	0					
		Convenor/Organizer		0	0					
		Consultant		0	0					
		Evaluator		0	0					
	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	1	1	5	5	5	5	Proposal for project Digimon submitted Dec 17, 2021
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		0	0					
		A 43. Other outputs implementing the new normal due to Covid 19	Designs extension related activities and other outputs to implement new normal	0	0					1 survey developed for the BMIS-BIDANI project.
UMFO 5. SUPPORT TO OPERATIONS									4.56	
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		Compliant	5	4	4	4.33	
		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	2	(2) Notice of meetings for LAMP; (4) PPP, (4) Compliance Reports, (2) Request Letters template, (2) Webpages for MSLAM and MLAM accreditation, RQAT	4	5	5	4.67	Served as LAMP coordinator and facilitated and initiated preparation and utilisation of accreditation tools, prepared PPPs, Compliance Reports, Request Letters and webpages for the MSLAM and MLAM accreditation, Area I in-charge for MSDevSoc Level II AACUP, Supported Bea during the LAM RQAT document preparations
		On program accreditation		1		4	5	5	4.67	LAM AACUP and RQAT Accreditation - Compliant

		On institutional accreditations								
UMFO 6. General Admin. & Support Services (GASS)									(5.0)	
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		compliant	5	5	5	5	compliant
	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	1	12	5	5	5	5	1 ISRDS website draft , 4 poster for voter registration countdown , 1 poster for ISRDS anniversary, 3 Tarpaulin for EDSA, Updated the brochures for the MSDevSoc and LAM and created admission guides, maintains and manages the Institute's Facebook page
						Comments and Recommendations for development purposes				
						Produce research outputs from existing data of res extension projects. (BIDANI & MAGPANGUAPA).				
	Total Over-all Rating	26.95								
	Average Rating	4.49								
	Adjectival Rating									


Evaluated & Rated by:


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

Recommending Approval:


MOISES NEIL V. SERIO
 Dean, CME
 Date: 3/14/22

Approved by:


BEATRIZ S. BELONIAS
 Vice President for Instruction
 Date: