

Exhibit J

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

Name of Faculty Member: **Maria Louella C. Tambis**

Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x%)	Equivalent Numerical
(1)	(2)	(3)	(2x3)
1.. Instruction			
a. Head/Dean (50%)			
b. Students (50%)			
Total for Instruction	15%	(On study leave Feb. 8.-July 13 2016)	-
2. Research ( <i>IPR Mgmt.</i> )	25%	4.3	1.075
3. Extension ( <i>Trainings/Seminars</i> )	25%	4.7	1.175
4. Administration ( <i>Admin. Services</i> )	35%	4.67	1.63
<b>TOTAL</b>	100%		3.88


EQUIVALENT NUMERICAL RATING: 3.88

Add: Additional Points, if any: \_\_\_\_\_


TOTAL NUMERICAL RATING: 3.88

ADJECTIVAL RATING: Very Satisfactory

Prepared by:

  
**MARIA LOUELLA C. TAMBIS**  
Name of Faculty

Reviewed by:

  
**OTHELLO B. CAPUNO**  
Vice President for RDE 8

Recommending Approval:

  
**REMBERTO A. PATINDOL**  
Chairman, PMT

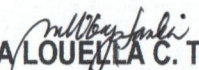
Approved:

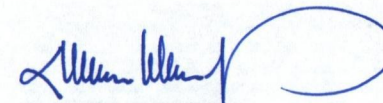
  
**EDGARDO E. TULIN**  
President

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, Technology Protection and Transfer Office/ITSO, 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 to June, 2016.

  
**MARIA LOUELLA C. TAMBIS**  
Instructor I  
Date: 07/28/16

  
**ALAN B. LORETO**  
Head of Unit/Office  
Date: 08/05/2016

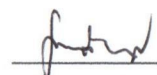
MFO No.	MFO Description	Success Indicator (SI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
UMFO 3. Research Services										
TPTO/ITSO MFO 1. Intellectual Property (IP) Management Services										
	PI 1: Number of VSU technologies applied for IP protection monitored and facilitated	Monitored the status of VSU IP applications in PhilPat Database and assisted researchers in drafting response letter to examination reports from IPOPHL	3	3	4.6	4.5	4.5	4.53	Pending IP applications: 2- patents, 1-utility model	
	PI 2: Number of VSU technologies and/ or creative works filed for protection (i.e patents, utility model, copyright, trademark)	Prepared the requirements in filing for IP protection and submit it to concerned agencies i.e IPOPHL, National Library etc.	2	2	4.5	4	4	4.17	New patent applications: Makapuno Biscotti and Vacuum Fried Fruit	
	PI 3: Number of VSU technologies identified for protection is disclosed	-Coordinated with concerned researchers to disclose their invention and submit invention disclosure form	-	-	-	-	-	-		



<b>PI 4:</b> Number of patent search conducted	Conducted patent/prior-art search	5	5	4.5	4.5	4.5	4.50	
<b>PI 5:</b> Number of VSU IP applications drafted and submitted for review and approval	Reviewed the patent specification and claims prepared by researcher/s and submitted to the immediate supervisor for comments and approval	2	2	4	4	4	4.00	
<b>PI 6:</b> Number of IP awareness trainings/ seminars facilitated and conducted	- Revised and submitted training proposal - Organized/facilitated the conduct IP related seminar/trainings	1	1	4.5	4.8	4.8	4.70	<i>Revised Training Proposal submitted to PCAARRD. To be conducted in Sept. 2016</i>
<b>TPTO MFO 2. Administrative and Facilitative Services</b>								
<b>PI 1:</b> Number of university committees/special meetings facilitated and conducted	- Facilitated/documented university committee meetings i.e IPR, publication incentive, etc.	3	3	4.8	4.8	4.8	4.80	
<b>PI 2:</b> Number of communications/reports/and other IP related documents signed and approved	- Drafted communication letters, memorandums, vouchers, annual reports	150	250	4.5	4.8	4.8	4.70	
<b>PI 3:</b> Number of reports/IP and research related data prepared and submitted to the requesting party	- Prepared and submitted IP related data needed by the requesting party	As requested	3	4.6	4.6	4.6	4.60	
<b>P1 5:</b> Number of faculty/researchers availed the VSU publication incentive	- Received/consolidated/prepared the List of Publication incentive (PI) applications for validation and approval of the Publication Incentive Committee -Organized the Awarding Ceremony for the Publication Incentive to VSU Faculty/Staff	45 (2015 publications)	_____ (applications received)	-	-	-	-	<i>Already conducted the Awarding Ceremony for the 2014 Publication Incentive on Feb. 2, 2016 @ PhilRootcrops Training Hall</i>
<b>P1 6:</b> Number of clients/beneficiaries who availed IP Services: - IP awareness seminar/training - patent search - patent drafting - technology transfer and licensing - Assistance and advice on IP management	Provided IP management assistance to clients (walk-in, phone calls, emails)	As requested	7	4.5	4.6	4.6	4.57	

	P1 7: Other tasked assigned by the immediate supervisor	Acted on request as facilitators or documentors on various university related activities/programs/projects and seminars	As requested	-	-	-	-	-	
Total Over-all Rating					36.0	35.8	35.8	35.87	
Average Rating					4.50	4.48	4.48	4.48	
Adjectival Rating					Very Satisfactory				

Received by:



Planning Officer

Date: \_\_\_\_\_

Calibrated by:



**REMBERTO A. PATINDOL**

Chairman, PMT

Date: \_\_\_\_\_

Recommending Approval:

**OTHELLO B. CAPUNO**

Vice Pres. For Research and Extension

Date: \_\_\_\_\_

Approved:

**EDGARDO E. TULIN**

President

Date: \_\_\_\_\_