

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

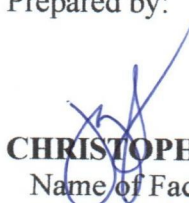
Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)			
b. Students		(No TPES conducted due to COVID)	
Total for Instruction	50%	4.74	2.37
2. Research	40%	4.33	1.73
3. Extension	5%	3.44	.17
4. Administration	5%	4.55	.22
TOTAL			4.49

EQUIVALENT NUMERICAL RATING: 4.49
Add: Additional Points, if any: --
TOTAL NUMERICAL RATING: 4.49

ADJECTIVAL RATING: **VERY SATISFACTORY**

Prepared by:

Reviewed by:

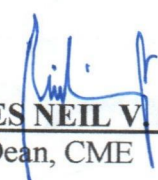


CHRISTOPHER R. GALGO
Name of Faculty



LILIAN B. NUÑEZ
Department Head

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, CHRISTOPHER JR. GALGO, a faculty member of the INSTITUTE FOR STRATEGIC RESEARCH AND DEVELOPMENT STUDIES commit to the deliver and agree to be attainment of the following targets in accordance with the indicated measures for the period JULY- DECEMBER.


CHRISTOPHER JR. R. GALGO
 Instructor I
 Date: December 18, 2020

Approved: 
LILIAN B. NUNEZ
 Department Head
 Date:


MOISES NEIL V. SERINO
 College Dean
 Date: 12/21

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										
OVPI MFO 2. Graduate Student Management Services									4.75	
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	4	4	5	5	5	5	DSOC 224 (2nd and 1st Semester), DSOC 252, DSOC 221
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	0	0					
		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					
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	0	0					
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	6	7	5	5	5	5	Online consultations/ Simple queries mostly through email, messenger and google meet from students of DSOC 224,

	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	2	4	5	5	4.67	DSOC 224 and 221 coursewares
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	2					Online ready coursewares are being prepared for the following subjects: DSOC 221, DSOC 224
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	8	16	5	5	5	5	Reading assignments : DSOC 224 (4) DSOC 221 (4) Powerpoint presentations: DSOC 221 (4) DSOC 224 (4) Video clips showed: DSOC 221 (2)
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	6	5	5	5	5	Assessment Task: DSOC 224 (2) DSOC 221 (2) Midterm Exams conducted: DSOC 224 and DSOC 221
		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	2	2	4	4	4	4	The evaluator has been invited to 2 Moodle platforms for DSOC 224 and 221 course
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	2	2	4	4	5	4.33	2Virtual classrooms (DSOC 224 and 221) have been prepared and maintained and will be improved
	PI 10. Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Typesets modules of ISRDS faculty	2	12	5	5	5	5	Reviewed and typeset ISRDS faculty modules for courses offered to MSDevsoc students : DSOC 224 (6) and 221 (6) instructional module
UMFO 2. HIGHER EDUCATION SERVICES									4.72	
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	3	5	5	5	5	Entr11 (2 sections) and PR2 course
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	2	4	5	5	4.67	DSOC 252 and 224 gradesheets submitted to the registrar for the 2nd semester
		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	0					

		A12. Number of trainings attended related to instruction	Attend mandated trainings	5	5	5	5	5	5	Webinar for Integration of Training activities - august 4th, 2020 ; Webinar on using discord as a class communication tool - October 12,2020 ; Faculty onboarding program on workplace,august 10-12,2020 ; VSU Moodle Batch Virtual Classroom Training - July 15-17, 2020 ; Webinar on TOS and Test Item Analysis - November 12, 2020
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	3	4	5	5	4.67	Midterm Exams conducted to 2 Entr11 courses and PR2 course
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab (Assessment tasks)	2	12	5	5	5	5	3 asesment tasks x 2 (Entr 11) , 6 asesment tasks (PR2)
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	20	24	5	5	5	5	Currently checking assessment tasks and midterm exams for 2 Entr11 courses and PR2 course . DSOC 224 assessment (9) and exams (3 students) corrected : DSOC 221 exams checked (5)
	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	20	4	5	5	4.67	Online consultations/ Simple queries mostly through email, messenger and google meet from students of Entr 11 and PR2 course

	PI 9: Number of student organizations advised/assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	0	0					
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student	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	2	4	4	4	4	Online courseware for PR2 and Entr11 courses
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	5	4	5	5	4.67	5 Modules for the PR2 learning guide
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	9	5	5	5	5	Video clips (2) and Reading assignment (1)- Entr 11 courses. Powerpoint (6)
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		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							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	2	4	5	5	4.67	Entr 11 and PR2
	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	0	5					Request letters for documents for the LAMP Phase 1 AACUP accreditation
		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	Typeset modules developed by the institute's faculty	4	14	5	5	5	5	Reviewed and typeset ISRDS faculty modules : DIASS Modules (4) SOCIO 11 (5) PR2 (5)
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 *	0	0				4.33	
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed 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	0	0					
		<i>In refereed int'l journals</i>	0	0					
		<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 *	0	1	4	4	5	4.33	Barangay Management Information Systems (BMIS) for Dynamic Crisis Response in the Philippines: Lessons from the COVID-19 Pandemic, Poster for 2nd IPOVCON 2020
		<i>In int'l fora/conferences</i>	0	1	4	4	5	4.33	Barangay Management Information Systems (BMIS) for Dynamic Crisis Response in the Philippines: Lessons from the COVID-19 Pandemic, Poster for 2nd IPOVCON 2020
		<i>In nat'l/regional fora/conferences</i>	0	0					
	PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	0	0					

	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by		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	0						
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	4	4	4	4	4		COVID-19 affected extension services operation, the transition to the new normal also sought the instructor's time thereby affecting
	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	0	0						
	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	Implements duly approved extension projects	0	0						
	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	0						
	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	0	0						

	Research Mentoring	Research Mentor		0	0					
	Peer reviewers/Panelists	Peer reviewers/Panelists		0	0					
	Resource Persons	Resource Persons		0	0					
	Convenor/Organizer	Convenor/Organizer		0	0					
	Consultancy	Consultant		0						
	Evaluator	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	0	4	3	3	3/33	COVID-19 affected extension services operation, the transition to the new
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *		0						
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	1	0	3	3	3	3	COVID-19 affected extension services operation, the
UMFO 5. SUPPORT TO OPERATIONS										
OVPI MFO 4. Program and Institutional Accreditation Services									4.78	
	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		zero non-conformity	5	5	5	5	
		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		100% compliant	5	5	5	5	

Digital marketing proposal/
Harmonizing projects

		On program accreditations							
		On institutional accreditations							
UMFO 6. General Admin. & Support Services								4.33	
PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero non-conformity					
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	0	1	5	4	4	4.33	Currently working on updating the ISRDS website
Total Over-all Rating				26.35					
Average Rating (Total Over-all rating divided by 4)				4.39	Comments & Recommendations for				
Additional Points:					for Development Purpose:				
Approved Additional points (with copy of approval)					<i>He produces quality outputs in instruction-related tasks. However, the demands of instruction left very little time for R&E.</i>				
FINAL RATING				4.39					
ADJECTIVAL RATING				VS					

Evaluated & Rated by:

Lilian B. Nunez
LILIAN B. NUNEZ
 Director

Date: *Jan. 22, 2021*

Recommending Approval

Moises Neil V. Serino
MOISES NEIL V. SERINO
 Dean, CME

Date: *2/10/21*

Approved by:

Beatriz S. Belonias
BEATRIZ S. BELONIAS
 Vice President for Academic Affairs
 Date: *2/10/21*