

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: Maria Aurora Teresita W. Tabada


Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	12.5%	4.405	0.551
b. Students	12.5%	5.0	0.622
Total for Instruction	25%	4.69	1.173
2. Research	17.5%	2	0.35
3. Extension	17.5%	5.0	0.875
4. Support/Administration	40%	4.22	1.688
	-	-	-
TOTAL			4.089

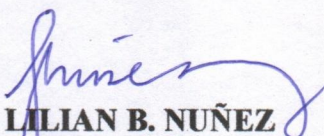
EQUIVALENT NUMERICAL RATING: 4.089
Add: Additional Points, if any: -
TOTAL NUMERICAL RATING: 4.089

ADJECTIVAL RATING: **VERY SATISFACTORY**

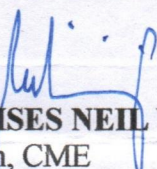
Prepared by:

Reviewed by:

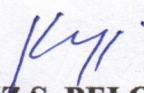

MARIA AURORA T.W. TABADA
Name of Faculty


LILIAN B. NUÑEZ
Department Head

Recommending Approval:


MOISES NEIL V. SERIÑO
Dean, CME

Approved:



BEATRIZ S. BELONIAS
Vice President for Academic Affairs

"Exhibit B"

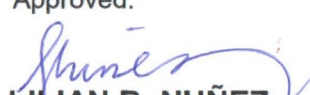
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)


I, **MARIA AURORA TW TABADA**, Head, Gender Resource Center and Faculty member, Institute for Strategic Research and Development Studies, commit to the deliver and agree to to be rated on the attainment of the following targets in accordance with the indicated measures for the period JANUARY - DECEMBER 2022.


Prepared:


MARIA AURORA TW TABADA
 Associate Professor IV & Head, GRC
 Date 7/8/22

Approved:


LILIAN B. NUÑEZ
 Director, ISRDS
 Date 7/8/22


MOISES NEIL V. SERIÑO
 Dean, CME
 Date 7/12/22


ALLEN GLENNIE P. LAMBERT
 Executive Secretary, OP
 Date 7/13/22

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
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	1.2	1	5	5	5	5	DSOC 206, LAMP 231
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	6	4	4.5	4.5	4.5	4.5	Canta, Estomata, Jadina, Lor
		A3. Number of students advised on thesis/special problem/dissertation								

4.41

		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	5	2	4	4	4	4	Alegria, Jadina
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	1	5	5	5	5	Canta
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	6	6	5	5	5	5	Canta, Estomata, Jadina, Lor, Alegre, Hipe
	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							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	6	3	5	5	5	5	(3) video documentaries
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	21	5	5	5	5	(2) Midterm exams (2) final exam (1) case presentation (1) case study (15) essays
		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							

		<i>A 7 : Number of virtual classroom created and operational</i>	<i>Creates virtual classroom using either Moddle or Google Classroom</i>							
	PI 10 . Additional outputs:	<i>A 8. Other outputs implementing the new normal due to covid 19</i>	<i>Designs experiential learning activities and other outputs to implement new normal</i>							
UMFO 2. HIGHER EDUCATION SERVICES										4.0
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	<i>Handles and teaches courses assigned</i>							
		A10 . Number of grade sheets submitted within prescribed period	<i>Prepares gradesheet and submits on or before deadline</i>							
		A 11 . Number of INC forms with grade submitted within prescribed period	<i>Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period</i>							
		A12 . Number of trainings attended related to instruction	<i>Attend mandated trainings</i>							
		A13 . Number of long examinations administered and checked	<i>Administers and checks long examination for subjects taught</i>							
		A14 . Number of quizzes administered and checked	<i>Prepares and checks quizzes for lec and lab</i>							
		A15 . Number of lab reports and term papers checked and graded	<i>Checks lab reports and term papers submitted as required</i>							
	PI 8: Number of students advised: *	A16. Number of students advised:	<i>Acts as academic advisor to students</i>							

		A17 . 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							
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades		3	4	4	4	4	Dev Com majors requesting review of the instrument class project
	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	Advises student organizations recognized by USOO							
		A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student							
	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							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught							

		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							
	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							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
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	1	0.5	3	3	3	3	2.0 GCDR

	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	0.5	3	3	3	3	GCDR
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (%) *	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							
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>		1		1	1	1	1	
	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 fora/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>		1		1	1	1	1	
	PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	100%						
	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							

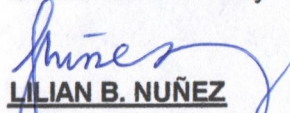
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
UMFO 4. EXTENSION SERVICES										(50)
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result 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	2	✓	✓	✓	✓	Board of Investments - National Copper Technical Working Group (member) Leyte Center for Development, Inc.
	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 the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects	1	1	✓	✓	✓	✓	Leadership for Resilient LGU
	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 (Newsletter editor)			2	✓	✓	✓	✓	International Sociological Association Research Committee 46 newsletter (Jan-Mar 2022 and June - Aug 2022)
	Resource Persons	Resource Persons		2	6	✓	✓	✓	✓	a) Webinar on Gender Analysis for VSU Researchers on 18 Mar 2022; b) USSC Women Empowerment Seminar on 19 March 2022 via zoom; c) Faculty on-boarding on 7 Feb; d) Student on-boarding on 21 Feb; e) Assembly of Gender and Development Focal Point Systems of HEIs in Region VIII; f) Launch of the Natural Resource governance Corner in the USJ-R Library on 1 Apr 2022
	Convenor/Organizer	Convenor/Organizer		1	1	✓	✓	✓	✓	Webinar on Gender Analysis for VSU Researchers on 18 Mar 2022
	Consultancy	Consultant								
	Evaluator	Evaluator		2	5	✓	✓	✓	✓	Proposals for submission to DBM
	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								
UMFO 5. SUPPORT TO OPERATIONS											
	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	zero non-conformity							
		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								
		On program accreditations									
		On institutional accreditations									
UMFO 6. General Admin. & Support Services (GASS)										4.22	
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients								
		Functional GRC	BOR-approved University GAD Agenda	1	0.75	5	5	5	5	GAD Agenda Strategic Framework (Part I) completed; Workshop 2 & 3 conducted	
			Planning and consultations workshop organized on the formulation of GAD Agenda	1	2	5	5	5	5	Workshops 2 & 3 held on 31 Mar and 28-29 June 2022	
			BOR-approved GRC institutionalization plan	1	0.5	4	4	4	4	1st draft completed; for review/ presentation	
			Revised/updated GRC Operations Manual (draft)	1		1	1	1	1		
			Implementation of activities in the GPB	90%	63%	5	5	5	5	42/67 targets in the GPB 2022	

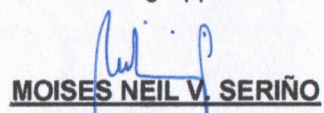
			Technical assistance provided		2	5	5	5	5	Trainings conducted: 1) Gender Sensitivity & Audit Training for DepED Borongan City Division on 28-29 Apr; 2) Climate Change Commission on 21-23 June
			GAD database established	1	0.3	4	4	4	4	Review of possible GAD databases and policies
		Functional ASHU	BOR-approved Anti-Sexual Harassment Rules and Regulations	1	0.2	4	4	4	4	Revision Comm unable to proceed; waiting for the final copy of the revised CHED rules on handling of SH cases
			SH cases resolved	100%	60%	5	5	5	5	Ongoing preliminary investigation for Complaint 2022-01; minutes prepared
		Other responsibilities								Drafted final committee report/ recommendation for Admin Case #044
	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 and Recommendations for Development Purposes
	Total Over-all Rating	20.035								Finish Ph.D. studies.
	Average Rating	4.01								
	Adjectival Rating	VS								

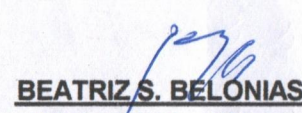
Evaluated & Rated by:


LILIAN B. NUÑEZ
 Director, ISRDS
 Date 7/8/2022

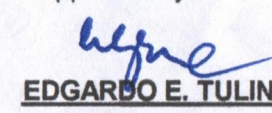
Recommending Approval:


ALLEN GLENNIE P. LAMBERT
 Executive Secretary, OP
 Date 7/13/22


MOISES NEIL V. SERIO
 Dean, CME
 Date 7/12/22


BEATRIZ S. BELONIAS
 VP-Academic Affairs
 Date _____

Approved by:


EDGARDO E. TULIN
 President
 Date _____

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MARIA AURORA TERESITA W. TABADA

Performance Rating: _____

Aim: To publish one article

Proposed Interventions to Improve Performance:

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

First Step:

Review notes and available materials

Result:

Topic, title and outline

Date: August 16, 2022 Target Date: October 31, 2022

Next Step:

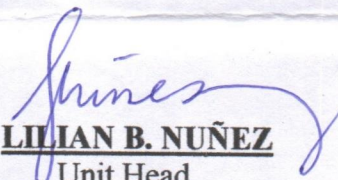
Write the draft and

Outcome: Draft article ready for submission to publisher

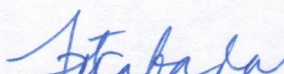
Final Step/Recommendation:

Submit article for publication

Prepared by:


LILIAN B. NUÑEZ
Unit Head

Conforme:


MARIA AURORA TERESITA W. TABADA
Name of Ratee Faculty/Staff