

EMPLOYEE DEVELOPMENT PLAN
JULY – DECEMBER 2017

Name of Employee: **MARIA AURORA TERESITA W. TABADA**
Performance Rating: **OUTSTANDING**

Aim: Enhanced capacity in establishing networks for gender mainstreaming in the ASEAN

Proposed Interventions to Improve Performance:

Date: July 1, 2017 Target Date: July 15, 2017

First Step:

Represent VSU in the meetings for the creation of the CHED –SUC GAD Consortium for the Conference on Gender Mainstreaming in Higher Education in ASEAN

Result:

Study Visit to Indonesia with two SUC partners – SLSU and PIT

Date: July 16, 2017 Target Date: November 30, 2017

Next Step:

Writing of study visit report for submission to CHED; prepared VSU presentation during the conference

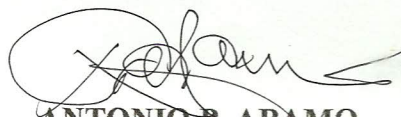
Outcome: Facilitator in the Conference on Gender Mainstreaming in HEIs in ASEAN and the 5th Higher Education Summit on Gender Issues; informal discussions on possible research collaboration between Universitas Indonesia (Jakarta), Universitas Satya Wacana (Semarang) and VSU

Final Step/Recommendation:

Disseminate results of the Conference to GFPS members during the gender mainstreaming training in the last quarter of 2017

Invite Indonesian delegates from five universities who attended the ASEAN conference to the AACU Conference (GAD session) in October 2018

Prepared by:


ANTONIO P. ABAMO
Dean, CME

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTION

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 (50%)		4.88	2.44	
b. Students (50%)		5.00	2.50	
TOTAL for Instruction	20%	9.88	4.94	0.99
2. Research	25%		4.92	1.23
3. Extension	25%		4.83	1.21
4. Administration	30%		5.00	1.50
TOTAL	100%		19.69	4.93

EQUIVALENT NUMERICAL RATING:

OUTSTANDING


Add: Additional Points, if any:


TOTAL NUMERICAL RATING:

4.93


Prepared by:

Reviewed
by:


MARIA AURORA TW. TABADA
Name of Faculty


ANTONIO P. ABAMO
Dean

Approved:


EDGARDO E. TULIN
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MARIA AURORA TW. TABADA** of the INSTITUTE FOR STRATEGIC RESEARCH AND DEVELOPMENT STUDIES commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **JULY - DECEMBER 2017**.


MARIA AURORA TERESITA W. TABADA
 Ratee


ANTONIO P. ABAMO
 Head of Unit

MFO No.	MFO Description	Success/ Performance Indicator (PI)	Tasks Assigned	Target	Actual Accomplishments		Rating				Remarks
					% Accom- plishment as of Dec 2017	Details of Accom- plishments	Quality	Efficiency	Timeliness	Average	
MFO No. 1	Advanced Education Services	PI 1. Number of FTE implemented	Teach graduate courses in Dev Socio	2	162.50	3.25	5	5	5	5	DSoc 205 DSoc 241
		PI 3. Number of students advised	Thesis advising	1	100.00	1	5	4	5	4.667	DSoc 300 Adviser: MaLinao, Lieza Member: Grace Ann Enriquez
		PI 4. Number of OBE-compliant IMs revised/developed		1	50.00	0.5	5	5	5	5	DSoc 241 (for approval)
AVERAGE							5.00	4.6667	5.00	4.889	
MFO 3	RESEARCH SERVICES	PI 1. Number of publications	Writer	1	50.00	0.5	5	4	5	4.667	Article already reviewed by Editorial Board but requires revisions

		PI 2. Number of research outputs presented in regional/national/international fora	Presentor	3	133.33	4	5	5	5	5	1) Forum on Conflict on Natural Resource Management and Utilization "Extracting Value: MSGs, Transparency and Sustainable Development" on Nov 7 @ VSU; 2) NIA Convergence Meeting "Addressing the Problems, Issues, and Concerns on SAG Extraction in the Province of Leyte on Sep 8 @ NIA 8; 3) Joint PH-EITI & BK CSO Engagement "Addressing the Problems, Issues, and Concerns on SAG Extraction in the Province of Leyte on Sep 8 Madarin Oriental, Palo; 4) UP Symposium on Gender Politics in our Time "The Experience of Women in Mainstreaming Gender in the University" on Sep 7 @ UPCWS, Diliman
		PI 3. Number of research projects conducted and/or completed on schedule	Project Leader	2	150.00	3	5	5	5	5	1) Scoping Study on Non-Metallic Aggregates (Sand and Gravel Quarrying) in the Leyte Islands, 2) GAD in Support to VSU RDE Programs 3) Data Collection for Impact, Diffusion and Scaling-up of Comprehensive Land Use Plan (Phase 2)
		PI 4. Number of research reports submitted	Project Leader	2	100.00	2	5	5	5	5	
		PI 5. Percent of research proposals approved	Project Leader	1	100.00	1	5	5	4	4.667	1) Scoping Study on Non-Metallic Aggregates (Sand and Gravel Quarrying) in the Leyte Islands (revised proposal for 2018)...
		PI 6. Amount of research money generated from external funding (Thousand PHP)	Project Leader	250000	317.05	792617.29	5	5	5	5	Deval (Php792,617.29)
		PI 7. Amount of research money generated from institutional funding (Thousand PHP)	Project Leader	100000	650.00	650000	5	5	5	5	1) Scoping Study on Non-Metallic Aggregates (Sand and Gravel Quarrying) in the Leyte Islands, 2) GAD in Support to VSU RDE Programs

		PI 8. Additional outputs: a) Number of linkages Forged	Project Leader/ Coordinator	2	300.00	6	5	5	5	5	1) Deval, Germany; 2) Bantay Kita-Publish What You Pay Philippines, Inc.; 3) PH-EITI; 4) National Gender Resource Pool of the PCW (NGRP); 5) Universitas Indonesia-Jakarta; 6) Universitas Sa Wacana-Semarang
AVERAGE							5.00	4.875	4.875	4.92	
MFO 4	EXTENSION SERVICES	PI 5. Number of technical/ experts services	Resource Persons/ Facilitator/ Reactor	3	166.67	5	5	5	4	4.667	1) Conference on Gender Mainstreaming in Higher Education in ASEAN Facilitator for the Panel on Research & Publication On Nov 27-28 @ Sofitel; 2) Reactor during Launch of the 2017 Resource Governance Index on July 12 @ Hotel Mulia, Jakarta; 3) Resource Person for Seminar on Gender Sensitivity and the Use of Gender-fair Language at the National Maritime Polytechnic on Oct 27; 4) RDE Workshop on Gender Mainstreaming on July 21 @ VSU; 5) Strategic Planning Workshop for the Site of Struggle Visayas on Aug 16 @ Tacloban;
		PI 6. Number of extension programs conducted and/or completed on schedule	Project Leader	1	100.00	1	5	5	5	5	BIDANI
AVERAGE							5.00	5.00	4.5	4.833	
MFO 5	SUPPORT TO ORGANIZATIONS	PI 1. Number of seminars/ trainings/conventions/ fora/ workshops coordinated for entire university	Committee Chair	2	150.00	3	5	5	5	5	1. Conference on Industry-Academe-LGU Partnership on August 9, 2017 at CCE, VSU; 2) CHED-SUCs WORKING GROUP COUNTRY VISIT I PREPARATION FOR THE ASEAN CONFERENCE ON GENDER MAINSTREAMING IN HIGHER EDUCATION from July 11-15 @ Jakarta, Indonesia;
		PI 1. Number of degree programs which passed accreditation/ evaluation at least Level 1		1	100.00	1	5	5	5	5	Passed PSV; Ongoing preparation for the Level I AACCUP Evaluation for MS Development Sociol Over-all Coordinator & Coordinator for Curriculum Area

[illegible]


Approved Additional points (with copy of approval)											
FINAL RATING							4.97	4.89	4.84	4.91	
ADJECTIVAL RATING							OUTSTANDING				


Received by:

Calibrated by:

Recommending Approval:

Approved by:


REMBERTO A. PATINDOL
 Chairman, PMT


BEATRIZ S. BELONIAS
 Vice President for Instruction


EDGARDO E. TULIN
 President

Date:

Date

Date

Date