

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			
c. Head/Dean (50%)		4.57x50%= 2.29	
d. Students (50%)		4.5x50% = 2.25	
Total for Instruction	25%	4.54	1.13
2. Research	17.5%	3.73	0.65
3. Extension	17.5%	5.0	0.88
4. Administration	40%	5.0	2.0
5. Production	N/A	N/A	N/A
TOTAL			4.66

EQUIVALENT NUMERICAL RATING: 4.66
 Add: Additional Points, if any: N/A
 TOTAL NUMERICAL RATING: 4.66

ADJECTIVAL RATING: Outstanding

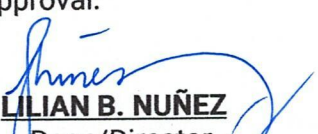
Prepared by:


MARIA AURORA TERESITA W. TABADA
 Name of Faculty


Reviewed by:


LILIAN B. NUÑEZ
 Department Head

Recommending Approval:



LILIAN B. NUÑEZ
 Dean/Director

Approved:



ROTACIO S. GRAVOSO
 Vice President for Academic Affairs

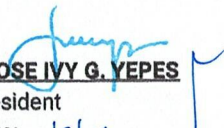
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

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 be rated on the attainment of the following targets in accordance with the indicated measures for the period **JANUARY - JUNE 2024**.


MARIA AURORA TERESITA W. TABADA
 Associate Professor IV & Head, GRC
 Date: **7-31-24**

Approved:


LILIAN B. NUÑEZ
 Director & Dean
 Date: **7-31-24**


PROSE IVY G. YEPES
 President
 Date: **9/6/24**

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										4.57
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	1.2	3.00	5	5	5	5.00	DSOC 205 = 7 students DSOC 206 = 5 students
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	1	0	2	2	2	2.00	
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	2	5	5	5	5.00	Marianne U. dela Pena Letty Jean C Lor
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	5	8	5	5	5	5.00	Bajo/Lina/Manacpo/Taripe/Tripoli/ Caparas/Canezo/Goles
	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	13	5	5	5	5.00	for DSOC 205 & 206: webinars (4), video (3), readings (6)
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	17	5	5	5	5.00	for DSOC 205 & 206: assignments (5), discussion papers (6), midterm exam (2), final exam (2), theoretical paper (2)
		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							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	2	5	5	5	5.00	DSOC 205 DSOC 206
	PI 10. Additional outputs:	<u>A 8. Other outputs implementing the new normal due to covid 19</u>	Designs experiential learning activities and other outputs to implement new normal							
UMFO 2. HIGHER EDUCATION SERVICES										
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							
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline							
		A11. 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							
		A12. Number of trainings attended related to instruction	Attend mandated trainings							
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught							

		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab								
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required								
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students								
		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								
	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 related activities								
	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 Moodle 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										3.73
	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	3	5	5	5	5.00	1) GAD Studies 2) Collaboration Research for CCARPH 3) Land Valuation/Appraisal, Surveying, and Assessment of LEIZ-Core Merida Areas
	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	1	2	5	5	4	4.67	1) Collaboration Research for CCARPH 2) Land Valuation/Appraisal, Surveying, and Assessment of LEIZ-Core Merida Areas
	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</i>		1		3	3	3	3.00	
	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							
		<i>In int'l fora/conferences</i>		1		3	3	3	3	
		<i>In nat'l/regional fora/conferences</i>		1		3	3	3	3	

	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							
	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										5.00
	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	3	5	5	5	5	
	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	5	5	5	5	RLGU
	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							
	<i>Research Mentoring</i>	<i>Research Mentor</i>								

	Peer reviewers/ Panelists	Peer reviewers/ Panelists	Serve as panelist		2	5	5	5	5	1) Technologies for Anticipatory Action: Innovations for Climate and Disaster Resilience Exhibit and Conference on February 28-March 1, 2024 2) Lessons from Locally-led Climate Adaptation Initiatives in the Asia-Pacific on June 7, 2024 (zoom webinar)
	Resource Persons	Resource Persons		3	13	5	5	5	5	1) Webinar Series on Women's Economic Empowerment No. 19 - PCW & UPPAF on June 24, 2024 (ZOOM) 2) JPES Visayas Regional Convention - JPES on March 23, 2024 @ EVSU 5) GST for Faculty & Staff - Feb 21, 2024 @ VSU Tolosa 6) GST for Admin Staff - April 12, 2024 @ VSU Main 9) GAD & ASH Orientation - CVM (2)/IHK/ HORTI/ CAS/CET/DES/Econ/ROTC (prepared
	Convenor/Organizer	Convenor/Organizer		1	2	5	5	5	5	1) "Seminar-Workshop on Enhancing the Gender and Society Curriculum" March 20, 2024 @ ISRDS 2) Women Inspiring Women Forum on March 22, 2024 @ RDE Hall
	Consultancy	Consultant								
	Evaluator	Evaluator			3	5	5	5	5	CY 2024 RDE In-House Review 1) Climate Change, DRRM and Resilience session (Member) 2) GAD session (Chair) 3) Local Governance session (Chair)
	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 (extn. 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									5.00
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							
	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								
	Functional GRC	BOR-approved University GAD Agenda	1	0.5	5	5	5	5	Part I. GAD Strategic Framework; needs to be realigned with results of latest Strat Planning Workshop and Part II. GAD Strategic Plan to be finalized
		BOR-approved GRC institutionalization plan	1	0.5	5	5	5	5	Draft guidelines
		Implementation of activities in the GPB	90%	77.14%	5	5	5	5	27/35 targets (direct responsibility)
		GAD database established	1	0.5	5	5	5	5	Draft guidelines
		Technical assistance provided	2	4	5	5	5	5	1) Gender-Based Effectiveness Skills Training (GBEST) on Gender Mainstreaming on May 15, 2024 @ ATI 2) GAD Month Celebration - PCC VSU March 26, 2024 3) PCW GAD Webinar 4: HGDG on June 25, 2024 (via zoom) 4) GAD Orientation for Guadalupe Consumers Coop Officers on February 25, 2024 @ ISRDS

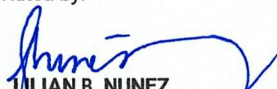
		Functional ASHU	BOR-approved Anti-Sexual Harassment Rules and Regulations	1	1	5	5	5	5	Finalized the draft for SolGen review; submitted March 9, 2024; for consultations
			SH complainants assisted	90%	100%	5	5	5	5	(1) New case
UMFO 6. General Admin. & Support Services (GASS)										5.00
	PI2. Zero percent complaint from clients served	A46. Customerly friendly frontline services	Provides customer friendly frontline services to clients							
		A47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *								
		A48. Other outputs implementing the new normal due to Covid 19	Initiates/introduces improvements in performing functions resulting to best practice							
			Designs administration/ management related activities and other outputs to implement new normal							
	PI3: Additional Outputs				1	5	5	5	5	2022 Scientific Publication award for articles (VSU Journal)
		Pleasures beyond 60 program for employees who are SC as part of VSU 100th anniversary			1	5	5	5	5	
		Article on VSU GAD journey for VSU Coffee table book			1	5	5	5	5	
Total Over-all Rating			23.30							

Average Rating (Total Over-all rating divided by 4)	4.66	
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING	4.66	
ADJECTIVAL RATING	Outstanding	

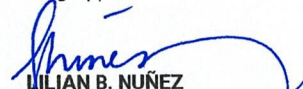
Comments & Recommendations for Development Purposes:

You have been working so hard. Make use of your sabbatical leave for rest and recreation.


Evaluated & Rated by:



LILIAN B. NUNEZ
 Director, ISRDS
 Date: 7-31-24

Recommending Approval


LILIAN B. NUNEZ
 Dean, CME
 Date: 7-31-24

Approved by:


ROTACIO S. GRAVOSO
 Vice President, Academic Affairs
 Date: 08/12/24


PROSE IVY G. YEPES
 President
 Date: 9/6/24



TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: TABADA, MARIA AURORA TERESITA W.

Department: Institute of Strategic Research and Devt. Studies

College: College of Management and Economics

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
DSOC205	SOCIOLOGICAL THEORY	LEC	5.00	Outstanding	100.0%
Scio 11	GENDER AND SOCIETY	LEC	4.00	Very Satisfactory	80.0%
Average Rating			4.50	Outstanding	90.00%

Source: Results of Teaching Performance Evaluation by Students filed at ODIE

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory (S)

3.50 – 4.49 Very Satisfactory (VS)

4.50 – 5.00 Outstanding (O)

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: April 18, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: April 18, 2024

Received by:

TABADA, MARIA AURORA TERESITA W.

Name and Signature of Faculty

Date: 4/18/24

Distribution of copies: ODIE, College, Department, Faculty

PERFORMANCE MONITORING FORM
JANUARY – JUNE 2024

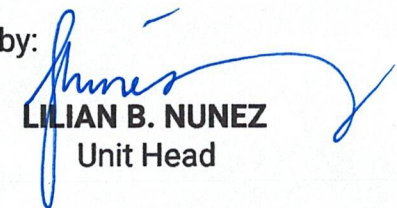
Name of Employee: **MARIA AURORA TERESITA W. TABADA**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Teach graduate courses	2 courses	Jan-June	Jan-May	May 2024	Impressive	Outstanding	
2	Submit final grade sheets	2 courses	May 20-24	June 3-9	June 9-10	Very impressive	Outstanding	
3	Implement research projects	2 projects	Based on work plan	Based on work plan	Based on work plan	Needs improvement	Satisfactory	Allot more time for GAD research project.
4	Implement extension project	1 project	Every end of the quarter	1 week after end of quarter	1 week after end of quarter	Impressive	Very satisfactory	Team effort
5	Submit R&E project quarterly reports	3 project reports per quarter	Every end of quarter	1 week after end of quarter	1 week after end of quarter	Impressive	Very satisfactory	Team effort
6	Package documents for Level 2 AACCUP accreditation of LAM programs	Area 5: Compliance Report, PPP, Supporting Docs	Jan-June	July 5	July 5.	Impressive	Very satisfactory	
7	Perform functions as head of Graduate Research Center	Based on work plan				Very impressive	Outstanding	Holds much passion for GRC mandates

* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:


LILIAN B. NUNEZ
Unit Head