

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **GINA A. DELIMA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	35%	4.76	1.65
b. Students	35%	4.67	1.63
Total for Instruction	70%	4.43	3.28
2. Research	10%	4.67	0.46
3. Extension	15%	4.04	0.60
4. Administration	5%	4.61	0.23
TOTAL			4.57


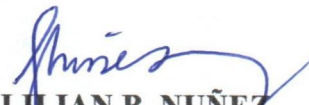
EQUIVALENT NUMERICAL RATING: 4.57

Add: Additional Points, if any: --


TOTAL NUMERICAL RATING: 4.57ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:


Reviewed by:


GINA A. DELIMA
Name of Faculty
LILIAN B. NUÑEZ
Department Head

Recommending Approval:


MOISES NEIL V. SERIÑO
Dean, CME

Approved:

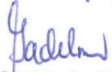

BEATRIZ S. BELONIAS
Vice President- Academic Affairs


"Exhibit B"

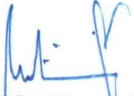
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, GINA A. DELIMA, a faculty member of the INSTITUTE FOR STRATEGIC RESEARCH & 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 TO DECEMBER 2021.

Approved:


GINA A. DELIMA
 Instructor II
 Date: Jan 7, 2022


LILIAN B. NUÑEZ
 Department Head
 Date:


MOISES NEIL V. SERIÑO
 College Dean
 Date: 3/14/22

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 denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										4.83
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles the ff courses: (1) 2nd Sem SY 2020-2021 (Jan-June); (2) 1st sem SY 2021-2022 (July - Dec 2021)	2	3	5	5	5	5	DSOC 252, DSOC 247, DSOC 244
	PI 8: Number of graduate students advised *	A2. Number of students advised		1	2	4	5	5	4.67	Caroline Amante, Internship (Foreign Student): Arne Van den Broeck
		A3 . Number of students advised on thesis/special problem/dissertation		0	0					
		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	-	-	-	-	Mr. Sylvan Suyom, Oliver Gerbolingo
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	10	15	5	5	5	5	Graduate Students: Hipe, Esperidion, Lagat, Ala, Jadina, Gerbolingo, Estomata, Roldan, Wales, Gula, Ubay, Canta, Amante, Alegria, Arabiana;

	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	3	3	-	-	-	-	DSOC 244, DSOC 247, DSOC 252
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	3	3	4	5	5	4.67	DSOC 244, DSOC 247, DSOC 252
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	12	12	5	5	5	5	DSOC 244: 4; DSOC 247 - 4, DSOC 252 - 4
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	6	4	5	5	4.67	For 1st sem 2021-2022: 2 Midterm exams - DSOC 244 and 252, 1 midterm paper requirement for DSOC 247; 3 final paper requirements - DSOC 244, 247, 252
		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	0						
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	2	3	4	5	5	4.67	Moodle: DSOC 244, DSOC 247, DSOC 252
	PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	0	3	5	5	5	5	Online webinar for students: -2 Webinars facilitated with resource speakers from VSU (VISERDAC) and outside for; 1 exercises in DSOC 247 (Evaluation) in partnership with Baybay Dairy Cooperative
UMFO 2. HIGHER EDUCATION SERVICES										4.69
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	2	5	5	5	5	SOCI11, SCOI 11
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	7	5	5	5	5	4 during 2nd sem 2020-2021: midterm DSOC 247, 252 & Final DSOC 247, 252 3 during 2nd sem 2020-2021: midterm DSOC 244, 247, 252

	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	0	3	4	5	5	467	DSOC 252 - Ms. Stephanie Roldan (MS TREC), DSOC 244 - Ms. Marian Ubay SOC111 - David Amores
	A12. Number of trainings attended related to instruction	Attend mandated trainings	5	8	5	5	5	5	(1) Deepening Systems Thinking (6/2021), (2) Digital Tools for Research (6/28-30/21) (3) Gender, Climate and Disaster Resilience (3/2/21), (4) Green Technologies for Plastic Value Chain Mgmt (2/28/21), (5) Epidemiology for Communicators (1/29/21), (6) Sexual Orientation & Gender Identity (2/17/21), (7) ASEAN Environmental Law Conference (1/27-29/21) (8) Local Climate Change Expenditure Tagging
	A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	3	4	4	4	4	1 during 1st sem 2020-2021: midterm DSOC 252 2 during 2nd sem 2020-2021: midterm DSOC 244, 252
	A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	0		5				
	A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	0	20	5	5	4	467	11 for DSOC 247 midterm reqts (Canta, Jadina, Cagasan); 8 reflection papers Ms. Roldan for the INC; 1 Evaluation Report DSOC 247 1s SY20-21
	PI 8: Number of students advised: *	A16. Number of students advised: Acts as academic adviser to students	0						
		A17. Number of students advised on thesis/ field practice/special problem:							
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	0						
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	0						
	A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	20	40	5	5	5	5	Socio11 and SCOI -11 students

PI 9: Number of student organizations advised/assisted *	A19 . Number of Student organizations advised	Advices student organizations recognized by USOO	0						
	A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	0						Undergrad: 40 Entrep and SOCI11 studens
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	2	3	4	4	4	4	One each for SOCIO11, ENTR11 SCOI -11
	On-line ready courseware	Prepares instructional module/laboratory guide/workbook or a combination thereof	1	2	4	5	5	4.67	SOCIO11, SCOI -11
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	10	17	5	5	5	5	SOCIO11, ENTR11, SCOI11
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	6	8	4	5	5	4.67	4 SOCIO (2 midterms; 2 finals) 2 Entrep - midterm and finals; 2 SCO1 - midterm and finals)
	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	0	3	4	4	5	4.33	1 Socio11, 1 ENTR shared by 3 instructors, 1 SCOI-11
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		2	-	-	-	-	MS DevSoc Level II Accreditation, LAM Accreditation
	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		2	5	5	5	5	Webinars (DSOC 247) and remote data collection (DSOC 247)

(4.67)

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						467
	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						
	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	Writes publishable materials out of research outputs and submits for publication	1	1	-	-	-	-
		<i>In refereed int'l journals</i>		1	1	5	5	5	5
		<i>In refereed nat'l/regional journals</i>							
	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	1	1	-	-	-	-
		<i>In int'l fora/conferences</i>		1	3	5	5	5	5
		<i>In nat'l/regional fora/conferences</i>							
	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	1	1	4	4	4	4
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by							
		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					
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0					

		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	1	3	-	-	-	-	European Geosciences Union, PSS and UGAT
UMFO 4. EXTENSION SERVICES										404
	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	1	2	4	4	5	4.33	BDC, Ormoc City LGU
	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	1 training; 10 trainees	2 workshops; 12 participants	4	4	4	4	BDC board members (5); BDC staff (7)
	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	2	4	5	5	4.67	Evaluation of the BDC project, conducted capacity building support to Ormoc City thru RLGU project
	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	80%		2	2	2	2	
	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		0						
	Peer reviewers/Panelists	Peer reviewers/Panelists		0						
	Resource Persons	Resource Persons		0	0	5	5	5	5	

	Convenor/Organizer	Convenor/Organizer		0	1	5	5	5	5	ISRDS anniversary celebration
	Consultancy	Consultant		0	1	5	5	5	5	Conducted COVID-19 field study for Technical Assistance Movement for People and Environment Inc. (TAMPEI)
	Evaluator	Evaluator		0	1	4	5	5	4.6	Invited as panelist during the Business Continuity Planning of Ormoc City MSMEs
	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	1	3	2	2	2.33	The project was continued
	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		5	4	4	5	4.33	Virtual meetings with Ormoc City LGU
UMFO 5. SUPPORT TO OPERATIONS										4.56
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	4	4	4	4	4	4	Syllabus, certificates, TOS, Learning Materials
		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	1	4	-	-	-	-	Syllabus, certificates, TOS, Learning Materials
		On program accreditations		1	4	4	5	5	4.6	Syllabus, certificates, TOS, Learning Materials
		On institutional accreditations								

Contribute to the Internationalization goal of VSU				1	5	5	5	5	KU Leuven-VSU MOA
UMFO 6. General Admin. & Support Services									4.67
PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	0	5	5	5	5	5	Assisted DevSoc students during enrolment 2nd sem 2020-2021 (Lagat, Estomata, Hipe, Jadina, Gerbolingo)
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	0	1	4	5	5	4.67	Led in drafting an Ethics Review Guidelines
	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						
Total Over-all Rating			27.45						

Average Rating (Total Over-all rating divided by 4)	4.58
Additional Points	
Approved additional points (with copy of approval)	
FINAL RATING	4.58
ADJECTIVAL RATING	

Comments & Recommendations for Development
Purposes:
Pursue SPARTA and other relevant trainings. Maintain your strong involvement in the internationalization program of VSU.

Evaluated & Rated by:

LIAN B. NUNEZ

Department Head

Date: January 14, 2022

Recommending Approval

MOISES NEIL V. SERINO

Dean, CME

Date: 3/6/22

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: