Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: FE M. GABUNADA

Program Involvement	Percentage	Numerical	Equivalent
(1)	Weight of	Rating	Numerical
	Involvement	(Rating x%)	Rating
	(2)	(3)	(2x3)
1. Instruction	-		
a. Head/Dean (50%)		4.85x50%= 2.42	
b. Students (50%)		5.0x50% = 2.50	
Total for Instruction	25%	4.92	1.23
2. Research			
b. Dept. Head/Center Director (100%)		4.7 x 50% = 4.70	
Total for Research	50%	4.70	2.35
3. Extension			
b. Dept Head/Center Director (100%)		5.0 x 100% =5.00	
Total for Extension	15%	5.00	0.75
4. Administration	10%	4.70	0.47
5. Production			
TOTAL			4.80

FOIIIVAL	FNT NIIN	MERICAL.	RATING

4.80

Add: Additional Points, if any: TOTAL NUMERICAL RATING:

4.80

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

Name of Faculty

ROMEL B. ARMECIN
Department Head

Recommending Approval:

DSE L. BACUSMO Dean/Director

Approved:

HELLOB. CAPUN

Vice President

VISAYAS STATE UNIVERSITY

Visca, Baybay City, Leyte, Philippines

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

, FE M. GABUNADA, Professor VI of the Ecological Farm and Resource Management Institute (Eco-FARMI), Visayas State University and agree

to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to December 2019.

FE M. GABUNADA

Ratee

Date: \$ Symuny 203

								Advise graduate students	PI 2: Number of graduate students advised		
					1 student each			submits to UR office			
					(Project Feasibility Studies) with		2	computes grades and			
					Employment) and ECON 231			exams, checks papers,			
	+	L	-	A	ECON 214 (National Income and			lecture classes, prepares		Services	
	1 1	1	1		Handled 2 graduate courses -	0.88	0.88	Conducts graduate	Advanced Education PI 1: Total FTE monitored	Advanced Education	MFO 1
Remarks									Caccion		
	A ⁴	E ² T ³	E ²	ซี	Details of Accomplishment	Actual	Target	Task Assigned	Success/ Performance	MFO Description	MFO No.
		Rating	R		Accomplishment						

	- 									
	MEO 3					-			MFO 2	
Nagadi cii Qal Aicaa	Research Services								Higher Education Services	
papers in internationally indexed PI 2: Number of research outputs presented in regional/national/int'l	PI 8. Additional outputs	PI 7. Number of instructional materials developed	PI 6b. No. of student organizations Advised/Assisted	PI 6a. Number of students advised	PI 5. Number of academe/industry linkage	PI 4. Number of degree programs compliant to CMO supervised and implemented	PI 3. Number of graduates in mandated programs graduated within the prescribed period	PI 2. Average percentage passing in licensure in mandated	PI 1. Number of FTE coordinated and implemented	PI 3: Additional output
										Reviews and signs documents for graduate students
										210
										211
										Reviewed and signed the following documents: application for comprehensive, qualifying and final examinations; nomination for Graduate Advisory Committee (GAC); request for change in GAC; plan of course work; request for readmission, etc.
										4
										9
	+									7
	++									

PI 7: Amount of research money generated from institutional funding	PI 6: Amount of research money generated from external funding	PI 5. Percent of research proposals approved	PI 4: Number of research proposals submitted																					completed on schedule	projects conducted and/or	PI 3. Number of research
	Generates funding for a research project (as Project Leader)																							9	research project/studies	Conducts/implements
	PhP0.91M																									5
	PhP0.91M																									51
	PhP0.91M Actual amount of research funding released for the period (only for projects as Project/Team Leader)			Projects in Central Philippines (as Proiect Leader)	(MMAIA) of Selected Research	Mixed Method Approaches to IA	PLP) In Samar Island (as Team	Agri-Pinoy Livestock Program (A-	(as Team Leader); (4) IE of the	(ARISP III) in Eastern Visayas	Support Project - Phase III	Agrarian Reform Infrastructure	Impact Evaluation (IE) of the	Visayas (as Project Staff); (3)	Data Analytics Center in the	Socio-Economic Research and	Economist); (2) Establishing a	Initiative Phase 2 (as	the Adaptation and Mitigation	Southern Leyte, and Biliran for	Eastern Samar, Northern Samar,	Prioritization in the Provinces of	Assessment, Targeting and	Climate-Resilient Agri-Fisheries	research projects: (1) Regional	Implemented the following
	9																							-	A	
	4						-									***************************************		***************************************				ar-government		-	4	
	+																							_	4.7	
	7																								7	

								MFO 4	
								04	
								Extension Services	
	PI 8: Additional outputs	PI 7: Amount of extension money generated from external funding	PI 6: Percent of extension proposals approved	PI 5 Number of extension proposal submitted	PI 4. Number of Extension projects conducted and/or completed on schedule	PI 3. Number of beneficiaries served	Pl 2. Number of IEC materials/ technoguides developed/ used	PI 1. Number of person-days trained weighted by length of training	PI 8. Additional outputs
Provides input to training proposal	Reviews article for publication								Presents research outputs
									_
_	ω	,			-				_
Provided major input to the training proposal submitted by ViCARP to PCAARRD - approved for implementation with funding	Reviewed 3 articles for publication in the Science and Humanities Journal								Presented highlights of the MMAIA Project during the In-House Review - Paper has been recommended for Poster Presentation during the R&D Symposium (on-going research project); Other projects were not presented due to restrictions of funding agency
9	4								4
4	51								7
9	5								4
7	4								4-7

MFO 5	Support to	PI 1. Number of university						-
	operations	seminars/trainings/ conventions						
		coordinated						
		PI 2. Number of in-house						
		seminars/trainings coordinated						
		PI 3: Additional outputs						
MFO 6	General Admin and	PI 1. Number of staff supervised	Exercises overall	2	2	Supervised 2 Science Research	A	7
	Support Services	and monitored	supervision of research project staff			Analysts	_	۵
		PI 2. Number of management	Presides over research	2	2	Presided over project meetings	A	7
		meetings conducted	project meetings				_	
		PI 3. Number of letters/memos						
		issued						
		PI 4. Number of						
		reports/documents submitted	-					
		PI 5. Number of documents						
		reviewed/signed						
		PI 6. Amount of funds generated						
		outside VSU						
		PI 7. Number of IGP/STF						
		supervised						
		PI 8. Number of						
		reports/documents reviewed						
		Pl 9. Additional outputs						

	ADJECTIVAL RATING	
	FINAL RATING	
	(with copy of approval)	
	Additional points	
	Approved	
	Punctuality	
,	Additional Points:	
472/9=48	Total Over- Ave. Rating (Total Over- all Rating all rating divided by 4)	Total Over all Rating

Evaluated and Rated by:

Recommending Approval:

ROMEL B. ARMECIN
Director, Eco-FARMI

JOSE L. BACUSMO

Director for Research

Comments and Recommendations for Development Purpose:

Allend other training related to reach and extension Northern meaning and extension Northern

Approved by:

OTHELLO B CAPUNO

VP for Research and Extension

PERFORMANCE MONITORING & COACHING JOURNAL Rating Period: July-November 2019

	1 st	QU
	2 nd	A R
1	3 rd	T
1	4 th	E R

Name of Employee: FE M. GABUNADA Head of Office : ROMEL B. ARMECIN

Number of Personnel: 1

	No.	MECHANISI	A		
Activity Monitoring	Mee	ting	Memo	Others (Pls.	Remarks
	One-on-One	Group	IVICITIO	Specify	
Monitoring Preparation & Colomis of Project Deports	7				
		Aug. 2010			
Coaching					
Disoucción on the					
Disousin on the Rescord Management	Nov.7019				
of the Intitute					

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

ROMEL B. ARMECIN

Immediate Supervisor

Noted by:

Next Higher Supervisor

cc: OVPI **ODAHRD** PRPEO

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: _FE M. GABUNADA Performance Rating:
Aim: _To enhance the know ledge of the staff on research development related to socio-economics.
Proposed Interventions to Improve Performance:
Date: July 2019 Target Date: 3rd Quarter 2019
First Step:
Allow the staff to attend/participate in seminars, trainings/symposiums on research and extension.
Result:
The staff served as resource speaker on different trainings on research and extension
Date: October2019 Target Date: 4rth Quarter 2019 Next Step:
Allow the staff to attend/participate in seminars, trainings/symposiums on research and extension for continued updates.
Outcome: _The staff attended seminar related to research and extension.
Final Step/Recommendation:
Prepared by: ROMEL B. ARMECIN
Conformation Unit Head
Conforme:

FE M. GABUNADA
Name of Ratee Faculty/Staff