

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: FE M. GABUNADA

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

EQUIVALENT NUMERICAL RATING: 4.80Add: Additional Points, if any: TOTAL NUMERICAL RATING: 4.80ADJECTIVAL RATING: Outstanding

Prepared by:

FE M. GABUNADA

Name of Faculty

Reviewed by:

ROMEL B. ARMECIN

Department Head

Recommending Approval:

JOSE L. BACUSMO

Dean/Director

Approved:

OTHELLO B. CAPUNO

Vice President

VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte, Philippines

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, 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: 8 January 2020

ROMEL B. ARMECIN
Unit Head

Date: 7

MFO No.	MFO Description	Success/ Performance Indicators	Task Assigned	Target	Accomplishment				Rating				Remarks
					Actual	Details of Accomplishment			Q ¹	E ²	T ³	A ⁴	
MFO 1	Advanced Education Services	PI 1: Total FTE monitored	Conducts graduate lecture classes, prepares exams, checks papers, computes grades and submits to UR office	0.88	0.88	Handled 2 graduate courses - ECON 214 (National Income and Employment) and ECON 231 (Project Feasibility Studies) with 1 student each			4	5	5	4.7	
		PI 2: Number of graduate students advised	Advise graduate students										

[illegible]

[illegible]

		<u>P1 8.</u> Additional outputs	Presents research outputs	1	1	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	4	5	5	4-7	
MFO 4	Extension Services	<u>P1 1.</u> Number of person-days trained weighted by length of training									
		<u>P1 2.</u> Number of IEC materials/ technoguides developed/ used									
		<u>P1 3.</u> Number of beneficiaries served									
		<u>P1 4.</u> Number of Extension projects conducted and/or completed on schedule									
		<u>P1 5</u> Number of extension proposal submitted									
		<u>P1 6:</u> Percent of extension proposals approved									
		<u>P1 7:</u> Amount of extension money generated from external funding									
		<u>P1 8:</u> Additional outputs	Reviews article for publication		3	Reviewed 3 articles for publication in the Science and Humanities Journal	5	5	5	5	
			Provides input to training proposal		1	Provided major input to the training proposal submitted by VICARP to PCAARRD - approved for implementation with funding	5	5	5	5	

[illegible]

Total Over-all Rating	Ave. Rating (Total Over-all rating divided by 4)	43.2/9 = 4.8
	Additional Points:	
	Punctuality	
	Approved	
	Additional points	
	(with copy of approval)	
	FINAL RATING	
	ADJECTIVAL RATING	

Evaluated and Rated by:

Recommending Approval:

[Signature]
ROMEL B. ARMECIN
 Director, Eco-FARMI

[Signature]
JOSE L. BACDSMO
 Director for Research

Approved by:

[Signature]
OTHELLO B. CAPUNO
 VP for Research and Extension

Comments and Recommendations for Development Purpose:

Attend other trainings related to research and extension. Updates program

PERFORMANCE MONITORING & COACHING JOURNAL

Rating Period: July-November 2019

	1 st	Q U A R T E R
	2 nd	
√	3 rd	
√	4 th	

Name of Employee : **FE M. GABUNADA**
Head of Office : **ROMEL B. ARMECIN**
Number of Personnel: 1

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. Specify)	
	One-on-One	Group			
Monitoring Preparation & Submission of Project Reports		Aug. 2019			
Coaching Discussion on the Research Management of the Institute	Nov. 2019				

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

Conducted by:

[Signature]
ROMEL B. ARMECIN
Immediate Supervisor

Noted by:

[Signature]
OTHELLO B. CAPUNO
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: 4th 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
Unit Head

Conforme:

FE M. GABUNADA
Name of Ratee Faculty/Staff