

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member:

DR. LESLIE ANNE L. LIWANAG

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Faculty Head	100%	5.00	5.00
b. Students	0%		0.00
TOTAL for Instruction	90-95%		4.50 4.75
2. Research	2.5%	5.00	0.13
3. Extension	2.5%	5.00	0.13
4. Production			
5. Administration/Other Services	5-0%	4.0	0.2
TOTAL			4.750 5.000 4.96

EQUIVALENT NUMERICAL RATING:

4.750  
5.000 ✓ 4.96

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

5.000 ✓  
4.750 4.96

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

DR. LESLIE ANNE L. LIWANAG

Name of Faculty

Reviewed by:

DR. JETT C. QUEBEC

Department Head

Recommending Approval:

DR. MA. THERESEA P. LORETO

Dean, CAS

Approved by:


DR. BEATRIZ S. BELONIAS

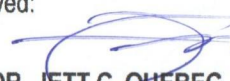
Vice President for Academic Affairs

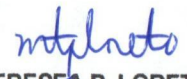
"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, LESLIE ANNE L. LIWANAG, a faculty member of the DEPARTMENT OF LIBERAL ARTS AND BEHAVIORAL SCIENCES, 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 2020.

  
**DR. LESLIE ANNE L. LIWANAG**  
 Assistant Professor I  
 Date: 2/8/21

Approved:  
  
**DR. JETT C. QUEBEC**  
 Department Head  
 Date:

  
**DR. MA. THERESA P. LORETO**  
 College Dean  
 Date: 2/15/2021

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										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	N/A	N/A					
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	N/A	N/A					
		A3. Number of students advised on thesis/special problem/dissertation		N/A	N/A					
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A	N/A					



		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A	N/A					
		<u>A4</u> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	N/A	N/A					
	<u>PI 9</u> : Number of instructional materials developed *	<u>A5</u> . Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems	N/A	N/A					
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	N/A	N/A					
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	N/A	N/A					
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	N/A	N/A					
		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	N/A	N/A					
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	N/A	N/A					
	<u>PI 10</u> . 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	N/A	N/A					
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										



	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	<b>A9.</b> Actual Faculty's FTE	<i>Handles and teaches courses assigned</i>	<i>18 per semester</i>	<i>21 per semester</i>					
		<b>A10.</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	5	7					
		<b>A 11.</b> 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	0					
		<b>A12.</b> Number of trainings attended related to instruction	Attend mandated trainings	1	2	5	5	5	5.00	<b>October 29-31, 2020:</b> Mga Durungawan sa Kulturang Filipino: A Webinar Series on <b>August 10, 2020:</b> Pambungad na Panayam: "Wikang Filipino, Pagtuturo, Pananaliksik, at Ekstensyon ni Dr. Emmanuel V. <b>See submitted e-class record for details</b> •(M029) ScSc13n (The Contemporary World) •(M130) ScSc13n (The Contemporary World) •(M143) ScSc13n (The
		<b>A13.</b> Number of examinations administered and checked	Administers and checks examination for subjects taught	5	5	5	5	5	5.00	
		<b>A14.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	20	20	5	5	5	5.00	
		<b>A15.</b> Number of lab reports and term papers checked and	Checks lab reports and term papers submitted as required	6	6	5	5	5	5.00	
	<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	<i>Acts as academic adviser to students</i>	N/A	N/A					
		<b>A17.</b> Number of students advised on thesis/ field practice/special problem:		N/A	N/A					
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	N/A	N/A					
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	N/A	N/A					



		<u>A18</u> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis, and grades	5	15	5	5	5	5.00	<b>See submitted documentation of Google classroom for online consultations and students' evaluation</b> •(M029) ScSc13n (The Contemporary World) •(M130) ScSc13n (The Contemporary World)
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<u>A19</u> . Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	5	5	5	5.00	<b>Adviser</b> , Reserve Officers' Training Corps (ROTC) Sponsors and Escorts, Visayas State University
		<u>A20</u> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	0	0					
	<b>PI 10:</b> Number of instructional materials developed *	<u>A 21</u> : Number of online course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	1	2	5	5	5	5.00	•Foundations for Culture and Arts Education (CaEd 101) •Perspectives in Philippine Cultural Heritage (CaEd 103)
		On-line ready courseware	Prepares Instructional module	1	2	5	5	5	5.00	
		Supplemental learning resource	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	10	5	5	5	5.00	<b>See courses syllabi of the following:</b> •(M029) ScSc13n (The Contemporary World) •(M130) ScSc13n (The Contemporary World)
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	10	5	5	5	5.00	<b>See submitted e-class record for details</b> •(M029) ScSc13n (The Contemporary World) •(M130) ScSc13n (The Contemporary World) •(M143) ScSc13n (The Contemporary World)
		<u>A 23</u> : Number of on-line course ware reviewed by TRP & edited	Submits the course ware duly reviewed by TRP for editing by	1	1	5	5	5	5.00	•Foundations for Culture and Arts Education (CaEd 101) •Perspectives in Philippine Cultural Heritage (CaEd 103)



		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	6	6	5	5	5	5.00	<b>See submitted documents of screenshots and details (for clearance)</b> •(M029) ScSc13n (The Contemporary World) •(M130) ScSc13n (The Contemporary World) •(M143) ScSc13n (The
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional	1	0					
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	N/A	N/A					
		<b>A 26.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	2	5	5	5	5.00	Learning Guide for the following subjects: Foundations for Culture and Arts Education (CaEd 101) and Perspectives in Philippine Cultural Heritage (CaEd 103)
<b>UMFO 3 . RESEARCH SERVICES</b>										
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> 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	1	5	5	5	5.00	
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research project within the year	1	1	5	5	5	5.00	



		<i>In refereed int'l journals</i>		1	1	5	5	5	5.00	<b>ASEAN Citation Index (International):</b> Social Science Diliman (SSD vol 15, no. 2, Jul-Dec 2019 issue): <i>"Isog Ka?"</i> : <i>Komparatibong Pananaliksik sa mga Etnikong Estereotipo sa mga Cebuano at Waray sa Visayas State University</i> (co-authors: Romeo J. Toring, Jr. Hilda S. Pedrera, Mary Grace P. Enaya, and Precious Elaine D. Tubigan)
		<i>In refereed nat'l/regional journals</i>		0	0					
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific for a/conferences	1	0					
		<i>In international conferences</i>		1	0					
		<i>In national/regional conferences</i>		1	0					
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	0	0					
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)		1	1	5	5	5	5.00	2019 Publication Award for Articles in Peer -Reviewed Journals in International, Non- ISI/Science Direct / Scopus Indexed Journal Category, Visayas State University, Leyte, Philippines



		<b>A 33.</b> 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	1	2	5	5	5	5.00	<b>Nov. 16, 2020:</b> "Pipol Konek: An Assessment of the Department of Information and Communications Technology's Free Wi-Fi In Public Places Project" for PCS Review Journal
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	N/A	N/A					
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	1	0					
<b>UMFO 4. EXTENSION SERVICES</b>										
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a	<b>A 36.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders	Identifies and links with probable partners for extension activities and maintains this active partnership	0	1	5	5	5	5.00	<b>June 8-July 17, 2020:</b> "POP-SalikLinang: A Faculty Writeshop on Humanities and Cultural Studies," Office for the Vice President for Research, Extension, and Development, Institute for Culture and Language Studies, Polytechnic University of the Philippines, Manila
	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries	0	33	5	5	5	5.00	
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A 38.</b> Number of extension programs/projects implemented	Implements duly approved extension projects	0	1	5	5	5	5.00	<b>Sept. 12, 2020:</b> Digital Art for Beginners: Boosting your Research Dissemination and Publication (via Zoom)," Department of Liberal Arts and Behavioral Sciences, Center for Batangas Studies, and
	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<b>A 39.</b> 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	100% compliant	100% compliant					



	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	2	5	5	5	5.00	1. Mentored Romeo J. Toring, Jr., Mary Grace P. Enaya, Precious Elaine D. Tubigan, Hilda A. Pedrera, and Daniel Joseph T. Tan for the research publication article "Ang Imahen at Paghiraya sa Lalawigan ng Samar Mula sa mga Artikulong Matatagpuan sa Beyer Collection ng National Library of the Philippines"
										Mentored Dr. Maria Vanessa E. Gabunada and Ms. Deborah S. Anastacio for the research publication article entitled, "Ang Teorya ng Pagsasalin ni Peter Newmark: Isang Pagsusuri ng Pagsasalin sa Wikang Filipino ng "Poor Man's Love"
	Peer reviewers/Panelists	Peer reviewers/Panelists		0	0					
	Resource Persons	Resource Persons		0	1	5	5	5	5.00	<b>Oct. 1 - Nov.18, 2020:</b> "/Sa.Iik.sik/ Series 2: Webinar-Workshop on Writing a Journal-Type Research (via Zoom)," De La Salle Santiago Zobel, Ayala Alabang, Muntinlupa City, Philippines

										<p><b>October 2, 2020:</b> "NCCA 2020 Research Grants Colloquium "Salikultura Research Methodologies (via Zoom)," Intramuros, Manila, Philippines</p>
										<p><b>Sept. 12, 2020:</b> "Digital Art for Beginners: Boosting your Research Dissemination and Publication (via Zoom)," Department of Liberal Arts and Behavioral Sciences, Center for Batangas Studies, and Dalubhasaan ng mga Umuusbong ng Mag-aaral ng Araling Filipino (DANUM), Philippines</p>
										<p><b>June 8-July 17, 2020:</b> "PUP-SalikLinang: A Faculty Writeshop on Humanities and Cultural Studies (via Zoom)," Office for the Vice President for Research, Extension, and Development, Institute for Culture and Language Studies, Polytechnic University of the Philippines, Manila</p>
	Convenor/Organizer	Convenor/Organizer		0	1	5	5	5	5.00	<p><b>Co-Organizer</b>, Sept. 12, 2020: "Digital Art for Beginners: Boosting your Research Dissemination and Publication (via Zoom)," Department of</p>
	Consultancy	Consultant		1	10	5	5	5	5.00	<p>Indicated mentoring for the</p>
	Evaluator	Evaluator		0	0					



	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	0	0					
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		0	0					
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	0	0					
UMFO 5. SUPPORT TO OPERATIONS										
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	zero non-conformity	zero non-conformity	4	4	4	4.00	
		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	N/A	N/A					
		On program accreditations		N/A	N/A					
		On institutional accreditations		N/A	N/A					
UMFO 6. General Admin. & Support Services (GASS)										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	NONE	Zero % non-complaint					
	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	NONE	NONE					



		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	NONE	NONE					
	Total Over-all Rating	5	<b>Comments &amp; Recommendations for Development</b> <b>Purpose:</b> Dr. Liwanag is a dedicated member of the DLABS faculty. She is deeply involved with research work which is a contribution to the department.							
	Average Rating									
	Adjectival Rating									
	FINAL RATING	5								
	ADJECTIVAL RATING	OUTSTANDING								

Evaluated & Rated by:



**DR. JETT C. QUEBEC**

Department Head

Date: 2-9-21

Recommending Approval



**DR. MA. THERESA P. LORETO**

Dean, College of Arts and Sciences

Date: 2/15/2021

Approved by:



**DR. BEATRIZ S. BELONIAS**

Vice President for Instruction

Date: 2/11/21



## Exhibit I

## PERFORMANCE MONITORING FORM

July - December 2020

Name of Employee: DR. LESLIE ANNE L. LIWANAG

Task No.	Task Description	Expected Output	Date Assigned	Expected Date of Accomplishment	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
<b>RESEARCH</b>								
1	<b>Submission in a Social Science Research Journal</b> <b>International Category (ASEAN Citation Index):</b> "Isog Ka?." Komparatibong Pananaliksik Tungkol sa mga Etnikong Estereotipo sa mga Cebuano at Waray sa Visayas State University	Publication	July 2020	Dec 2020	In press	Impressive	Outstanding	
2	<b>Participation:</b> Ugnayang Pang-Aghamtao (UGAT) Visayas Regional Conference 2020, University of San Carlos Department of Anthropology, Sociology, and History and USC Museum (via Zoom and Facebook Live)	Publication	July 2020	Dec 2020	Nov 27-28, 2020	Impressive	Outstanding	
3	<b>Participation:</b> "First Virtual Local Studies Conference," De La Salle Lipa-Center for Batangas Studies, Lipa City, Philippines	Publication	July 2020	Dec 2020	Oct. 23-24, 2020	Impressive	Outstanding	
4	<b>Participation:</b> "Kumperensiya sa Araling Pilipinas: Wika, Kultura, at Midya (via Zoom)," Public Conference, Filipino Department, De La Salle University-Manila, Philippines	Publication	July 2020	Dec 2020	Sept. 19, 2020	Impressive	Outstanding	
5	<b>Participation:</b> Pambungad na Panayam: "Wikang Filipino, Pagtuturo, Pananaliksik, at Ekstensyon ni Dr. Emmanuel V. Garcia) (via Google Meet)	Faculty Development	July 2020	Dec 2020	Aug.10, 2020	Impressive	Outstanding	
6	<b>Participation:</b> "Sustaining Research Excellence and Production During the 2020 Pandemic Lockdowns, Business & Social Sciences Cluster"	Faculty Development	July 2020	Dec 2020	Nov. 27, 2020	Impressive	Outstanding	
<b>INSTRUCTION</b>								
7	<b>Participation:</b> Mga Durungawan sa Kulturang Filipino: A Webinar Series on Culture-Based Education, National Commission for Culture and the Arts of the Republic of the Philippines	Faculty Development	July 2020	Dec 2020	Oct. 29-31, 2020	Impressive	Outstanding	



8	<b>Participation:</b> "Learn in Lille, Live Europe (LILLE)" European Summer Program Online Mini-Course 2020, Lille Catholic University (Université Catholique de Lille), Lille, France	Certificate of Participation	July 2020	Dec 2020	July 10, 2020	Impressive	Outstanding	
9	<b>Teaching of assigned courses (7 sections)</b> <ul style="list-style-type: none"> <li>• (M026) Scsc11n UTS</li> <li>• (M049) Scsc11n UTS</li> <li>• (M373) Scsc11n UTS</li> <li>• (M852) Scsc11n UTS</li> <li>• (M872) Scsc11n UTS</li> <li>• (W204) Foundations of Culture and Arts Education</li> <li>• (W314) Perspectives in Philippine Cultural Heritage</li> </ul>	Attendance sheets, midterm and final gradesheets, students' performance evaluation result	July 2020	Dec 2020	Feb. 2020	Impressive	Outstanding	
10	Assist students' concerns through scheduled consultation	Outstanding students' performance evaluation result	July 2020	Dec 2020	Feb. 2020	Impressive	Outstanding	
11	Prepare materials and activities for the handled courses	Powerpoint presentations, assessment activities	July 2020	Dec 2020	Feb. 2020	Impressive	Outstanding	
12	Submit midterm grades and final grades	Submitted grades to the university registrar	July 2020	Dec 2020	Feb. 2020	Impressive	Outstanding	
<b>EXTENSION</b>								
13	<b>Adviser,</b> Reserve Officers' Training Corps (ROTC) Sponsors and Escorts, Visayas State University	Certificate of Recognition	July 2020	Dec 2020	Feb. 2020	Impressive	Outstanding	
14	<b>Resource Speakership:</b> <i>"Sa.lik.sik/ Series 2: Webinar-Workshop on Writing a Journal-Type Research (via Zoom),"</i> De La Salle Santiago Zobel, Ayala Alabang, Muntinlupa City, Philippines	Certificate of Participation Faculty Development	July 2020	Dec 2020	Oct. 1- Nov. 18, 2020	Impressive	Outstanding	
15	<b>Resource Speakership:</b> <i>"Kasaysayan, Kaysaya!:" Ang Saysay ng Agham Panlipunan sa Araling Panlipunan (with Dr. Mary Racelis and Ms. Mariel Prion)</i> (via Facebook Live), Vibal Publishing, Inc., G. Araneta Avenue Quezon City	Certificate of Participation Faculty Development	July 2020	Dec 2020	Oct. 25, 2020	Impressive	Outstanding	
16	<b>Resource Speakership:</b> <i>"NCCA 2020 Research Grants Colloquium "Salikultura Research Methodologies (via Zoom),"</i> Intramuros, Manila, Philippines	Certificate of Participation Faculty Development	July 2020	Dec 2020	Oct. 2, 2020	Impressive	Outstanding	
17	<b>Resource Speakership:</b> <i>"Digital Art for Beginners: Boosting your Research Dissemination and Publication (via Zoom),"</i> Department of Liberal Arts and Behavioral Sciences, Center for Batangas Studies, and Dalubhasaan ng mga Umuusbong ng	Certificate of Participation Faculty Development	July 2020	Dec 2020	Sept. 12, 2020	Impressive	Outstanding	



	Mag-aaral ng Araling Filipino (DANUM), Philippines							
18	<b>Resource Speakership:</b> <i>"PUP-SalikLinang: A Faculty Writeshop on Humanities and Cultural Studies (via Zoom),"</i> Office for the Vice President for Research, Extension, and Development, Institute for Culture and Language Studies, Polytechnic University of the Philippines, Manila	Certificate of Participation Faculty Development	July 2020	Dec 2020	June 8-July 17, 2020	Impressive	Outstanding	

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

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

Prepared by:

  
**DR. JETT C. QUEBEC**  
 Department Head



**EMPLOYEE DEVELOPMENT PLAN**  
(July-December 2020)

Name of Employee: DR. LESLIE ANNE L. LIWANAG

Performance Rating: OUTSTANDING

**AIM:** To aim on disseminating the research entitled *"Isog Ka?": Komparatibong Pananaliksik Tungkol sa mga Etnikong Estereotipo sa mga Cebuano at Waray sa Visayas State University, Baybay City, Leyte"* (co-authors: Mr. Romeo J. Toring, Jr., Ms. Mary Grace P. Enaya, Ms. Hilda A. Pedrera, and Ms. Precious D. Tubigan), so that the junior faculty collaborators can connect to others in their field and share the data to a range of individuals who can help in publication endeavors.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: JULY 2020

Target Date: SEPTEMBER 2020

Step/s:

- a) Advised Dr. Liwanag to search for research conferences that matches the theme of their paper.

**RESULT:** Aside from submitting an article to a reputable social science journal indexed in ASEAN Citation Index (ACI), Dr. Liwanag and her research collaborators were accepted as paper presenters *First Virtual Local Studies Conference* hosted by De La Salle Lipa-Center for Batangas Studies, Lipa City, Philippines (via Zoom Platform)

Date: OCTOBER 2020

Target Date: DECEMBER 2020

Next Step/s:

- a) Persuaded Dr. Liwanag to search for webinars that can help her, and her research collaborators continue their research productivity.

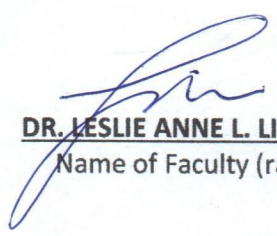
**OUTCOME:** Dr. Liwanag and her research collaborators attended the webinar entitled, *"Sustaining Research Excellence and Production During the 2020 Pandemic Lockdowns, Business & Social Sciences Cluster"* by The Office of the Vice Chancellor for Research and Innovation and University Research Coordination Office at the De La Salle University, Manila (via Zoom).

Final Recommendation: Encouraged Dr. Liwanag to pursue her research excellence to enrich her instruction and future extension projects.

Prepared by:

  
**DR. JETT C. QUEBEC**  
Department Head

Conforme:

  
**DR. LESLIE ANNE L. LIWANAG**  
Name of Faculty (ratee)