

Exhibit J

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: **Maria Louella C. Tambis**

Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x%)	Equivalent Numerical
(1)	(2)	(3)	(2x3)
1. Instruction	30%		
a. Head/Dean (50%)		$4.6(.50) = 2.3$	.575
b. Students (50%)		$5(.50) = 2.5$	.75
Total for Instruction			<b>1.325</b>
2. Research	-	-	-
3. Extension (Trainings/Seminars)	20%	4.73	<b>0.946</b>
4. Administration (Admin. Services)	50%	4.52	<b>2.26</b>
<b>TOTAL</b>	100%		

EQUIVALENT NUMERICAL RATING:

**4.53**

Add: Additional Points, if any:


TOTAL NUMERICAL RATING:

**4.53**

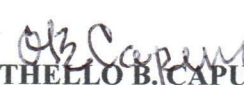
ADJECTIVAL RATING:

**Very Satisfactory**

Prepared by:

  
**MARIA LOUELLE C. TAMBIS**  
Name of Faculty

Reviewed by:

  
**OTHELLO B. CAPUNO**  
Vice President for RDE

Recommending Approval:

  
**REMBERTO A. PATINDOL**  
Chairman, PMT

Approved:

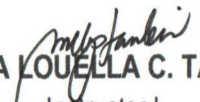
  
**EDGARDO E. TULIN**  
President


Visayas State University  
OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION

Visca, Baybay City, Leyte

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)**

I, MARIA LOUELLA C. TAMBIS, **Technology Protection and Transfer Office (ITSO Franchise)**, 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 to December, 2016.

  
**MARIA LOUELLA C. TAMBIS**  
Instructor I  
Date: 01/04/17

  
**ALAN B. LORETO**  
Head of Unit/Office  
Date: 01/3/2017

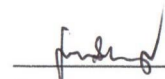
MFO No.	MFO Description	Success Indicator (SI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
UMFO 1. Higher Education Services										
	PI 1: FTE	Number of courses/subj. handled per semester	Teaches courses/subjects in senior high school ( 2 courses handled)	-	10.07	4.5	4.5	4.8	4.6	-
UMFO 2. Research Support Services										
TPTO/ITSO MFO 1. Intellectual Property Rights (IPR) Protection										
	PI 1: Number of VSU technologies applied for IP protection monitored and facilitated		Monitored the status of VSU IP applications in PhilPat Database and assisted researchers in drafting response letter to examination reports from IPOPHL	5	5	4.5	4.5	4.5	4.5	

	<b>P1 2:</b> Number of VSU technologies and/ or creative works filed for protection (i.e patents, utility model, copyright, trademark)	Prepared the requirements in filing for IP protection and submit it to concerned agencies i.e IPOPHL, National Library etc.	4	(in progress)	4	4	4	4.00	
	<b>P1 3:</b> Number of VSU technologies identified for protection is disclosed	-Coordinated with concerned researchers to disclose their invention and submit invention disclosure form	4	14	4.5	4.5	4.5	4.50	
	<b>PI 4:</b> Number of patent search conducted	Conducted patent/prior-art search	4	2	4	4	4	4.00	
	<b>PI 5:</b> Number of VSU IP applications drafted and submitted for review	Reviewed the patent specification and claims prepared by researcher/s and submit to the immediate supervisor for comments and approval	4	in progress	4	4	4	4.00	
	<b>P1 5:</b> Number of faculty/researchers availed the VSU publication incentive	Received/consolidated/prepared the List of Publication Incentive (PI) applications for validation and approval of Publication Incentive Committee	40 (2014)	25 (2015)	4.8	4.8	4.8	4.80	
<b>UMFO 3. Extension Services</b>									
	<b>PI 6.</b> Number of IP awareness trainings/ seminars facilitated and conducted	- Organized/facilitated the conduct IP related seminar/trainings	1	2	4.6	4.6	4.9	4.70	
	<b>P1 7:</b> Number of clients/beneficiaries who availed IP services	- Provided assistance on the various IP related services: IP awareness seminar/training, patent search, patent drafting, technology transfer and commercialization, and giving advice on IP management	As requested	76	4.7	4.7	4.9	4.77	
<b>UMFO 4. General Administration and Support Services (GASS)</b>									
<b>TPTO MFO 1. Administrative and Facilitative Services</b>									
	<b>PI 1:</b> Number of university committees/special meetings facilitated and conducted	- Facilitates/documents university committee meetings i.e IPR, publication incentive, etc.	3	3	4.8	4.8	5	4.87	



	PI 2: Number of communications/reports/and other IP related documents signed and approved	- Drafts communication letters, memorarandums, vouchers, annual reports	200	350	4.7	4.7	4.9	4.77	
	PI 3: Number of reports/IP and research related data prepared and submitted to the requesting party	- Prepares and submits IP related data needed by the requesting party	As requested	5	4.8	4.8	5	4.87	
	PI 7: Other tasked assigned by the immediate supervisor	Acted on request as facillitators/documentors on various univerisity wide activities	As requested	4	4.8	4.8	5	4.87	
UMFO									
	PI 1. Efficient and customer-frienly frontline service	Zero percent complaint from clients served		none	4.6	4.6	4.6	4.60	
Total Over-all Rating					63.3	58.8	64.9	62.33	
Average Rating					4.52	4.20	4.64	4.45	
Adjectival Rating					Very Satisfactory				

Received by:



Planning Officer

Date: \_\_\_\_\_

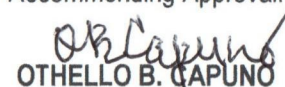
Calibrated by:

  
REMBERTO A. PATINDOL

Chairman, PMT

Date: \_\_\_\_\_

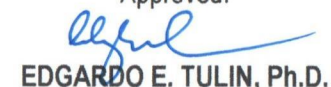
Recommending Approval:

  
OTHELLO B. CAPUNO

Vice Pres. for Research and Extension

Date: \_\_\_\_\_

Approved:

  
EDGARDO E. TULIN, Ph.D.

President 

Date: \_\_\_\_\_