

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

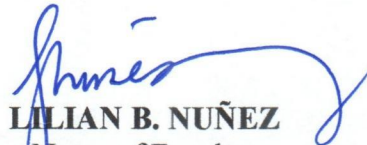
Name of Faculty Member: **LILIAN B. NUÑEZ**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	25%	4.18	1.04
b. Students	10%	5.00	0.50
Total for Instruction	35%	4.59	
2. Research	20%	4.15	0.83
3. Extension	20%	4.60	0.92
4. Administration	25%	4.11	1.03
TOTAL			4.32


EQUIVALENT NUMERICAL RATING: 4.32
 Add: Additional Points, if any: -
 TOTAL NUMERICAL RATING: 4.32

ADJECTIVAL RATING: **VERY SATISFACTORY**


Prepared by:


LILIAN B. NUÑEZ
 Name of Faculty

Recommending Approval:



MOISES NEIL V. SERIÑO
 Dean, CME

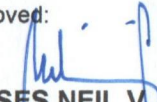
Approved:


BEATRIZ S. BELONIAS
 Vice President- Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, LILIAN B. NUNEZ, a faculty member of the INSTITUTE FOR STRATEGIC RESEARCH AND DEVELOPMENT STUDIES, commit to the delivery of and agree to be rated on the following targets in accordance with the indicated measures for the period JULY-DECEMBER 2023.


LILIAN B. NUÑEZ
 Associate Professor
 Date: January 19, 2023

Approved: 
MOISES NEIL V. SERINO
 College Dean, CME
 Date: 1/19/24

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										4.2
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	2	1	2	2	2	2	Only few graduate students enrolled as they could not attend f2f classes.
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	2	4	5	5	5	5	Jadina, Lor, Hipe, Esperidion
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairperson	Advises and corrects research outline and thesis/SP/dissertation	1	5	4	4	4	4	Jadina, Esperidion, Lor, Alegria, Caparas
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	3	3	5	5	5	5	
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	8	10	5	5	5	5	

	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							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	1	3	3	3	3	DSOC205
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	10	12	5	5	5	5	DSOC205
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	6	10	5	5	5	5	
		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							
		A 7 : Number of virtual classroom created and operational	Revises virtual classroom using either Moodle or Google Classroom	2	1	3	3	3	3	
	PI 10. Additional outputs:	A 8. Other outputs implementing the new normal due to Covid 19	Revises course syllabus	2	0					Not necessary
			Conducts curriculum review (MS Dev. Sociology)	1	2	5	5	5	5	MS Dev. Sociology and M/MSLAM
UMFO 2. HIGHER EDUCATION SERVICES										4.154
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	4	4	4	4	Soci11n and UTS
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	4	4	4	4	4	
		A 11. 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		2	5	5	5	5	

		A12. Number of trainings attended related to instruction	Attend mandated trainings	5	4	4	4	4	4	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught (<u>Term exams</u>)	4	5	5	5	5	5	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab (<u>Assessments</u>)	20	30	5	5	5	5	
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required (<u>Learning Tasks</u>)	300	460	5	5	5	5	
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	NA						
		A17. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairperson	Advises, and corrects research outline and thesis/SP	0						
		As SRC Member	Advises and corrects research outline and thesis/SP	1	0	3	3	3	3	
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	60	80	5	5	5	5	
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USSO							
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities							
	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							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							

		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	10	15	5	5	5	5	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	18	5	5	5	5	
		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	Updates existing virtual classroom using Moodle	1	1	3	3	3	3	
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:	Submits proposal for course offering (BS Development Studies)	1	0	1	1	1	1	
UMFO 3. RESEARCH SERVICES										3.667
	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							
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research outputs within the year	2	2	4	4	4	4	
	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							
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>		1	0.50	2	2	2	2	
	PI 4. Number of research outputs presented in regional/national/ int'l	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences							

		<i>In int'l fora/conferences</i>								
		<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							
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)								
		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	2		5	5	5	5	
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		A 35. Other outputs implementing the new normal due to Covid 19	Designs research related activities and other outputs to implement new normal							
UMFO 4. EXTENSION SERVICES										4.60
	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	5	7	5	5	5	5	Inopacan, Baybay, Cabintan, Hindang, Hilongos, AER, ELAC
	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	1	3	3	3	3	
	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	Implements duly approved extension projects	2	2	4	4	4	4	1) COLLABDev Project 2) BIDANI Program

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	90	95	5	5	5	5	
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			3	5	5	5	5	
Peer reviewers/Panelists	Peer reviewers/Panelists								
Resource Persons	Resource Persons		3	5	5	5	5	5	
Convenor/Organizer	Convenor/Organizer		1	2	5	5	5	5	
Consultancy	Consultant								
Evaluator	Evaluator		2	2	4	4	4	4	AIHR (Socioecon & Abaca)
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	2	5	5	5	5	
PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *			1	5	5	5	5	BIDANI
	A 43. Other outputs implementing the new normal due to Covid 19	Designs extension related activities and other outputs to implement new normal							
UMFO 5. SUPPORT TO OPERATIONS									3.50
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	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	0 noncomformity	2 CARs	3	3	3	3	

	Average Rating(Total Over-all rating divided by 4)	4.139
	Additional Points	-
	Approved additional points(with copy of approval)	-
	FINAL RATING	4.139
	ADJECTIVAL RATING	VS

MOISES NEIL V. SERIÑO

Dean, CME

Date:

Comments & Recommendations for Development
Purposes:

Publish papers.

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date:

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: LILIAN B. NUÑEZ

Performance Rating: 4.32

Aim: To publish and article

Proposed Interventions to Improve Performance:

Date: January 8, 2024

Target Date: May 31, 2024

First Step:

Review one draft paper developed in the past year. Revise the paper and share with review committee of the unit for improvement.

Result:

One paper submitted for publication.

Date: June 1, 2024

Target Date: October 31, 2024

Next Step:

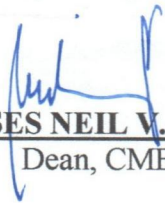
Write another paper. Share draft with review committee of the unit for improvement. Submit polished paper for publication.

Outcome: Two papers with publisher(s) and undergoing the necessary revisions.

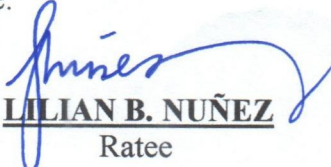
Final Step/Recommendation:

Give adequate time and focus on writing publications to contribute to the unit's accomplishment of its target number of publications for the year.

Prepared by:


MOISES NEIL V. SERIO
Dean, CME

Conforme:


LILIAN B. NUÑEZ
Ratee