

**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **GINA A. DELIMA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	40%	4.70	1.88
b. Students	10%	4.25	0.43
Total for Instruction	<b>50%</b>	<b>4.475</b>	
2. Research	25%	4.00	1.00
3. Extension	20%	4.92	0.98
4. Administration	5%	4.67	0.23
<b>TOTAL</b>			<b>4.52</b>

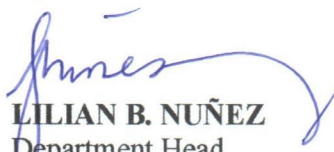
EQUIVALENT NUMERICAL RATING: 4.52

Add: Additional Points, if any: --

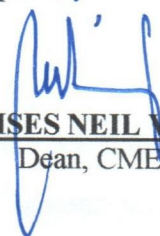
TOTAL NUMERICAL RATING: 4.52ADJECTIVAL RATING: **Outstanding**

Prepared by:

Reviewed by:

  
**GINA A. DELIMA**  
Name of Faculty  
**LILIAN B. NUÑEZ**  
Department Head

Recommending Approval;

  
**MOISES NEIL V. SERIÑO**  
Dean, CME

Approved:

  
**BEATRIZ S. BELONIAS**  
Vice President- Academic Affairs

**"Exhibit B"**  
**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, GINA A. DELIMA, a faculty member of the INSTITUTE FOR STRATEGIC RESEARCH & DEVELOPMENT STUDIES, commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JANUARY TO DECEMBER 2023.

*GINA A. DELIMA*  
GINA A. DELIMA  
Instructor II  
Date: July 7, 2023

Approved:  
*LILIAN B. NUÑEZ*  
LILIAN B. NUÑEZ  
Department Head  
Date: 7/7/2023

*MOISES NEIL V. SERIÑO*  
MOISES NEIL V. SERIÑO  
College Dean  
Date: 7/14/23

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									4.71	4.79
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE		2	3	5	4	5	4.67	1st sem DSOC 244 (4 students), 252 (2 students), 299 ( 2 students) 2nd sem DSOC 247 (2 students), 252 (1 student), 299 (3 students)
	PI 8: Number of graduate students advised *	A2. Number of students advised		2	3	5	5	5	5	2 (Hadassah, Elia, Neriza -MS AgEcon)
		A3. Number of students advised on thesis/special problem/dissertation		2	3	4	5	5	4.67	2 (Hadassah, Elia, Neriza -MS AgEcon)
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	3	5	5	5	5	2 (Hadassah, Elia, Neriza -MS AgEcon)
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	10	11	4	5	5	4.67	Hadassah, Elia, Neriza -MS AgEcon, Reina, Karolina, Caroline, Sylvia -MS AgEcon, Ronan, Kriezlynn, Letty Jean, Alaina



	<b>PI 9:</b> Number of instructional materials developed *	<b>A5 .</b> Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems	3	4	4	5	5	4.67	DSOC 244, 247, 252, 299
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	3	4	4	5	5	4.67	DSOC 244, 247, 252, 299
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	12	12	5	5	5	5	DSOC 244, 247, 252, 299
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	4	5	4	5	4.67	DSOC 244, 247, 252
		<b>A 6 :</b> 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	0						
		<b>A 7 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	3	4	4	5	5	4.67	DSOC 244, 247, 252, 299 (Updating)
	<b>PI 10 .</b> Additional outputs:	<b>A 8 .</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	0	2	5	5	5	5	Co-organized seminar of students 1st sem and 2nd sem AY 2022-2023
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>									4.68	
<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	Handles and teaches courses assigned	1	1	4	5	5	4.67	SOCI11 -1st sem 2022-2023
		<b>A10 .</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	2	5	5	5	5	SOCI11 -1st sem 2022-2023

	<b>A11</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	3	4	4	5	5	4.6	Rhea Mae Dosdos (ECON 198), Shirley Dayon (Soci11), Shaira Luna (Soci11), Reina Arabiana (DSOC 247)
	<b>A12</b> . Number of trainings attended related to instruction	Attend mandated trainings	2	3	5	5	5	5	-Faculty on-boarding - February 17, 2023 -Training-Workshop on Table of Specifications and Test Item Analysis (April 3, 2023) - Turnitin - April 17, 2023
	<b>A13</b> . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	10	5	5	5	5	- Finals Socio11 - DSOC 244, DSOC 252, DSOC 299 (1sem finals) - 2 DSOC 252 (midterm and final - paper), 2 DSOC 247 (paper), DSOC 299 (1)
	<b>A14</b> . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	0						
	<b>A15</b> . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	20	36	4	5	5	4.6	Reflection papers in Soci11
<b>PI 8:</b> Number of students advised: *	<b>A16</b> . Number of students advised:	Acts as academic adviser to students	1	1	4	5	5	4.6	Nathaniel Noya - BS Econ
	<b>A17</b> . Number of students advised on thesis/ field practice/special problem:								
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	0						
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	1	1	5	5	4	4.6	Nathaniel Noya - BS Econ
	<b>A18</b> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	30	36	4	5	5	4.6	Soci11



	<b>PI 9:</b> Number of student organizations advised/assisted *	<b>A19:</b> Number of Student organizations advised	Advises student organizations recognized by USOO	0						
		<b>A20:</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	0						
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21 :</b> Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	2	1	3	3	3	3	Soci11
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	0						
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	10	10	4	5	5	4.7	Soci11
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	2	5	4	5	4.7	Soci11
		<b>A 23 :</b> 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							
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	1	4	5	5	4.7	Soci11
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> Number of Additional outputs accomplished:		0						
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		<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							





	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> 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	2		5	5	5	5	BDC, Ormoc LGU, BRC (on-going)
	<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 of technologies for transfer	0						
	<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	2	2	5	5	5	5	BDC, LRLGU
	<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	80%	80%	4	5	5	4.7	BDC, LRLGU
	<b>PI 5.</b> Number of technical/expert services	<b>A 40.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research Mentoring	Research Mentor		0						
	Peer reviewers/Panelists	Peer reviewers/Panelists		0						
	Resource Persons	Resource Persons		0						
	Convenor/Organizer	Convenor/Organizer		0						
	Consultancy	Consultant		0						
	Evaluator	Evaluator		0						

	<b>PI 8.</b> Percent of extension proposals approved *	<b>A 41.</b> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	1	2	5	5	5	5	BDC, LRLGU
	<b>PI 11.</b> Additional outputs *	<b>A 42.</b> No. of extension-related awards (extn. conducted by faculty or student & faculty) *		0						
		<b>A 43.</b> Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	0						
<b>UMFO 5. SUPPORT TO OPERATIONS</b>									4.9	4.9
<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>										
	<b>PI 8.</b> 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*	<b>A 44.</b> 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	1	3	5	5	5	5	TOS, annual and quaterly report of extension and research,
		<b>A 45.</b> Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	1	3	4	4	4	4	Syllabi
		On program accreditations								
		On institutional accreditations								
Contribute to the Internationalization goal of VSU				1	1	5	5	5	5	On-going project- KU Leuven
<b>UMFO 6. General Admin. &amp; Support Services</b>										
	<b>PI 2.</b> Zero percent complaint from clients served	<b>A 46.</b> Customerly friendly frontline services	Provides customer friendly frontline services to clients	0						
	<b>PI 3:</b> Additional Outputs	<b>A 47.</b> 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	0						



		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	0						
Total Over-all Rating										

Average Rating (Total Over-all rating divided by 4)	4.60
Additional Points	
Approved additional points (with copy of approval)	
FINAL RATING	4.60
ADJECTIVAL RATING	Outstanding

Comments & Recommendations for Development
Purposes:
Allocate more time for instructional-related activities & outputs.

Evaluated & Rated by:

LILIAN B. NUÑEZ

Department Head

Date: 7/7/2023

Recommending Approval

MOISES NEIL V. SERINO

Dean, CME

Date: 7/19/23

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 7/21/23

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: GINA A. DELIMA

Performance Rating: 4.52

Aim: Improve instruction-related activities and actively pursue activities to earn PhD degree.

Proposed Interventions to Improve Performance:

Date: July 4, 2023 Target Date: December 15, 2023

First Step:

Allocate more time to instruction-related activities – accept undergrad courses to teach and advisees.

Explore scholarships for PhD i.e. CHED, DOST, and check websites of schools offering PhD in Sociology

Result:

Increased FTE and number of students advised

Date: August 2023 Target Date: December 2023

Next Step:

1. Consistently teach undergrad courses.
2. Submit applications for PhD scholarships/funding

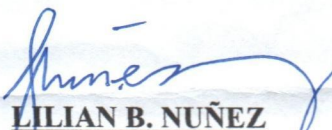
Outcome:

1. Strengthened ties with Departments offering social science departments which can also encourage students to enroll in MS Development Sociology.
2. Secure a funding for PhD


Final Step/Recommendation:

Take a study leave 3-4 years to earn PhD.

Prepared by:

  
LILIAN B. NUÑEZ  
Unit Head

Conforme:

  
GINA A. DELIMA  
Name of Ratee Faculty