

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: Maria Aurora Teresita W. Tabada

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	12.5%	4.71	.59
b. Students	12.5%	4.33	.54
Total for Instruction	25%	4.52	1.13
2. Research	17.5%	4.38	0.77
3. Extension	17.5%	4.83	0.85
4. Support/Administration	40%	4.51	1.80
	-	-	-
TOTAL			4.55

EQUIVALENT NUMERICAL RATING: 4.55

Add: Additional Points, if any: ----


TOTAL NUMERICAL RATING: 4.55ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

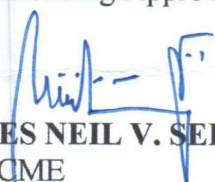
Reviewed by:

**MARIA AURORA T.W.TABADA**


Name of Faculty


LILIAN B. NUÑEZ
Department Head

Recommending Approval:


MOISES NEIL V. SERIO
Dean, CME


Approved:



BEATRIZ S. BELONIAS
Vice President for Academic Affairs


"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MARIA AURORA TW TABADA**, Head, Gender Resource Center and Faculty member, Institute for Strategic Research and Development Studies, commit to the deliver and agree to be rated in the attainment of the following targets in accordance with the indicated measures for the period **JANUARY - JUNE 2021**.


MARIA AURORA TW TABADA
 Associate Professor IV & Head, GRC
 Date:

Approved:

LILIAN B. NUNEZ
 Director
 Date:


MOISES NEIL V. SERINO
 College Dean
 Date: 8/1/21

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	Timeline	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	2	2.67	5	5	5	4.71	LAMP 231; DSOC 300 (2 sections)
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	7	7	4	5	5		Estomata, Jadina, Lagat, Lor, Ramirez, Gerbolingo, Canta
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	4	6	4	4	4		Estomata, Lor, Hipe, Jadina, Ramirez, Lagat

		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript		1	5	4	4		Canta
		<u>A4</u> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	6	3	5	5	5		Estomata, Hipe, Canta
	<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							
		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	2	2	4	5	5		documentary with guide questions, demo ppt on conflict for class demo during the accreditation; organized lecture-discussion on Natural Resource Conflicts Management by practitioner/Regional Director (June 5, 2021)
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	5	5	5	5		Midterm exam; Assessment tasks Nos. 1-5;
		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	Creates virtual classroom using either Moodle or Google Classroom		1	5	5	5		LAMP 231 for revision and review of curriculum
	<u>PI 10</u> . Additional outputs:	<u>A 8</u> . Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							

4.38

UMFO 3 . RESEARCH SERVICES									
	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	1	1	4	5	5	Sand mining in Leyte, Philippines
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	1		1	1	1	
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (%) *	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>			1	5	5	5	Mechanisms to Disruptions Brought by COVID-19 Pandemic among Working Adults in the Rural Philippines: The Case of Visayas State University" ATR 43(2) July-December 2021
		<i>In refereed nat'l/regional journals</i>		1		x	x	x	
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific for a/conferences	1					
		<i>In int'l fora/conferences</i>							

		<i>In nat'l/regional fora/conferences</i>		1	1	5	5	5		
	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	1	1	5	5	4		Submitted proposal to DOST-PCIEERD entitled "Socially Active and Favoured Environmental and Economic design for Mines Including Net-zero Emphasis: SAFEE-MINE" Jointcollaboration between University of Glasgow, Ateneo de Manila, and VSU
	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		1	5	5	5		Framing the River: Opportunity for science-policy nexus in Davao del Norte, Philippines (E Porio & MATW Tabada for the UN Global Assessment Report 2022)
		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		15	5	4	5		Attendance/participation in webinars: (1) The COVID-19 Vaccine Promise: Understanding How COVID-19 Vaccines Work on Feb 16, 2021 sponsored by Institute of Philippine Culture; (2) Demystifying IP: focus on trademarks and copyrights on sponsored by the Ateneo de Manila March 31, 2021; (3) Conversations with Leaders in the Higher Education Community: Challenges and Commitments of Universities during the COVID-19 Pandemic hosted by Institute of Philippine Culture on April 7, 2021; (4) The Climate Imperative: meeting the moment sponsored by Columbia University Climate School on April 22, 2021; (5) Local Climate Change Expenditure Tagging Webinar For Local Government Units; (6) [MCR2030-UNDRR-IFRC Webinar] Enhancing urban resilience with multi-hazard early warning, urban risk communication and flood resilience measurement digital tools on May 20, 2021; (7) Sustainability Research + Innovation (SRI) Talk on Integrated Action for SDGs on May 21, 2021; (8) Mountain-to-Sea-Ecological-Resource Management (ADMU Economics Seminar Series) on May 26, 2021; (9) Emerging from COVID-19: A green Transition ensuring fair and equitable recovery (OECD) on May 26, 2021; (10) Integrated Risk Management Mainstreaming on May 27, 2021 by the DILG Academy; (11) Consultation on the IRR of EO 130, series of 2021 by the MGB; (12) CCARPH & NRC Webinar on "Engineering Equitable Resilience In Metro Manila: Possibilities for Urban Transformation in Muntinlupa City," on
			Attendance to conferences and trainings		3	5	5	5		(1) Nobel Prize Summit on April 26-28, 2021 sponsored by the Nobel Foundation; (2) Conference on Women, Ecology, and Solidarity sponsored by the Laudato Si Research Center, Oxford University on June 2-4, 2021; (3) Deepening Systems Thinking Certificate Course sponsored by the NRC & Ateneo-CCARPH

	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of	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	3	3	4	4	5	4.83	Coalition against Trafficking of Women-Asia Pacific (CATW-AP); Ateneo Coastal Cities at Risk Philippines National Resilience Council LGU Ormoc City Resilience Council
	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							
	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	Implementes duly approved extension projects		1	5	5	5		Leadership for Resilient LGU Program with LGU Ormoc and National Resilience Council (with MOA signed October 30, 2020)
	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							
	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								
	Peer reviewers/ Panelists	Peer reviewers/Panelists			1	5	5	5		Reactor for webinar on Gender, climate, and disaster resilience: challenges of equity and sustainability
	Resource Persons	Resource Persons		2	1	5	5	5		(1) Hisgot Kalibungan Episode 5: Mineral Resources Management and Mining in Eastern Visayas

	Convenor/Organizer	Convenor/Organizer		1	3	5	5	5		(1) Webinar: Gender, climate, and disaster resilience: challenges of equity and sustainability on March 1, 2021 Co-convenor with Ateneo-CCARPH, NRC, and VSU-GRC; (2) Women inspiring women forum organized by GRC on March 8, 2021 (3) 35th anniversary celebration of People Power Revolution on February 24, 2021 with ISRDS
	Consultancy	Consultant								
	Evaluator	Evaluator		2	15	5	5	4		Proposals reviewed for gender responsiveness using the GAD score to be submitted to Planning Office
	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							
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *								
		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										
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						

		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							
		On program accreditations								
		On institutional accreditations								
UMFO 6. General Admin. & Support Services										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	0% complaint	0% Complaint	5	5	5	4.51	
		Client-centered governance	No. of GAD Agenda submitted to BOR for approval	1		3	3	3		
			No. of planning & consultation workshops on formulation of GAD Agenda	1		3	3	3		
		Functional GRC	No. of proposals for GRC institutionalization approved by BOR	1		3	3	3		
			Timely preparation, approval, and submission of mandatory reports	2	1	5	4	4		2020 GAD Accomplishment Report ✓
			No. of GFPS meetings	4	2	5	4	4		FPS TWG meeting conducted last 17 February 2021 and with GAD Coordinators from the component colleges last 10 March 2021 ✓
			Provision of technical assistance	1	3	5	5	5		(1) Member, TWG on Levelling sessions for LGUs; (2) Member, TWG for 2021 Women's Month celebration; (3) Facilitator, Sessions for LGUs on Basic GAD Concepts, Gender Analysis, Gender Analysis Tools, and Local GAD Planning and Budgeting to RGADC VIII Member LGUs on June 16-18, 2021; ✓
			VSU representation in RGADC meetings	2	2	5	5	5		Attendance to RGADC meetings (1st Qtr: January 27, 2nd Qtr: April 28) ✓

			MOUs/collaboration agreements signed		1	5	5	5		Research & Collaboration Agreement between Ateneo-CCARPH and VSU to institutionalize gender, climate, and disaster resilience in VSU's mandate through the GRC	✓
			Research proposal prepared		1	5	5	5		Included as attachment in the MOU	✓
		Functional and responsive ASHU	SH cases resolved	1	1	5	5	5		resolved SH complaint 2021-01	✓
			No. of revised Anti-Sexual Harassment Rules and Regulations submitted for BOR approval	1	1	5	5	5			✓
			No. of memos on ASHU-related matters	1	2	5	5	5		(1) Creation of the expanded Anti-Sexual Harassment/CODI (2) Creation of the Committee to Revise the Anti-Sexual Harassment IRR	✓
		Capacity development of GAD advocates	Attendance to trainings on gender, gender and development	1	3	5	5	5		(1) Executive Capacity Development Course on Preventing Gender-Based Violence in Emergencies on March 2021; (2) Sustaining Gender-responsive governance: new and emerging tools for GAD advocates on May 21, 2021 (3) The Law and the IRR of the Safe Spaces Act on May 18, 2021	✓
	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		1	5	5	5		RE-certified as member of the National GAD Resource Pool (Batch 5) of the Philippine Commission on Women effective November 2020 - October 2022	
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							Capacitate dept-based GAD coordinators to lessen the load.	
	Total Over-all Rating									18.43	
	Average Rating									4.61	
	Adjectival Rating									8	

Evaluated & Rated by:

[Signature]
LILIAN B. NUNEZ

Director, ISRDS

Date: *July 22, 2021*

Recommending Approval

[Signature]
MOISES NEIL V. SERINO

Dean, CME

Date: *8/4/21*

[Signature]
BEATRIZ S. BELONIAS

Vice President, Academic Affairs

Date: *8/5/21*

Approved by:

EDGARDO E. TULIN

President

Date: