

Exhibit K

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

Name of Faculty Member: **FE M. GABUNADA**


Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.86 x 50% = 2.43	
b. Students (50%)		4.50 x 50% = 2.25	
Total for Instruction	50%	4.68	2.34
2. Research			
a. Dept. Head/Center Director		4.84 x 100% = 4.84	
Total for Research	20%	4.84	0.97
3. Extension			
a. Dept Head/Center Director (100%)		4.92 x 100% = 4.92	
Total for Extension	30%	4.92	1.48
TOTAL			4.79

EQUIVALENT NUMERICAL RATING: 4.79
 Add: Additional Points, if any:
 TOTAL NUMERICAL RATING: 4.79

ADJECTIVAL RATING: **Outstanding**

Prepared by:


Reviewed by:


VANESSA MAY B. MILAN
 Admin Aide


DHENBER C. LUSANTA
 Office Head

Recommending Approval:

Approved:


ROSA OPHELIA D. VELARDE
 Director for Research



MARIA JULIET C. CENIZA
 VP for Research, Extension and Innovation


"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **FE M. GABUNADA**, a faculty member of the **Ecological Farm and Resource Management Institute (Eco-FARMI)**, commit to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **July** to **December 2022**.

Approved:


FE M. GABUNADA
 Professor VI
 Date: 4 January 2023


DHENBER C. LUSANTA
 OIC Director, Eco-FARMI
 Date: _____

MFO No.	Description of MFOs/PAPs	Success/Performance Indicators	Task 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	0.33	0.33	5	5	5	5	Taught 1 graduate course (ECON 214 - National Income and Employment) with one student.
	PI 8: Number of graduate students advised	A2. Number of students advised	Advise graduate students							

		A3. Number of students advised on thesis/special problem/dissertation								
		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							
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	1	1	5	5	5	5	Entertained the ECON 214 student who consulted several times.
	PI 9: Number of instructional materials developed	A5. Number of on-line ready courseware developed and submitted for review	Converts the existing instructional materials into flexible learning systems	1	1	5	5	4	4.67	Improved the instructional materials for ECON 214.
		On-line ready courseware	Prepares instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares PowerPoint presentation, video clips, movie clips, reading assignments depending on course taught	1	1	4	5	5	4.67	Prepared the PowerPoint presentation per topic for ECON 214 (the indicated number corresponds to the number of courses taught during the semester).

		Assessment tools	Prepares assessment tools such as long/term examinations, quizzes, exercises, reports, etc.	8	8	5	5	5	5	
		A6. Number of on-line ready courseware reviewed by the TRP and edited by the MMDC editor	Submits the courseware duly reviewed by the TRP for editing by the MMDC editor							
		A7. Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	1	5	5	5	5	Improved the Moodle virtual classroom for ECON 214.
	PI 10: Additional outputs	A8. Other outputs implementing the new normal due to Covid-19	Designs experiential learning activities and other outputs to implement the new normal							
UMFO 2. HIGHER EDUCATION SERVICES										
	PI 5: Total FTE coordinated, implemented & monitored	A9. Actual Faculty's FTE	Handles and teaches courses assigned	0.75	0.5	4	5	5	5	Taught 1 undergraduate course (AgEc 197 - Methods of Agricultural Research) with only two students.
		A10. Number of grade sheets submitted within prescribed period	Prepares grade sheets and submits on or before deadline	1	1	5	5	5	5	
		A11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grades							

		A12. Number of trainings attended related to instruction	Attends mandated trainings							
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught							
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lecture and laboratory							
		A15. Number of laboratory reports and term papers checked and graded	Checks laboratory reports, exercises, and terms papers submitted as required							
	PI 8: Number of students advised	A16. Number of students advised	Acts as academic adviser to students							
		A17. Number of students advised on thesis/field practice/special problem								
		As SRC Chairman	Advises and corrects research outline and thesis/SP manuscript							
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript							
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	5	2	5	5	5	5	Only two students enrolled in AgEc 197.
	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	A21. Number of on-line courseware 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 PowerPoint presentation, video clips, movie clips, reading assignments depending on course taught	5	8	5	4	5	4.67	Prepared Powerpoint presentations for AgEc 197.
		Assessment tools	Prepares assessment tools such as long examination, quizzes, exercises, etc.	8	10	4	5	5	4.67	Prepared and checked long/term examinations, quizzes, exercises, and reports for AgEc 197.
		A22. Number of on-line courseware reviewed by the TRP and edited by the MMDC editor	Submits the courseware duly reviewed by the TRP for editing by the MMDC editor							
		A23. Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	1	5	4	5	4.67	Improved the Moodle virtual classroom for AgEc 197.

	PI 11: Additional outputs	A24. Number of additional outputs accomplished								
		Program accreditation/evaluation	Prepares documents and/or program profile and other materials required during program instructional/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							
		A25. Other outputs implementing the new normal due to Covid-19	Designs experiential learning activities and other outputs to implement the new normal							
UMFO 3. RESEARCH SERVICES										
	PI 1: Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries	A26. 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	A27. Number of research outputs completed within the year	Conducts and completes research project within the year	2	2	5	5	5	5	Served as Technical Expert and Project Staff of 2 research projects : (1) Enhancing Climate-Resilient Agriculture Using Information Support Tools in Vegetable Production in Leyte, Philippines (e-CRISP) and (2) Inter-Consortia Convergence in Socio-Economics R&D: Institutionalization of the Socio-Economics
	PI 3: Number of research outputs published in internationally-refereed or CHED-recognized journal within the year	A28. Number 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							
		In refereed international journals								
		In refereed national/regional journals		1	1	5	4	5	4-67	Submitted the revised draft of the Chapter on Value Chain and Profitability (more details provided) for PCAARRD's book titled The Philippines Recommends for Shrimps.

[illegible]

UMFO 4. EXTENSION SERVICES										
	PI 1: Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension services	A35. 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							
	PI 2: Number of trainees weighted by the length of training	A36. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	30	27.55	5	4	5	4.67	Two-thirds of the pre-registered participants did not attend the Online Training-Workshop.
	PI 3: Number of extension programs organized and supported consistent with the SUC's mandate and priority programs	A37. Number of extension programs/projects implemented	Implements duly approved extension projects	1	1	5	5	5	5	Served as Technical Expert of the project Enhancing Capacity in Socio-Economic Analytic through the Visayas Socio-Economic Research and Data Analytic Center (ViSERDAC).

	PI 4: Percentage of beneficiaries who rated the training courses and advisory services as satisfactory or higher in terms of quality and relevance	A38. Percentage of beneficiaries who rated the training courses and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services	80%	96%	5	5	5	5	All the participants of the Online Training-Workshop on Financial Analysis and Investment Appraisal of Technology while 92.86% of the participants in the Production and Marketing Management Training rated the training courses as satisfactory or higher.
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	PI 5: Number of technical/expert services	A39. Number of technical/expert services	Provides technical and expert services as requested by beneficiaries							
	Research Mentoring	Research Mentor								
	Peer reviewer/Panelist	Peer reviewer/panelist								
	Resource person	Resource person		1	2	5	5	5	5	Served as resource person in the Production and Marketing Management Training and Online Training-Workshop on Financial Analysis and Investment Appraisal of Technology.
	Convenor/organizer	Convenor/organizer								
	Consultancy	Consultancy								
	Evaluator	Evaluator								
	PI 8: Number of extension proposals approved	A40. Number of extension proposals approved	Prepares extension project proposals, submits and follow up approval for immediate implementation							
	PI 11: Additional outputs	A41. Number of extension-related awards								

		A42. Other outputs implementing the new normal due to Covid-19	Designs extension-related activities and other outputs to implement the new normal							
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 4. Program and Institutional Accreditation Services									
	PI 8: Compliance to all requirements through the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/Department under ISO 9001:2015	A43. 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 within the performance of functions as faculty	zero non-conformity						
		A44. Compliance to all requirements of the program and institutional accreditations	Prepares required documents and complies all requirements as prescribed in the							
		On program accreditation								


[illegible]

	Average Rating								4.87
	Adjectival Rating								0

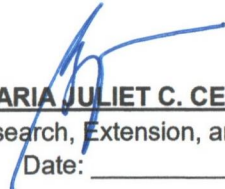
Evaluated and Rated by:


DHENBER C. LUSANTA
 OIC Director, Eco-FARMI
 Date: _____

Recommending Approval:


ROSA OPHELIA D. VELARDE
 Director for Research
 Date: _____

Approved by:


MARIA JULIET C. CENIZA
 VP for Research, Extension, and Innovation
 Date: _____

Comments and Recommendation for
Development Purpose:

Attend relevant training on
research & extension

PERFORMANCE MONITORING & COACHING JOURNAL

Rating Period: July-December 2022

	1 st	Q U A R T E R
	2 nd	
√	3 rd	
√	4 th	

Name of Officer : FE M. GABUNADA

Head of Office : DHENBER C. LUSANTA

Number of Personnel: 1

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. Specify)	
	One-on-One	Group			
Monitoring Conducts meeting & discuss the Eco-FARMI REI Agenda for 2022-2027 with the core staff Discussion on the update of Eco-FARMI Revisit Conducts meeting and discuss R7D framework		September 26, 2022 September 19, 2022 November 9, 2022			
Coaching -conducted consultations	November 2022				

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

Noted by:

DHENBER C. LUSANTA

Immediate Supervisor

MARIA JULIET C. CENIZA

Next Higher Supervisor

cc: OVPI
ODAHRD
PRPEO

EMPLOYEE DEVELOPMENT PLAN
Rating Period: July-December 2022

Name of Employee: FE M. GABUNADA
Performance Rating: _____

Aim: To enhance and upkeep knowledge on research development related to socio-economics.

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

Date: July 2022 **Target Date:** within 3rd Quarter of 2022

First Step:

Allow the staff to attend/participate online trainings related to socio-economics.

Result:

Serves as a resource speaker for online research and extension related expertise training.

Date: October 2022 **Target Date:** within 4th Quarter of 2022

Next Step:

Allow the staff to attend/participate online training related to research and extension for continued updates.

Outcome:

Participation in training, particularly in socioeconomics, for extension and research development

Final Step/Recommendation:

Prepared by:

DHENBER C. LUSANTA

Unit Head

Conforme:

FE M. GABUNADA

Ratee