

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%	4.25	0.53
b. Students	12.5%	5.0	0.62 0.63
Total for Instruction	25%	4.60	1.15 1.16
2. Research	17.5%	2.43	0.43 0.55
3. Extension	17.5%	4.93	0.86
4. Support/Administration	40%	4.85	1.94
	-	-	-
TOTAL			4.38 4.51

EQUIVALENT NUMERICAL RATING: ~~4.38~~ 4.51

Add: Additional Points, if any: -


TOTAL NUMERICAL RATING: ~~4.38~~ 4.51


ADJECTIVAL RATING:

~~VERY SATISFACTORY~~ OUTSTANDING

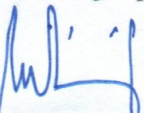
Prepared by:

Reviewed by:

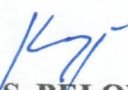

MARIA AURORA T.W. TABADA
Name of Faculty


LILIAN B. NUÑEZ
Department Head

Recommending Approval:


MOISES NEIL V. SERIÑO
Dean, CME

Approved:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs

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 on the attainment of the following targets in accordance with the indicated measures for the period JANUARY - DECEMBER 2022.

Prepared:

MARIA AURORA TERESITA W. TABADA
Associate Professor IV & Head, GRC
Date:

Approved:

LILIAN B. NUNEZ
Director
Date:

MOISES NEIL V. SERINO
College Dean
Date: Jan. 25, 2023

ALLEN GLENNIE P. LAMBERT
Executive Secretary, CP
Date:

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										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	1.2	1.5	5	5	5	5	DSOC 206 DSOC 224 DSOC 205 LAMP 231
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	6	6	4	4	4	4	Arabiana, Esperidion, Caparas, Jadina, Lor, Canta
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	5	4	4	4	4	4	Alegria, Caparas, Jadina, Lor
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	2	4	4	4	4	Canta, Amora
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	6	6	4.5	4.5	4.5	4.5	Alegria, Canta, Estomata, Jadina, Lor, Hipe
	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							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	6	7	5	5	5	5	(7) video/documentaries

	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	40	5	5	5	5	(4) Midterm exams (4) final exams (2) research papers (30) essay/discussion papers
	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							
PI 10. Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 2. HIGHER EDUCATION SERVICES									4.0
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							
	A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline							
	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							
	A12. Number of trainings attended related to instruction	Attend 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 lec and lab							
	A15. Number of lab reports and term papers checked and graded	Checks lab reports and term 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							
	<u>A18</u> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	3	4	4	4	4		Dev Com majors requesting review of the instrument class project
PI 9: Number of student organizations advised/assisted *	<u>A19</u> . Number of Student organizations advised	Advises student organizations recognized by USOO							
	<u>A20</u> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities							
PI 10: Number of instructional materials developed *	<u>A 21</u> : 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							
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
	<u>A 23</u> : 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							
	<u>A 24</u> : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom							
PI 11. Additional outputs	<u>A 25</u> . Number of Additional outputs accomplished:								
	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							

	A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 3. RESEARCH SERVICES									3.2
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	4	4	4	Gender, Climate, and Disaster Resilience Project (GCDR)
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	2	2	4	4	4	4	1) GCDR Workshop on July 22, 2022 2) Conference on Gender and Disaster Risk Governance on July 27, 2022
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-referred or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
	In refereed int'l journals								
	In refereed nat'l/regional journals		1	0	1	1	1	1	
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							
	In int'l fora/conferences		1	0.5	4	4	4	4	Asia-Pacific Sociological Conference 2022 "Risk Governance and Resilience Building: The Case Of Sand Mining in Leyte, Philippines" Prepared abstract and presentation but wasn't able to present because of Typhoon Paeng (brownout during my presentation schedule)
	In nat'l/regional fora/conferences		1	0					
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	0	1	1	1	1	
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	5	Science & Humanities Journal
		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										4.9
	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	3	9	5	5	5	5	1) Board of Investments - National Copper Technical Working Group (member) 2) Leyte Center for Development, Inc. 3) Bantay Kita-Publish What You Pay Inc 4) Regional GAD Committee VIII 5) National Gender Resource Pool 6) LGU Ormoc Resilience Council 7) Oscar M. Lopez Center 8) RDC VIII Special Committee on the SDGs for the Social Sector 9) BOI Regional Copper TWG: SubTWG on Development Concerns
	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		20.5	5	5	5	5	1) Seminar-Workshop on Gender Analysis Tools for SUCS Region VIII on September 6-7, 2022 No. of pax: 29 F & 12 M - 41 Pax
	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	1	5	5	5	5	Resilient LGU 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							
	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								
	Resource Persons	Resource Persons		2	13	5	5	5	5	a) Webinar on Gender Analysis for VSU Researchers on 18 Mar 2022; b) USSC Women Empowerment Seminar on 19 March 2022 via zoom; c) Assembly of Gender and Development Focal Point Systems of HEIs in Region VIII on Marcxh 28; d) Faculty On-boarding on 7 Feb; e) Faculty On-boarding on 5 Sep f) Student on-boarding on 21 Feb; g) Student on-boarding on 12 Sep h) Launch of the Natural Resource Governance Corner in the USJ-R Library on 1 Apr 2022; i) Pre-deployment Orientation for Practice Teachers on March 3, 2022; j) EVSU Midterm Review Institutional Planning on July 20 ; k) Pres. Quezon Women's Association GST on Nov 15 ; l) CHED Seminar-workshop on Gender Analysis on Sep 6-7 ; m) VSU Isable Seminar-workshop on Gender Analysis & GA Tools on Oct 12-13
	Convenor/Organizer	Convenor/Organizer		1	5	4.5	4.5	4.5	4.5	a) Webinar on Gender Analysis for VSU Researchers on 18 Mar 2022 b) Conference on Gender and Disaster Risk Governance on July 27 c) Webinar Guidelines on Gender-based Sexual Harassment in HEIs on Aug 3; d) Seminar-Workshop on Gender Analysis Tools for SUCs on Sep 6-7; e) Forum on Gender Equality, Diversity, and Social Inclusion on Dec 12
	Consultancy	Consultant								
	Evaluator	Evaluator		2	5	5	5	5	5	Proposals requiring GAD Scores for submission to DBM: Agronomy, NSTP, UDRRMO, EV-Biotech, Completion and Refurbishing of the Annex of the Old Library Building

		Newsletter editor			3	5	5	5	5	International Sociological Association Research Committee 46 newsletter (Jan-Mar 2022, June - Aug 2022, and Sep-Dec 2022)
	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			100%	5	5	5	5	Chair, TWG for SDG 5 under the Times Higher Education Rankings; For 2022 Rankings, SDG 5 was one of the 3 best scores by rank obtained by VSU.
UMFO 6. General Admin. & Support Services (GASS)										47
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients							
		Functional GRC	BOR-approved University GAD Agenda	1	0.9	5	5	4	4.7	GAD Agenda Strategic Framework (Part I) completed; Workshops 2 & 3 conducted; write up for finalization
			Planning & consultations workshop organized on the formulation of the GAD Agenda	1	2	5	5	5	5	Workshops 2 & 3 held on 31 Mar and 28-29 Kime 2022
			BOR-approved GRC institutionalization plan	1	0.5	5	5	4	4.7	1st draft completed
			Revised/updated GRC Operations Manual (draft)	1		3	3	3	3	
			Implementation of activities in the GPB	90%	91%	5	5	5	5	61 activities out of 67 = 91%
			GAD database established	1	0.05	5	5	4	4.7	(2) meetings conducted with various university stakeholders. Workplan and proposed contents of database prepared.
			Technical assistance provided		4	5	5	5	5	a) Gender Sensitivity & Audit Training of Trainers for DepED Borogan City Division on 28-29 April b) Gender Analysis Training for Climate Change Commission on 21-23 June C) Seminar-Workshop on Gender Analysis Tools for SUCs in EV on Sep 6-7 d) Seminar-Workshop on Gender Analysis & GA Tools on Oct 12-13
		Functional ASHU	BOR-approved Anti-Sexual Harassment Rules and Regulations	1	0.5	5	5	5	5	Draft completed for presentation to stakeholders

		SH cases resolved	100%	90%	S	S	S	S	Preliminary investigation completed for SH Case 2022-01 and 2022-02; draft recommendations prepared
		Other responsibilities		1	S	S	S	S	Drafted final committee report/ recommendation for Admin Case #044
	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *							
		A 48. Other outputs implementing the new normal due to Covid 19	Initiates/introduces improvements in performing functions resulting to best practice						
		Designs administration/ management related activities and other outputs to implement new normal							
	Total Over-all Rating		25.56 26.46						

Average Rating (Total Over-all rating divided by 4)	26.3
Additional Points	4.38
Approved additional points (with copy of approval)	4.26 4.41
FINAL RATING	VS
ADJECTIVAL RATING	

Comments and Recommendations for Development Purposes:

Finish Ph.D. studies

Evaluated & Rated by:

LILIAN B. NUNEZ

Director, ISRDS

Date:

ALLEN GLENNIE P. LAMBERT

Executive Assistant, OP

Date:

Recommending Approval

MOISES NEIL V. SERINO

Dean, CME

Date:

BEATRIZ S. BELONIAS

Vice President, Academic Affairs

Date:

Approved by:

EDGARDO E. TULIN

President

Date:

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MARIA AURORA TERESITA W. TABADA

Performance Rating: 4.50

Aim: To go on Sabbatical leave during the year to recharge and regain good health

Proposed Interventions to Improve Performance:

Date: January 3, 2023

Target Date: March 31, 2022

First Step:

Accomplish leave application form and process the corresponding requirements for endorsement by the ISRDS Personnel Committee.

Result:

Sabbatical leave application submitted

Date: April 1, 2023

Target Date: June 30, 2023

Next Step:

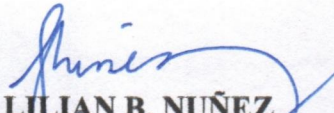
Properly turn over responsibilities in instruction, research, extension, and GRC administration to other staff.

Outcome: Sabbatical leave approved

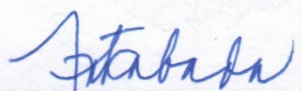
Final Step/Recommendation:

Give adequate time for Sabbatical Leave application to ensure that the process does not become stressful.

Prepared by:


LILIAN B. NUÑEZ
Director, ISRDS

Conforme:


MARIA AURORA TERESITA W. TABADA
Ratee