

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

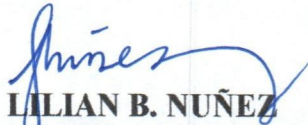
Name of Faculty Member: LILIAN B. NUÑEZ

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	20%	4.11	.82
b. Students	20%	5.00	1.00
Total for Instruction	40%	4.21	1.82
2. Research	20%	3.375	.67
3. Extension	20%	4.00	.80
4. Administration	20%	4.33	.86
TOTAL			4.15


EQUIVALENT NUMERICAL RATING: 4.15  
 Add: Additional Points, if any: -  
 TOTAL NUMERICAL RATING: 4.15

ADJECTIVAL RATING: VERY SATISFACTORY

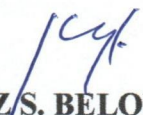
Prepared by:

  
**LILIAN B. NUÑEZ**  
 Name of Faculty

Recommending Approval:

  
MOISES NEIL V. SERINO  
 Dean, CME


Approved:

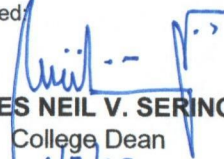
  
BEATRIZ S. BELONIAS  
 Vice President- Academic Affairs

# INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

"Exhibit B"

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 attainment of the following targets in accordance with the indicated measures for the period JANUARY-DECEMBER 2021.

  
**LILIAN B. NUÑEZ**  
 Associate Professor  
 Date: December 28, 2021

Approved:   
**MOISES NEIL V. SERINO**  
 College Dean  
 Date: 1/7/22

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment (January-December 2021)	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	4	5	5	5	5	2nd sem 2020-21: DSOC 241 1st sem 2021-22: DSOC 205, 208, 241
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	3	2	3	3	3	3	
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	0	1	1	1	1	
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	2	4	4	4	4	Fernandez, GC Estomata, NRB
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	6	6	4.5	4.5	4.5	4.5	
	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	1	1	4	4	4	4	DSOC208 (new activity)

4.15

395



		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	4	4	4	4	DSOC208 (new activity)	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	10	5	5	5	5		
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	6	5	5	5	5	DSOC208, 205, 241	
		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 Moddle or Google Classroom	1	1	4	4	4	4	DSOC208 (new)	4.28
	PI 10. Additional outputs:	A 8. Other outputs implementing the new normal due to Covid 19									
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>											4.28
<b>OVPI UMFO 3. Higher Education Management Services</b>											
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	2	3	5	5	5	5	Scio11 - 2nd sem 2020 Scio 11-1st sem 2021 (2 sections)	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	3	5	5	5	5	1) SCIO11 - March 2021 2) SCIO11 - July 2021 (2 sections)	
		A11. 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	5	3	3	3	3	3		
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught (Term exams)	4	278 (2 exams of 139 students)	5	5	5	5	1st sem 2020-21: 49 2nd sem 2020-21: 38 1st sem 2021-22: 52 students	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab (Assessments)	20	417 (3 assessments of 139 students)	5	5	5	5	1st sem 2020-21: 49 2nd sem 2020-21: 38 1st sem 2021-22: 52 students	



		<b>A15.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required ( <u>Learning Tasks</u> )	20	1,390 (10 LTs of 139 students)	5	5	5	5	1st sem 2020-21: 49 2nd sem 2020-21: 38 1st sem 2021-22: 52 students
	<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	Acts as academic adviser to students	NA						
		<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							
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript							
		<b>A18.</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	40	50	5	5	5	5	As course instructor
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19.</b> Number of Student organizations advised	Advises student organizations recognized by USSO							
		<b>A20.</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities							
	<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							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	4	4	4	4	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	3	5	5	5	5	5	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	A13 & A14 above		5	5	5	5	
		<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	1	0	1	1	1	1	
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using Moodle	2	1	3	3	3	3	SCIO11

	<b>PI 11.</b> Additional outputs	<b>A 25.</b> Number of Additional outputs accomplished:								
		<b>A 26.</b> Other outputs	Handle Senior High School subjects	2	1	3	3	3	3	2nd sem 2020-21: DISS
			Online-ready courseware	1	1	4	4	4	4	DISS
			Moodle classroom	1	1	4	4	4	4	DISS
			Learning Tasks	10	170 (10 LTs of 17 students)	5	5	5	5	DISS: 17 of 23 students
			Learning Checks	10	119 (7 LCs of 17 students)	5	5	5	5	DISS: 17 of 23 students
			Quarterly exams	3	42 (2 exams of 21 students)	5	5	5	5	DISS: 21 of 23 students
<b>UMFO 3. RESEARCH SERVICES</b>										
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> 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	4	4	4.5	4.5	4.5	4.5	Team member of four projects in other departments 1) Mixed Methods Approach in IA 2) ACIAR-SRA 3) ACIAR-FLRP 4) ACIAR-GAP
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research project within the year	2	2	3	3	3	3	1) Mixed Methods IA: April 2021 2) ACIAR-SRA: (Dec. 2021)
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> 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							
		<i>In refereed int'l journals</i>		1	0.2	5	5	5	5	ACIAR-FLRP-Gender
		<i>In refereed nat'l/regional journals</i>		1	0	1	1	1	1	
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific for a/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)								





	Resource Persons	Resource Persons		2	3	5	5	5	5	
	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant								
	Evaluator	Evaluator		3	0	1	1	1	1	
	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 (extn. 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		7	5	5	5	5	Attendance to webinars organized by project partners
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>										5.0
	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	0 noncomformity	0 noncomformity	5	5	5	5	
		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	100%	100%	5	5	5	5	>MSLAM & MLAM Level 1 accreditation: April 2021; >MSDevSoc Level 2 accreditation: Nov. 2021
		On program accreditations (AACCUP)		2	>LAM: 4 PPPs >MSDevSoc: 1 PPP & Supp. Docs (Area 3)	5	5	5	5	
		On institutional accreditations								
<b>UMFO 6. GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS)</b>										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services								
		Perform supervisory activities	Monthly staff meetings	12	12	5	5	5	5	
			Coaching sessions	4	4	5	5	5	5	
			Virtual classrooms evaluation	4	4	5	5	5	5	
			Course syllabi evaluation	6	2	2	2	2	2	Only 2 new syllabi during the year



			Personnel concerns	6	6	4.5	4.5	4.5	4.5	>Request for additional faculty member, replacement of driver & clerk, recomm. of Dr. Bencure as LAM professor; replacement of retired BIDANI staff; request for change of item of utility person >	
			Orientation with graduate students (consultation)	1	1	4.5	4.5	4.5	4.5	Consultation on f2f classes	
	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								
		A 48. Other outputs implementing the new normal due to Covid 19	Designs administration/ management-related activities and other outputs to implement new normal			Comments & Recommendations for development purpose: 1) Increase /accommodate more GAC chairmanships 2) Increase publication outputs					
	Total Over-all Rating	24.94									
	Average Rating	4.16									
	Adjectival Rating										

Evaluated & Rated by:

Approved by:

MOISES NEIL V. SERINO

Dean, CME

Date: 1/7/22

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: