

**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	35%	4.72	1.65
b. Students	35%	4.00	1.40
Total for Instruction	<b>70%</b>	<b>4.36</b>	<b>3.05</b>
2. Research	10%	4.89	0.49
3. Extension	15%	2.89	0.43
4. Administration	5%	4.67	0.23
TOTAL			4.21


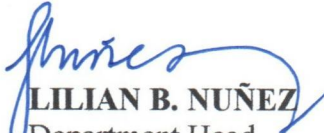
EQUIVALENT NUMERICAL RATING: 4.21

Add: Additional Points, if any: --

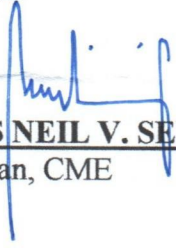
TOTAL NUMERICAL RATING: 4.21ADJECTIVAL RATING: **VERY SATISFACTORY**

Prepared by:

Reviewed by:

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

Recommending Approval:

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


Approved:

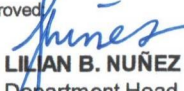
  
**BEATRIZ S. BELONIAS**  
Vice President- Academic Affairs

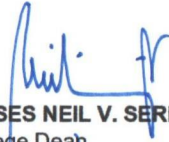
"Exhibit B"

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 JUNE 2021.

  
GINA A. DELIMA  
Instructor II  
Date: July 18, 2021

Approved:   
LILIAN B. NUÑEZ  
Department Head  
Date:

  
MOISES NEIL V. SERINO  
College Dean  
Date: 8/4/21

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	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 the ff courses: (1) 2nd Sem SY 2019-2020 (Jan-June); (2) 1st sem SY 2020-20201 (July - Dec 2020)	2	3	5	5	5		DSOC 252, DSOC 247, DSOC 244 <div>4.76</div>
	PI 8: Number of graduate students advised *	A2. Number of students advised		0	0					
		A3. Number of students advised on thesis/special problem/dissertation		0	0					
		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	10	12	5	4	5		Graduate Students: Hipe, Esperidion, Lagat, Ala, Jadina, Gerbolingo, Estomata, Roldan, Wales, Gula, Ubay, Canta;

	<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	DSOC 244, DSOC 247, DSOC 252
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	3	3	4	5	5	DSOC 244, DSOC 247, DSOC 252
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	12	12	5	5	5	DSOC 244: 4; DSOC 247 - 4, DSOC 252 - 4
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	6	4	5	5	(1) Mid-term DSOC 252 (1st sem SY 2020-2021); Mid-term DSOC 252 (2nd sem SY 2020-2021); (1) Evaluation Research DSOC 247 (1st sem SY 2020-2021); (4) learning tasks in DSOC 247 2nd sem 2020-2021)
		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	0					
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	3	4	5	5	Moodle: DSOC 244, DSOC 247, DSOC 252
	<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	3	5	5	5	-2 Webinars facilitated with resource speakers from VSU (VISERDAC) and outside for; 1 exercises in DSOC 247 (Evaluation) in partnership with Baybay Dairy Cooperative
		<u>A.9 Number of grade sheets submitted within prescribed period</u>	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period		8	5	4	5	4 during 1st sem 2020-2021: midterm DSOC 247, 252 & Final DSOC 247, 252   3 during 2nd sem 2020-2021: midterm DSOC 244, 247, 252   Undergrad
		<u>A.10. Number of lab reports and term papers checked and graded</u>	Checks lab reports and term papers submitted as required		20	5	4	4	11 for DSOC 247 midterm reqts (Canta, Jadina, Cagasan); 8 reflection papers Ms. Roldan for the INC; 1 Evaluation Report DSOC 247 1s SY20-21



		<u>A.11. Number of long examinations administered and checked</u>	Administers and checks long examination for subjects taught	4	3	5	5	5	2 during 1st sem 2020-2021 - Midterm & Finals ENTR11   1 during 2nd sem 2020-2021
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>									4.67
<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	2	1	4	4	5	Soci11
		<b>A10.</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	5	5	5	5	4 gradesheets: midterm and final for SOCIO 11 and ENTR11 (1st sem SY 2020-2021); 1 Midterm gradesheet SOC111 (2nd sem SY 2020-2021)
		<b>A 11.</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	0	0				
		<b>A12.</b> Number of trainings attended related to instruction	Attend mandated trainings	5	8	5	5	5	(1) Deepening Systems Thinking (6/2021), (2) Digital Tools for Research (6/26-30/21) (3) Gender, Climate and Disaster Resilience (3/2/21), (4) Green Technologies for Plastic Value Chain Mgmt (2/28/21), (5) Epidemiology for Communicators (1/29/21), (6) Sexual Orientation & Gender Identity (2/17/21), (7) ASEAN Environmental Law Conference (1/27-29/21) (8) Local Climate Change Expenditure Tagging (5/5/21)
		<b>A13.</b> Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	3	4	5	5	3 during 1st sem 2020-2021 - midterm DSOC 252, midterm& finals ENTR11   3 during 2nd sem 2020-2021- midterm DSOC 244, 252, midterm SOC111
		<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	0					

	<b>PI 8:</b> Number of students advised: *	<b>A16:</b> Number of students advised:	<i>Acts as academic adviser to students</i>	0						
		<b>A17:</b> Number of students advised on thesis/ field practice/special problem:								
		<i>As SRC Chairman</i>	<i>Advises, and corrects research outline and thesis/SP manuscript</i>	0						
		<i>As SRC Member</i>	<i>Advises and corrects research outline and thesis/SP manuscript</i>	0						
		<b>A18:</b> Number of students entertained for consultation purposes	<i>Entertains students consulting on subject taught, thesis and grades</i>	20	40	4	5	5		ENTR11 and SOCIO11 students
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19:</b> Number of Student organizations advised	<i>Advises student organizations recognized by USOO</i>	0						
		<b>A20:</b> Number of Student organizations assisted on student related activities	<i>Assists student organizations in implementing student related activities</i>	0						Undergrad: 40 Entrep and SOCIO11 students
	<b>PI 10:</b> Number of instructional materials developed *	<b>A21:</b> Number of on-line course ware developed and submitted :	<i>Prepares and submits for review by the Technical Review Panel</i>	2	2	4	5	4		One each for SOCIO11 and ENTR11
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>	1	1	4	5	5		SOCIO11
		<i>Supplemental learning resources</i>	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	0	14	4	5	5		SOCIO11, ENTR11

		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	0	3	4	5	5		1 SOCIO midterm; 2 Entrep - midterm and finals
		A 23: Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		A 24: Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	0	2	4	5	5		1 Socio11, 1 ENTR shared by 3 instructors
	PI 11. Additional outputs	A 25. 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									
	<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						
	<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						
	<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-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	1	1	5	5	5	
		<i>In refereed int'l journals</i>		1	1	5	5	5	
		<i>In refereed nat'l/regional journals</i>							
	<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	1	1	5	5	5	
		<i>In int'l fora/conferences</i>		1	1	5	5	5	
		<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	1	1	4	5	4	
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student(s)/faculty)							
		<b>A 33.</b> 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	0					
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0					
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	1	1	5	5	5	Attended online conference
UMFO 4. EXTENSION SERVICES									

**UMFO 4. EXTENSION SERVICES**

	<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	1	1	3	3	4	BDC
	<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	10	0	1	1	1	Not yet an actual training but preparatory steps in designing training were conducted i.e., evaluation conducted by DSOC 247 students, coordination with the Dept of Business Management (May 2021), consultation with the BDC staff (May 2021).
	<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	Implementes duly approved extension projects	1	2	4	4	4	Evaluation of the BDC project, conducted capacity building support to Ormoc City thru RLGU project
	<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%		1	1	1	No actual training conducted yet, only preparatory steps in designing training.
	<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	1	5	5	5		Conducted COVID-19 field study for Technical Assistance Movement for People and Environment Inc. (TAMPEI)
	Evaluator	Evaluator		0						
	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	1	1	3	3	3		The BDC project was continued
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *		0						
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							

	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		0						
		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									4.50	Admin = 4.67
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	4	4					Syllabus, certificates, TOS, Learning Materials
						5	5	4	4.67	
		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	1	4					Syllabus, certificates, TOS, Learning Materials
						4	4	5	4.33	
		On program accreditations		1	1	4	4	4	4	
		On institutional accreditations								
UMFO 6. General Admin. & Support Services (GASS)									5.0	
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	0	5					Assisted DevSoc students during enrolment 2nd sem 2020-2021 (Lagat, Estomata, Hipe, Jadina, Gerbolingo)
						5	5	5	5	
	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	0	1					Led in drafting an Ethics Review Guidelines
						5	5	5	5	

		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			17.165							

Average Rating (Total Over-all rating divided by 4)	4.29
Additional Points	
Approved additional points (with copy of approval)	
FINAL RATING	4.29
ADJECTIVAL RATING	VS

Comments & Recommendations for Development


Purposes:


Service creative ways to implement extension projects.


Evaluated & Rated by:

Recommending Approval

Approved by:

  
**LILIAN B. NUÑEZ**  
 Department Head  
 Date: July 20, 2021

  
**MOISES NEIL V. SERINO**  
 Dean, CME  
 Date: 8/4/21

  
**BEATRIZ S. BELONIAS**  
 Vice President for Academic Affairs  
 Date: 8/5/21