## 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%)	Equivalent Numerical Rating (2x3)
1. Instruction	(-)		(243)
a. Head/Dean (50%)		4.40x50%= 2.2	
b. Students (50%)		5.0 x50%= 2.5	
Total for Instruction	20%	4.7	0.94
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	25%	4.67	1.16
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	25%	4.83	1.20
4. Administration	30%	5.00	1.50
5. Production	-	-	-
TOTAL	100%	19.28	4.8

	<b>EQUIVAI</b>	ENT	NUMERICAL	RATING:
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4.80

Add: Additional Points, if any:

4 00

TOTAL NUMERICAL RATING:

4.80

ADJECTIVAL RATING:

**OUTSTANDING** 

Prepared by:

MARIA AURORA T.W.TABADA

Name of Faculty

Reviewed by:

VANALITA A. SALABAO

Dean

Recommending Approval:

NALITA A. SALABA

Dean

Approved:

ATRIZ S. BELONIAS

Vice President

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR) FORM

I. Prof. MARIA AURORA T.W. TABADA. Director, Institute for Strategic Research and Development Studies, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JULY to DECEMBER, 2019.

MARIA AURORA T.W. TABADA

Ratee

NALITA A. SALABAO

ean CME

			Program/ Activities/ Projects	Tasks Assigned	Target				Ratin	g	Remarks
MFO No.	Description of MFO's/ PAPs				(Jan - Dx 2019)	Details of Accomplish- ments	Quality	Efficiency	Timeliness	Average	
MFO 2	Higher Education Services (Relevant and quality tertiary education ensured to achieve inclusive growth)										
		Pl 1. Number of FTE implemented	Teaching	Teaches SH subject.	0	0.00				age about the other consequent beautiful accessoring an east	
MFO 2	Advanced Educ	cation Services (Relevant and	d quality tertiary	education ensured to achi	eve inclusi	ve growth)				THE PARTY OF THE P	The first first state of the st
		Pl 1. Number of FTE implemented	Teaching	Teaches MS DEVSOC subjects.	2.50	1.50	3	3	3	3.0	DSOC 205, DSOC 299, DSOC 300; very lonumber of students (5, 1, 25 students)
		PI 4. Number of Degree Programs Compliant to CMO supervised and implemented								o quarrent mari regue Seno, nato a Superior per Albumin este	Not applicable (no CMO yet)
		PI 5. Number of Academe/Industry Linkage established	Linkaging	Links with academe/ industry/professional organizations	2	3	5	5	5	5.0	National Resilience Council (NRC), Ateneo of Manila University (Dept of Socio-Anthro), Manila Observatory
		PI 6a. Number of students advised									
		On thesis/ practicum/ special problems	Improving students theses	Thesis adviser	2	2	. 5	4	4	4.3	(2) MS DevSoc students
		On consultation		Helps/mentors students develop skills in sociological analysis	10	10	5	4	5	4.7	MS DevSoc students
		PI 6b. No. of student organizations advised/									
		<u>PI 7</u> . Number of instructional materials developed									
Commence of the Commence of th		New syllabi									
		New lab. manual									

		Prepared/Revised/udated	Improving							T	DSOC 205
		Powerpoint lect. presentation (per course)	existing powerpoint presentation		1	2	5	5	5	5.0	D30C 203
		PI 8. Additional Outputs						<del> </del>	<del> </del>		
								Tota	l	22,00	
MFO 3	Research Servi	ices (Higher education researc	h improved to ave					Mear	1	4.40	
	- Industrial Services	PI 3. Number of research	(1) Scaning Study (2)	mote economic product	ivity and inno	ovation)					
		projects conducted and/or completed on schedule	(1) Scoping Study; (2) GAD in support to VSU's RDE	implementing project	2	2	5	4	4	4.3	
		PI 4. Number of research proposals submitted	Scoping study on SAG	-							
		<u>PI 7</u> . Amount of research money generated from institutional funding (Thousand PHP)	(1) Scoping Study; (2) GAD in support to VSU's RDE		200,000	375,811.20	5	5	5	5.0	
		PI 8. Additional outputs									
		Number of linkages forged	9		1	4	5	5	5	5.0	(NRC); (2) Ateneo de Manila University Dept of Socio-Anthto; ( Manila Observatory; (4) National Irrigation Administration Region 8
		PI 12. Number of research outputs presented in regional/national/internatio nal for a		Paper presenter	2	2	5	4	4	4.3	(1) UGAT International Conference Nov 7-9; (2) Technical Meeting (RTD) on Governance of Sand and Gravel Mining in Ormoc City on N 18
	T						-	Total		18.67	
								Mean		4.67	

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		PI 4. Number of extension			T	T	T	T	(1) BIDANI; (2) Leadership for Resilient Lo
		projects conducted and/or completed on schedule	1	2	5	5	5	5.0	Program (NRC-VSU-LGU Ormoc City) char to GAD Budget
		PI 5. Number of extension							
		proposals submitted							
		PI 7. Amount of extension			-	-	-	-	
		money generated from							
		external funding (Thousand							
		PI 8. Amount of extension			_	<b>†</b>			BIDANI
		money generated from	50,000	150,000	5	-	5	5.0	
		institutional funding	30,000	130,000	) 3	5	5	5.0	
		(Thousand PHP)							
		PI 9. Additional outputs							
		Resource Person	3	3	5	4	4	4.33	(1) AGENDA NI JUANA CSO Consultation/Commitment Setting for the Advance-ment of the Women's Priority Legislative Agenda (WPLA) for the 18th Congress ON 30 Aug; (2) NRC-Academic Partners' Business Meeting on 19-20 Sep; Consultation Workshop on Establishment Strength-ening of the GAD Resource Center on 5-6 Dec
		Co-Convenor/Conference Chair/Presiding Officer	1	2	5	5	5	5.00	(1) NIA Forum-Workshop on Responsible Sand and Gravel Extraction, F Security and Irrigation Development; (2) 4 RGADC Quarterly Meeting on 19 Nov
					То	Total points 19.33 Mean Rating 4.83		19.33	
					Me			4.83	
MFO 5	Support to Op							Manager 1	
FO 5	Support to	PI 1. Number of seminars/							
	Operations	trainings/conventions/	1	1	5	4	4	4.3	
		workshops coordinated for	1 1	1	3	4	4	4.3	
		entire university							
		PI 2. Number of in-house seminars/trainings/ workshops/reviews conducted	2	2	5	4	5	4.7	(1) ISRD Risk Assessment Semin on 5 Sep & 1 Oct; (2) Strategic Planning Workshop on 21-25
		PI 3. Additional outputs							October

		Number of seminars/ trainings/workshops coordinated for outside the university			1	1	5	5	4	4.7	Conference Chair, # 2019 AUDRN Youth Meet Up
							To	tal po	ints	13.7	
							Mo	ean Ra	ting	4.56	
MFO 6	General Adminis- tration and Support	PI 1. Number of departments and/service units supervised and monitored	Administration	Director & Unit Head	2	2	5	5	4	4.7	ISRDS & ASHU
	Services (GASS)	PI 2. No. of management meetings conducted	Management	-do-	6	10	5	5	5	5.0	Regular department meetings and CME Execom meetings
		PI 8. Zero percent complaint from clients served	Management	-do-	95%	100%	5	5	5	5.0	100% no complaint
		PI 9. Additional Outputs									
		System	No and timely submission of mandated reports	GFPS-TWG Chairperson	2	2	5	4	4	4.3	Annual Accomplishment Report; Annual GAD Plan & Budget
			GAD Trainings conducted		1	2	5	5	5	5.0	PPA-8 trainings on Magna Carta of Women & VAW
			No of ASHU cases handled	Unit Head, ASHU	1	3	5	5	5	5.0	Assisting victims prepare affidavits, conduct of ASH Com meetings, etc
								tal poi		29.0	
							Me	an Rat	ting	4.83	
Total Over-all Ratio	ng									80.7	
Average Rating										4.66	
Adjectival Rating										Outstanding	
Additional Points:											and Recommendations for
Punctuality										Developmen	t:

FINAL RATING

Approved Additional points (with copy of approval)

ANALITA A. SALABAO
Dean
Date:

Approved by: Rey

BEATRIZ S. BELONIAS

VP for Instruction