Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Julien R. Deroy

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)		4.66 x1 = 4.66	3.26
b. Students			
Total for Instruction	70%		
2. Research			
a. Client/Dir. for Research (50%)		4 ·50x.50 = 2.25	0.56
b. Dept. Head/Center Director (50%)		4.33x.50=2.17	0.54
Total for Research	25%		1.1
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration	5%	5	0.25
5. Production			
TOTAL			

EQUIVALENT NUMERICAL RATING:	
Add: Additional Points if any:	

TOTAL NUMERICAL RATING:

Very Satisfactory

4.61

Prepared by:

JULIEN R. DEROY

ADJECTIVAL RATING:

Name of Faculty

Reviewed by:

ROMMEL M. GARRIDO Jr.

Department Head

Recommending Approval:/

VICTOR B. ASIC

Dean/Directo

Approved:

BEATRIZ S. BELONIAS

Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, <u>JULIEN R. DEROY</u>, of the <u>Department of Plant Breeding and Genetics</u> commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>July</u> to <u>December</u>, 2020.

JULIEN R. DEROY

Approved:

ROMMEL M. GARRIDO Jr.

Head of Unit

				Actual	Rating			Remarks	
MFO & PAPs	Success Indicators	Tasks Assigned	Target	Accomplishment	Q¹	E²	T ³	A ⁴	
UMFO 2. Higher Education Services									
OVPI MFO 1. Curriculum Programs		To handle/teach courses in PBre 11 (Lec), Bio22p (Lec and Lab)	16	37.35	5	5	5	5	
P1. Total Undergraduate FTE monitored									
PI.9 Number of thesis a. Number of students advised for their academic and thesis concerns		To serve as thesis adviser	1	1	3	5	5	3 3	
b. Number of thesis outline/manusc ripts approved			1						Semester is still on- going
c. Number of students advised as SRC Chairman/mem ber		To act as SRC member	0						
PI.11 Number of Instructional Materials									

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develope	d/revised									
a.	Number of OBE compliant syllabus prepared			1	1	4	5	5	4 6 7	
b.	Number of teaching guides/laborat ory manuals developed/revi sed			1	1	3	5	5	3 3	
c.	Number of Virtual Classrooms created and operationalyze d			1	2	5	5	5	5	
d.	Assessment Tools			1	1	3	5	5	4 3 3	
e.	Number of Complete set of teacher- developed audio visual materials (powerpoints,vi deos,computer games, etc.)	To develop audio visual teaching materials		1	1	3	5	5	4 . 6 7	
PI.12 Add	itional Outputs									×
Number of awards/re received	of ecognitions									
MFO 3. R	ESEARCH									
	ber of published internationally purnals									

· (1)

Refereed int'l journals		T		T	T	T	Γ	T	T
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Refereed national journals									
PI.2 Number of research		To present	0		5	5	5	5	
outputs presented in		research results of	0					3	
local/regional/national/in		project handled							
ternational									
PI.3 Number of research		То	1			5	5	4.35	
project/study conducted		implement/handl		1	3	3	0	1.00	
and/or completed on		e research project							
schedule		on rice							
PI.5 Number of research									
project proposals									
approved									
DBS MFO 4. Extension services			8						
PI 1: Number of					<u> </u>				
technical/expert services	*								
PI 2: Number of extension									
projects/components									
conducted									
OTHERS:									
ADMINISTRATIVE		Danadanad							
ADMINISTRATIVE		Department Chairman			5	5	5	5	
		Equipment, and	0	2					
		Building							
		maintenance,							
		Alternate DRC							
Total Over-all Rating	AC CC								
	46.66								

Average Rating (Total Over-all rating divided by 4)		XX
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING	4.66	ХХ
ADJECTIVAL RATING	Outstanding	

Comments & Recommendations for Development

Purpose:

She is hardworking and has the leadership potential. She always give her best to deliver quality outputs. She performs her assigned teaching course in an outstanding level. She must pinish her master degree as soon as possible.

Evaluated & Rated by:

ROMMEL NI. GARRIDO Jr.

Dept/Unit Head

11~
VICTOR B. ASIC
Dean/Director

Recommending Approval:

Dean/Director

1 - Quality

Date:

2 - Efficiency

3 - Timeliness

4 - Average

Date:

Approved by:

BEATRIZ S. BELONIAS

Vice President of Academic Affairs

Date:

EMPLOYEE DEVELOPMENT PLAN

NAME OF EMPLOYEE: JULIEN R. DEROY

PERFORMANCE RATING: 44/4-59 (Outstanding) July-December 2020

AIM: To improve teaching/instruction and research capability

PROPOSED INTERVENTIONS TO IMPROVE PERFORMANCE AND/OR COMPETENCE AND QUALIFICATION TO ASSUME HIGHER RESPONSIBILITIES.

DATE:

July 2020

TARGET DATE: December 2020

FIRST STEP: Require Ms. Deroy to lead the implementation of the rice project entitled "Breeding, Selection, and Generation of Quality Seeds for Special Rice Varieties (Evaluation and selection of promising varieties of aromatic rice in the Visayas).

RESULT:

Actively lead in the implementation of the rice project

NEXT STEP: Encourage Ms. Deroy to conceptualize and develop research proposals related to her field of specialization for submission to funding agencies

RESULT:

Ms. conducted literature review search to come up with a research proposal

NEXT STEP: Encourage Ms. Deroy to attend seminar-workshops and conferences to gain new knowledge/insights/experiences

RESULT: Ms. Deroy attended seminar-workshops and conferences

OUTCOME: Ms. Deroy has acquired new knowledge and gained experience and likewise boost her confidence that could help her improve her performance and competence to assume higher responsibilities

NEX STEP: Encourage/require Ms. Deroy to update teaching materials and develop modules/manuals (lecture and laboratory)

FINAL STEP/RECOMMENDATION: <u>Continuously encourage and require her to write</u> research proposals and develop/update teaching materials

Prepared by:

ROMMEL M. GARRIDO Jr.

Init Head

Conforme:

JULIEN R DEROY
Name of Ratee Faculty/Staff