

# Exhibit K

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

Name of Faculty Member: Marissa B. Barbosa

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	$4.69 \times .50 = 2.35$	$2.35 \times .70$	1.64
b. Students (50%)	$4.25 \times .50 = 2.125$ <del>5.00</del> <del>2.50</del>	$2.12 \times .70$ <del>2.50</del>	<del>1.48</del> 1.75
Total for Instruction	70%		<del>3.12</del> 3.39
2. Research			
a. Client/Dir. for Research (50%)	$4.00 \times .50 = 2.00$	$2.00 \times .25$	0.50
b. Dept. Head/Center Director (50%)	$4.33 \times .50 = 2.16$	$2.16 \times .25$	0.54
Total for Research	25%		1.04
3. Extension			
a. Client/Dir. for Extension			
b. Dept Head/Center Director			
Total for Extension			
4. Administration (5%)	4.33	.05	0.21
5. Production			
TOTAL			<del>4.37</del> 4.64

EQUIVALENT NUMERICAL RATING: 4.64

Add: Additional Points, if any: 4.64

TOTAL NUMERICAL RATING: 4.37

ADJECTIVAL RATING:

Very Satisfactory OUTSTANDING

Prepared by:

MARISSA B. BARBOSA  
Name of Faculty

Reviewed by:

LUZ O. MORENO  
Department Head

Recommending Approval:

VICTOR B. ASIO  
Dean/Director

Approved:

BEATRIZ S. BELONIAS  
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MARISSA B. BARBOSA, of the Department of Plant Breeding and Genetics commits to 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, 2022.

MARISSA B. BARBOSA

Ratee

Approved:

LUZ O. MORENO

Head of Unit

5	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
UMFO 2. Higher Education Services									
OVPI MFO 1. Curriculum Programs									
P1. Total Undergraduate FTE monitored		To handle/teach AgSci 114 (Lec/Lab) PBre 144n(Lec)	16	0.95	1	5	5	3.67	Only few numbers of students enrolled per section
PI.9 Number of thesis		Thesis	0	3	5	5	5	5	
a. Number of students advised for their academic and thesis concerns		Academic Advisee	5	21					
b. Number of thesis outline/manuscripts approved			0	1	5	5	5	5	
c. Number of students advised as SRC Chairman/member			0	3	5	5	5	5	





PI.1 Number of published papers in internationally indexed journals									
<i>Refereed int'l journals</i>									
<i>Refereed national journals</i>									
PI.2 Number of research outputs presented in local/regional/national/international									
PI.3 Number of research project/study conducted and/or completed on schedule			1	1	3	5	5	4.33	
PI.5 Number of research project proposals approved									
DBS MFO 4. Extension services									
PI 1: Number of technical/expert services									
PI 2: Number of extension projects/components conducted									
Others: Administrative			1	1	3	5	5	4.33	
<b>Total Over-all Rating</b>	<b>51.66</b>								

Average Rating (Total Over-all rating divided by 4)		XX
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING	4.69	
ADJECTIVAL RATING	Outstanding	

#### Comments & Recommendations for Development Purpose:

Needs to engage in research activities.

Evaluated & Rated by:

  
**LUZ O. MORENO**

Dept/Unit Head

Date: 07-07-2022

1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average

Recommending Approval:

  
**VICTOR B. ASIO**

Dean/Director

Date: 07-12-2022

Approved by:

  
**BEATRIZ S. BELONIAS**

Vice President of Academic Affairs

Date: July 13, 2022

## EMPLOYEE DEVELOPMENT PLAN

NAME OF EMPLOYEE: **MARISSA B. BARBOSA**

PERFORMANCE RATING: ~~4.37 (Very Satisfactory)~~ January-June 2022 **4.64 (OUTSTANDING)**

AIM: To improve teaching/instruction and research capability

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

DATE: January 2022

TARGET DATE: June 2022

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

RESULT: Ms. Barbosa conducted literature review search, submitted research proposal in collaboration with researchers from other research center/unit in the university and attended research-related seminar- workshops

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


RESULT: Ms. Barbosa attended seminar-workshops and conferences

OUTCOME: Ms. Barbosa has acquired new knowledge and gained experiences to improve her performance and competence


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

FINAL STEP/RECOMMENDATION: Continuously encouraged and required her to write research proposals and also to develop/update teaching materials

Prepared by:

  
**LUZ O. MORENO**  
Unit Head

Conforme:

  
**MARISSA B. BARBOSA**  
Name of Ratee Faculty/Staff