

**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: EUNICE KENEE L. SERIÑO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.94x50%= 2.47	1.729
b. Students (50%)		5x50% = 2.5	1.75
Total for Instruction	70%	4.97	3.479
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	30%	5x30%	1.5
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL	100%		4.979

EQUIVALENT NUMERICAL RATING: 4.979  
 Add: Additional Points, if any: none  
 TOTAL NUMERICAL RATING: 4.979

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

Reviewed by:

EUNICE KENEE L. SERIÑO

Name of Faculty

ANALYN M. MAZO

Department Head

Recommending Approval:

CANDELARIO L. CALIBO

Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, EUNICE KENEE L. SERIÑO, of the Department of Biological Sciences commits 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 2020. *19/11*

*Eunice Kenée L. Seriño*  
**EUNICE KENEE L. SERIÑO**  
Ratee

Approved: *Analy M. Mazo*  
**ANALYN M. MAZO**  
Head of Unit

MFO & PAPs	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>	
1: Advanced Education Services									
DBS MFO 1. Graduate Degree Program									
DBS MFO 2. Graduate Student									
UMFO 2. Higher Education Services									
DBS MFO 1. Curriculum Program									
	PI 1: Total FTE monitored	To handle the subjects: Biol 11 Lec, Zool 11 Lec, BOTN 242 Lec	3.00	21.85	5	5	5	5.00	Handled Biol 11 Lec; Zool 11 Lec and BOTN 242 Lec
	PI 8: Number of students advised for their academic and thesis concerns	To serve as academic and thesis adviser and SRC Member of BSBio Students	3	9	5	5	5	5.00	Served as academic and thesis adviser and SRC Member of BSBio Students
	PI 9: Number of student organizations advised	To serve as co-adviser in CAS-SSC	0	1	5	5	5	5.00	Served as co-adviser in CAS-SSC
	PI 10: Number of instructional materials developed/revised	To revise IMs in Biol 11, Zool 11 Lec and develop lms for BOTN 242	10	25	5	5	5	5.00	Revised IMs in Biol 11, Zool 11 Lec and develop lms for BOTN 242
	PI 11: Number of OBE compliant syllabus prepared	To prepare OBE-dized syllabus	1	2	5	5	4.5	4.83	Prepared and revised OBE-dized syllabus in Biol 11 and Ecol 152
	PI 1: Total FTE monitored	To handle the subjects: Biol 11 Lec, Zool 11 Lec, BOTN 242 Lec	3.00	21.85	5	5	5	5.00	Handled Biol 11 Lec; Zool 11 Lec and BOTN 242 Lec



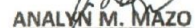


Average Rating (Total Over-all rating divided by 4)		4.95
Additional Points:		
Approved Additional points (with copy of approval)	NA	
FINAL RATING		4.95
ADJECTIVAL RATING		OUTSTANDING

**Comments & Recommendations  
for Development Purpose:**


*Publish research output*

Evaluated & Rated by:

  
ANALYN M. MAZO  
Dept/Unit Head


Date: \_\_\_\_\_

Recommending Approval:

  
CANDELARIO L. CALIBO  
Dean/Director

Date: \_\_\_\_\_

Approved by:

  
BEATRIZ S. BELONIAS  
Vice President

Date: \_\_\_\_\_

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Eunice Kenec L. Serifo  
Performance Rating: Outstanding

Aim: Pursue graduate studies

Proposed Interventions to Improve Performance:

Date: June 2018      Target Date: 2020

First Step:

Pursue graduate program based on the FDP

Result:

To pursue Aquatic Ecology

Date: \_\_\_\_\_ Target Date: September-December \_\_\_\_\_

Next Step:

Look for possible University

Outcome:

UST is one identified University

Final Step/Recommendation:

Look for scholarship

Prepared by:

*ma*  
**ANALYN M. MAZO**  
Unit Head

Conforme:

*Eunice Kenec L. Serifo*  
EUNICE KENEC L. SERIFO