

# Exhibit K

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

Name of Faculty Member: Rommel M. Garrido Jr.

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	<del>4.91</del> $2.40 \times .50 = 2.44$	<del>2.40</del> $2.44 \times .70$	<del>1.71</del> $1.66$
b. Students (50%)	$3.33 \times .50 = 1.66$	$1.66 \times .70$	$1.16$
Total for Instruction	70%		<del>2.87</del> $2.84$
2. Research			
a. Client/Dir. for Research (50%)	$4.70 \times .50 = 2.35$	$2.25 \times .25$	$0.56$
b. Dept. Head/Center Director (50%)	$5 \times .50 = 2.12$	$2.25 \times .25$	$0.62$
Total for Research	25%		<b>1.20</b>
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration (5%)	4.33	.05	<b>0.22</b>
5. Production			
TOTAL			<del>4.29</del> $4.26$

EQUIVALENT NUMERICAL RATING: 4.29  $4.26$

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.29  $4.26$

ADJECTIVAL RATING:

Very Satisfactory

Prepared by:

ROMMEL M. GARRIDO Jr.  
Name of Faculty

Reviewed by:

VICTOR B. ASIO  
CAFS Dean

Recommending Approval:

VICTOR B. ASIO  
Dean/Director

Approved:

BEATRIZ S. BELONIAS  
Vice President

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, ROMMEL M. GARRIDO Jr., 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, 2021.

**ROMMEL M. GARRIDO Jr.**

Rated

Approved:

**VICTOR B. ASIO**

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>	
UMFO 2. Higher Education Services									
OVPI MFO 1. Curriculum Programs		To teach lecture courses in Pbre 212 (Lec), Pbre 117 (Lec) and Pbre 111 (Lec)	10.00	22.93	5	5	5	5	
P1. Total Undergraduate FTE monitored									
PI.9 Number of thesis		Thesis adviser	1	3	5	5	5	5	
a. Number of students advised for their academic and thesis concerns		Academic Adviser	0	78					
b. Number of thesis outline/manuscripts approved			1	1	5.33	5	5	5.33	
c. Number of students advised as SRC Chairman/member		To act as SRC member/Chairman	0	1	5	5	5	5	





Refereed int'l journals									
Refereed national journals									
PI.2 Number of research outputs presented in local/regional/national/international		To present research results of project handled							
PI.3 Number of research project/study conducted and/or completed on schedule		To implement/handle research project at NARC	1	4	5	5	5	5	
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		Department Head	1	1	3	5	5	4.33	
Total Over-all Rating	<del>53.66</del> 52.99								

Average Rating (Total Over-all rating divided by 4)	<del>4.88</del> 4.81	XX
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING	<del>4.88</del> 4.81	XX
ADJECTIVAL RATING	Outstanding	

**Comments & Recommendations for Development Purpose:**

He is hardworking, dependable, and delivers quality output on time. He is dedicated teacher and always strives to deliver quality teaching. He should pursue graduate studies.

Evaluated & Rated by:

  
**ROMMEL M. GARRIDO Jr.**

Dept./Unit Head

Date: 07-06-2021


Recommending Approval:

  
**VICTOR B. ASIO**

Dean/Director

Date: 07-07-21

Approved by:

  
**BEATRIZ S. BELONIAS**

Vice President of Academic Affairs

Date: 7/12/21

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

## EMPLOYEE DEVELOPMENT PLAN

NAME OF EMPLOYEE: **ROMMEL M. GARRIDO JR.**

PERFORMANCE RATING: ~~4.29~~<sup>4.26</sup> (Outstanding) January – June 2021

AIM: To improve teaching/instruction and research capability

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

DATE: January 2021

TARGET DATE: June 2021

FIRST STEP: Encourage Mr. Garrido to conceptualize and develop research proposals related to his field of specialization for submission to funding agencies

RESULT: Mr. Garrido conducted literature review search and attended research-related seminar- workshops

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


RESULT: Mr. Garrido attended seminar-workshops and conferences

OUTCOME: Mr. Garrido has acquired new knowledge and gained experiences to improve his performance and competence

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

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

Prepared by:

  
**VICTOR B. ASIO**  
CAFS, Dean

Conforme:

  
**ROMMEL M. GARRIDO Jr.**  
Name of Ratee Faculty/Staff