

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: MA. GWENETH M. ABIT (Instructor I)

| Program Involvement<br>(1)    | Percentage Weight of Involvement<br>(2) | Numerical Rating<br>(Rating x %)<br>(3) | Equivalent Numerical Rating<br>(2x3) |
|-------------------------------|---|---|--------------------------------------|
| 1. Instruction                |   |   |                                      |
| a. Head/Dean                  | 40                                      | 4.90                                    | 1.96                                 |
| b. Students                   | 40                                      | 4.50                                    | 1.80                                 |
| Total for Instruction         | 80                                      |   | 3.76                                 |
| 2. Research                   |   |   |                                      |
| a. Client/Dir. for Research   |   |   |                                      |
| b. Dept. Head/Center Director |   |   |                                      |
| Total for Research            | 0                                       | -                                       |                                      |
| 3. Extension                  |   |   |                                      |
| a. Client/Dir. for Extension  |   |   |                                      |
| b. Dept. Head/Center Director |   |   |                                      |
| Total for Extension           | 20                                      | 4.80                                    | 0.96                                 |
| 4. Administration             | -                                       |   |                                      |
| 5. Production                 | -                                       |   |                                      |
| TOTAL                         | 100                                     |   | 4.72                                 |

EQUIVALENT NUMERICAL RATING: 4.72

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.72

ADJECTIVAL RATING: OUTSTANDING

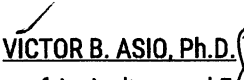
Prepared by:

Reviewed by:


  
MA. GWENETH M. ABIT  
Name of Faculty

  
BERTA C. RATILLA  
Department Head

Recommending Approval:

  
VICTOR B. ASIO, Ph.D.  
Dean, College of Agriculture and Food Science

Approved by:

  
BEATRIZ S. BELONIAS  
Vice President, Instruction

Summary of Individual Ratings of Faculty Members  
With Relative Positions

NAME OF FACULTY MEMBER (Last, First, Middle Initial)

NAME OF FACULTY MEMBER

| Program Involvement   | Percentage Weight of Program Involvement | Individual Rating (Rating x %) | Double Weight Numerical Rating (2x%) |
|-----------------------|--|--------------------------------|--------------------------------------|
| Instruction           | 40                                       | 4.00                           | 1.60                                 |
| Research              | 40                                       | 4.00                           | 1.60                                 |
| Total for Instruction | 80                                       |                                | 3.20                                 |
| Research              |  |                                |                                      |
| Community Service     |  |                                |                                      |
| Other (Specify)       |  |                                |                                      |
| Total for Research    | 0  |                                |                                      |
| Instruction           |  |                                |                                      |
| Community Service     |  |                                |                                      |
| Other (Specify)       |  |                                |                                      |
| Total for Extension   | 20                                       | 4.00                           | 0.80                                 |
| Administration        |  |                                |                                      |
| Professional          |  |                                |                                      |
| TOTAL                 | 100                                      |                                | 4.00                                 |

4.00

UNWEIGHTED NUMERICAL RATING

Add Additional Points, if any

4.00

TOTAL NUMERICAL RATING

UNWEIGHTED RATING

ADDITIONAL RATING

Reviewed by

Prepared by

BOYCE C. RAILL, JR.  
Department Head

NAME OF FACULTY MEMBER

Recommendation Approval

Dean, College of Agriculture and Food Science

Approved by

DEA H. E. BROWN  
Vice President, Instruction

I, MA. GWENETH M. ABIT, Instructor I of the Department of Agronomy, 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 2018.

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

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

| MFO No.  | MFO Description | Success Indicator (SI)  | %     | Task Assigned   | Target | Actual Accomplishment | Rating  |            |            |         | Remark |
|--|-----------------|---|-------|---|--------|-----------------------|---------|------------|------------|---------|--------|
|  |                 |   |       |   |        |                       | Quality | Efficiency | Timeliness | Average |        |
| <b>UMFO 1. Advanced Education Services</b>                     |                 |   |       |   |        | 20%                   |         |            |            |         |        |
| <b>OVPI MFO 1. Graduate Degree Program Management Services</b> |                 |   |       |   |        |                       |         |            |            |         |        |
| 1.5 - 2.0 = 4.8  |                 | PI 2: Total FTE monitored   | 1.00% | Total FTE   | 1      | 1.33                  | 4.8     | 4.8        | 4.9        | 4.83    |        |
| <b>OVPI MFO 2. Graduate Student Management Services</b>        |                 |   |       |   |        |                       |         |            |            |         |        |
| <b>UMFO 2. Higher Education Services</b>                       |                 |   |       |   |        |                       |         |            |            |         |        |
| <b>OVPI MFO 1. Curriculum Program Management Services</b>      |                 |   |       |   |        |                       |         |            |            |         |        |
|  |                 | PI 1: Total FTE monitored   |       | Total FTE   | 10     | 14.6                  | 5       | 5          | 5          | 5.00    |        |
| <b>OVPI MFO 2. Student Management Services</b>                 |                 |   |       |   |        |                       |         |            |            |         |        |
|  |                 | PI 2: Number of students awarded with scholarship/fellowship/grants /assistantships |       | Attended and recognized students awarded with scholarships/grants | 1      | 1                     | 4.9     | 4.9        | 4.9        | 4.90    |        |
| <b>UMFO 3. Research Services</b>                               |                 |   |       |   |        |                       |         |            |            |         |        |
| <b>UMFO 4. Extension Services</b>                              |                 |   |       |   |        |                       |         |            |            |         |        |
| <b>UMFO 5. Support to Operations (STO)</b>                     |                 |   |       |   |        |                       |         |            |            |         |        |
| <b>OVPI MFO 1. Faculty Development Services</b>                |                 |   |       |   |        |                       |         |            |            |         |        |
| <b>OVPI MFO 2. Faculty Recruitment/Hiring Services</b>         |                 |   |       |   |        |                       |         |            |            |         |        |
| <b>OVPI MFO 3. Faculty Evaluation Services</b>                 |                 |   |       |   |        |                       |         |            |            |         |        |
| <b>OVPI MFO 4. Admission &amp; Registration Services</b>       |                 |   |       |   |        |                       |         |            |            |         |        |

Mississippi State University  
College of Agriculture, Forestry and Fisheries  
DEPARTMENT OF AGRONOMY  
Plant, Soil and Water

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (ICR)

I, MA. GWENETH M. ABEY, Director of the Department of Agronomy, commit to deliver and strive to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June 2018.

MA. GWENETH M. ABEY  
Director  
Date: \_\_\_\_\_

GENITA C. SATHIA  
Head, Dept. of Agronomy  
Date: \_\_\_\_\_


| ICR No. | ICR Description          | Success Indicator (i)              | %    | Task Assigned                        | Target | Actual | Comments | Rating | Signature |
|---------|--------------------------|------------------------------------|------|--------------------------------------|--------|--------|----------|--------|-----------|
| ICR 1   | Research Services        | ICR 1.1: Research Services         | 100% | ICR 1.1.1: Research Services         | 100%   | 100%   | 100%     | 100%   |           |
| ICR 2   | Teaching Services        | ICR 2.1: Teaching Services         | 100% | ICR 2.1.1: Teaching Services         | 100%   | 100%   | 100%     | 100%   |           |
| ICR 3   | Extension Services       | ICR 3.1: Extension Services        | 100% | ICR 3.1.1: Extension Services        | 100%   | 100%   | 100%     | 100%   |           |
| ICR 4   | Administration           | ICR 4.1: Administration            | 100% | ICR 4.1.1: Administration            | 100%   | 100%   | 100%     | 100%   |           |
| ICR 5   | Professional Development | ICR 5.1: Professional Development  | 100% | ICR 5.1.1: Professional Development  | 100%   | 100%   | 100%     | 100%   |           |
| ICR 6   | Community Engagement     | ICR 6.1: Community Engagement      | 100% | ICR 6.1.1: Community Engagement      | 100%   | 100%   | 100%     | 100%   |           |
| ICR 7   | Research Services        | ICR 7.1: Research Services         | 100% | ICR 7.1.1: Research Services         | 100%   | 100%   | 100%     | 100%   |           |
| ICR 8   | Teaching Services        | ICR 8.1: Teaching Services         | 100% | ICR 8.1.1: Teaching Services         | 100%   | 100%   | 100%     | 100%   |           |
| ICR 9   | Extension Services       | ICR 9.1: Extension Services        | 100% | ICR 9.1.1: Extension Services        | 100%   | 100%   | 100%     | 100%   |           |
| ICR 10  | Administration           | ICR 10.1: Administration           | 100% | ICR 10.1.1: Administration           | 100%   | 100%   | 100%     | 100%   |           |
| ICR 11  | Professional Development | ICR 11.1: Professional Development | 100% | ICR 11.1.1: Professional Development | 100%   | 100%   | 100%     | 100%   |           |
| ICR 12  | Community Engagement     | ICR 12.1: Community Engagement     | 100% | ICR 12.1.1: Community Engagement     | 100%   | 100%   | 100%     | 100%   |           |

|   |  |  |  |   |   |      |      |             |       |  |
|---|--|--|--|---|---|------|------|-------------|-------|--|
|   | PI 2: Number of students enrolled and validated within scheduled regular registration period |  | Monitored number of students enrolled within sscheduled regular registration period every semester                 | 3 | 6 | 5    | 5    | 5           | 5.00  |  |
| OVPI MFO 5. Guidance and Counselling & Support to Students Services |  |  |  |   |   |      |      |             |       |  |
|   | PI 2: Number of students who have availed of guidance and counselling services               |  | Academic adviseed guided and adviced as organization adviser   | 5 | 6 | 5    | 5    | 5           | 5.00  |  |
|   | PI 3: Percentage of students awarded scholarship and grants                                  |  | Monitored number of students awarded with scholarships and grants  | 1 | 1 | 4.8  | 4.9  | 5           | 4.90  |  |
| OVPI MFO 6. Library Services  |  |  |  |   |   |      |      |             |       |  |
| OVPI MFO 7. Distance Education Services                             |  |  |  |   |   |      |      |             |       |  |
|   | PI 1: Number of distance education curricular programs implemented                           |  | Coordinated/Monitored distance curricular programs implemented (as Chairman of the Dept. Graduate Admission Comm.) | 1 | 1 | 4.8  | 4.8  | 4.8         | 4.80  |  |
| OVPI MFO 8. Program and Institutional Accreditation Services        |  |  |  |   |   |      |      |             |       |  |
| OVPI MFO 9. Development Broadcasting & Communication Services       |  |  |  |   |   |      |      |             |       |  |
| UMFO 6. General Administration and Support Services (GASS)          |  |  |  |   |   |      |      |             |       |  |
| OVPI MFO 1. Administrative and Facilitative Services                |  |  |  |   |   |      |      |             |       |  |
| OVPI MFO 2. Frontline Services                                      |  |  |  |   |   |      |      |             |       |  |
|   |  |  |  |   |   |      |      |             |       |  |
| Total Over-all Rating   |  |  |  |   |   |      |      |             | 34.43 |  |
| Average Rating  |  |  |  |   |   | 4.90 | 4.91 | 4.94        | 4.92  |  |
| Adjectival Rating   |  |  |  |   |   |      |      | OUTSTANDING |       |  |


Comments and Recommendations for Development Purpose:  
*Sustain the outstanding rating by improving teaching strategies + may attend conferences + trainings; publish research paper*

- 1- Quality  
2- Efficiency  
3- Timeliness  
4- Average


Evaluated and Rated by:

  
**BERTA C. RATILLA**  
Head, Dept. of Agronomy  
Date: \_\_\_\_\_

Recommending Approval:

  
**VICTOR B. ASIO, Ph.D.**  
Dean, College of Agriculture and Food Science  
Date: \_\_\_\_\_

Approved by:

  
**BEATRIZ S. BELONIAS**  
Vice President, Instruction  
Date: \_\_\_\_\_

reconnect to small heart

2000

Isveigai patikime.

somebody has enough to spend on it

1950

1. DATE 03/03/2000

työ bevoimena

noted that the 1934-35

00-000000-000000

2180

11-11-61  
 11-11-61  
 11-11-61  
 11-11-61

13009 175 120746-1-1 1st production run, all low of 1000000

THESE ARE THE RESULTS OF THE RESEARCHES OF THE  
FEDERAL BUREAU OF INVESTIGATION

[illegible]

Exhibit L

**EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: MA. GWENETH M. ABIT

Performance Rating: Outstanding

Aim: To sustain the outstanding rating

Proposed Interventions to Improve Performance:

Date: August 2018

Target Date: October 2018

First Step:

To improve teaching strategies; attend and present papers in scientific conferences

Result:

Improved teaching strategies; attended and presented paper in scientific conference

Date: Oct. 2, 2018

Target Date:

October-June 2019

Next Step:

Attend trainings/seminars/conferences to widen knowledge and experience and write scientific paper for publication

Outcome: Attended training and published scientific articles

Final Step/Recommendation:

Prepared by:

  
**BERTA C. RATILLA**  
Unit Head

AMERICAN SOCIETY OF PHOTOGRAPHY

THE AMERICAN SOCIETY OF PHOTOGRAPHY  
IS A NON-PROFIT ORGANIZATION

INCORPORATED IN THE STATE OF NEW YORK

FOR THE PURPOSE OF PROMOTING THE ARTS OF PHOTOGRAPHY

AND OF IMPROVING THE PHOTOGRAPHIC ART

1907

THE AMERICAN SOCIETY OF PHOTOGRAPHY  
HAS THE HONOR TO ANNOUNCE THAT IT HAS

BEEN ELECTED TO THE OFFICE OF THE

SECRETARY OF THE AMERICAN SOCIETY OF PHOTOGRAPHY

AND TO THE OFFICE OF THE TREASURER OF THE AMERICAN SOCIETY OF PHOTOGRAPHY

AND TO THE OFFICE OF THE MANAGING DIRECTOR OF THE AMERICAN SOCIETY OF PHOTOGRAPHY

AND TO THE OFFICE OF THE GENERAL MANAGER OF THE AMERICAN SOCIETY OF PHOTOGRAPHY

AND TO THE OFFICE OF THE ASSISTANT MANAGING DIRECTOR OF THE AMERICAN SOCIETY OF PHOTOGRAPHY

AND TO THE OFFICE OF THE ASSISTANT TREASURER OF THE AMERICAN SOCIETY OF PHOTOGRAPHY

AND TO THE OFFICE OF THE ASSISTANT GENERAL MANAGER OF THE AMERICAN SOCIETY OF PHOTOGRAPHY

AMERICAN SOCIETY OF PHOTOGRAPHY  
NEW YORK