

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: LUCIA M. BORINES

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
21. Instruction			
i. Head/Dean (50%)		4.901 x 0.50 = 2.45	
j. Students (50%)		4.98 x 0.50 = 2.49	
Total for Instruction	60%	4.94	2.964
22. Research			
i. Client/Dir. for Research (50%)			
j. Dept. Head/Center Director (50%)			
Total for Research	20%	5 x .20	1.0
23. Extension			
i. Client/Dir. for Extension (50%)			
j. Dept Head/Center Director (50%)			
Total for Extension	15%	5 x .15	0.75
24. Administration	5%	4.87 x .05	0.25
25. Production			
TOTAL			4.964

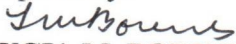
EQUIVALENT NUMERICAL RATING: 4.964

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: OUTSTANDING

ADJECTIVAL RATING:

Prepared by:


LUCIA M. BORINES
Name of Faculty

Reviewed by:


MARY JOY M. ABIT
OIC-Department Head

Recommending Approval:


VICTOR B. ASIO
Dean/Director

Approved:


BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, LUCIA M. BORINES, of the DEPARTMENT OF PEST MANAGEMENT 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 2019 to December 2019 accomplishments.

Lucia M. Borines
LUCIA M. BORINES
 Ratee

Approved:

Mary Joy M. Abit
MARY JOY M. ABIT
 OIC-Head of Unit



MFO/PAP's	Success Indicators	Tasked Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
INSTRUCTION Advanced and Higher Education Services	- Full Time Equivalent (FTE)	Teaches assigned courses (MICRO22 Lec, PPAT281 Lec and Lab)	5	32	5	5	5	5.0	
	- No. of thesis outline checked	As thesis Adviser	1	4	5	5	5	5.0	(Joy Adeline Nunez, Melvince Martirez, Analyn Cortel, Kimberly Cruz)
		As SRC member/chairman Or GAC chairman/member	1 1	2	5	4	5	4.67	(Whilma Tuyan, Ivy Valida, PhD Horti Students)
	- No. of thesis outline approved	As thesis Adviser	1	1	5	4	5	4.67	(Joy Adeline Nunez, Melvince Martirez)
		As SRC member/chairman	1	1	5	4	5	4.67	Analyn Cortel
	- No. of instructional materials revised and utilized	Author	1	3	5	5	5	5.0	(Obedized Syllabus for PPRT22, PPAT215, PPAT 281)
	- No. of student researches supervised/assisted	Adviser and/or SRC Member	1	2	5	5	5	5.0	Joy Adeline Nunez, Analyn Cortel,
	- No. of PowerPoint lecture presentations revised	Lecturer (MICRO22 AND PPAT281)	1	2 (10 presentations for each of 2 subjects)	5	5	5	5.0	
	- No. of students advised/assisted	Academic and/or course adviser	5	16	5	5	5	5.0	

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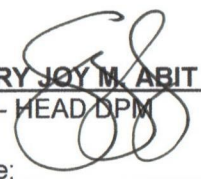
	- No. of meetings attended	As faculty/committee member	2	9	5	5	5	5.0	
Total Over-all Rating								4.901	

Average Rating (Total Over-all rating divided by 4)		4.901
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.901
ADJECTIVAL RATING		OUTSTANDING

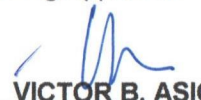
Comments & Recommendations for Development Purpose:

None :
Rank: Professor 6


Evaluated & Rated By:


MARY JOY M. ABIT
 OIC- HEAD DPM
 Date: _____

Recommending Approval:


VICTOR B. ASIO
 DEAN CAFS
 Date: _____

Approved by:


BEATRIZ S. BELONIAS
 VP-Instruction
 Date: _____

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

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, LUCIA M. BORINES, of the DEPARTMENT OF PEST MANAGEMENT commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period July 2019 to December 2019.

Lucia M. Borines
LUCIA M. BORINES
Ratee

Approved:

MARY JOY M. ABIT
OIC-Head of Unit

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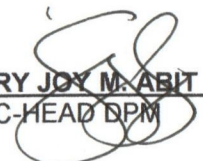
Average Rating (Total Over-all rating divided by 4)		5.0
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		5.0
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose:

NONE

Rank: Professor 6


Evaluated & Rated By:


MARY JOY M. ABIT
 OIC-HEAD DPM

Date: _____

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

Recommending Approval:


VICTOR B. ASIO
 DEAN CAFS

Date: _____

Approved by:


BEATRIZ S. BELONIAS
 VP-Instruction

Date: _____

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, LUCIA M. BORINES, of the DEPARTMENT OF PEST MANAGEMENT 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 2019 to December 2019.

Lucia M. Borines
LUCIA M. BORINES
Ratee

Approved:

~~MARY JOY M. ABIT~~
~~OLC-Head of Unit~~

[illegible]


Average Rating (Total Over-all rating divided by 4)		5.0
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		5.0
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose:

NONE


Rank: Professor 6

Evaluated & Rated By:


MARY JO M. ABIT
OIC-HEAD DPM

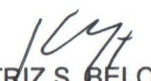
Date: _____

Recommending Approval:


VICTOR B. ASIO
DEAN CAFS

Date: _____

Approved by:


BEATRIZ S. BELONIAS
VP-Instruction

Date: _____

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

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, LUCIA M. BORINES, of the DEPARTMENT OF PEST MANAGEMENT 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 2019 to December 2019.

Lucia M. Borines
LUCIA M. BORINES
Ratee

Approved:

~~MARY JOY M. ABIT~~
~~OLC-Head of Unit~~

[illegible]

Average Rating (Total Over-all rating divided by 4)		4.87
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.87
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for
Development Purpose:

NONE

Rank: Professor 6

Evaluated & Rated By:


MARY JOY M. ABIT
OIC-HEAD DPM

Date: _____


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

Recommending Approval:


VICTOR B. ASIO
DEAN CAFS

Date: _____

Approved by:


BEATRIZ S. BELONIAS
VP-Instruction

Date: _____

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Lucia M. Borines

Performance Rating: Outstanding

Aim: NONE. Rank : Professor 6 in line
for University Professor

Proposed Interventions to Improve Performance:

Date: _____ Target Date: _____

First Step:

Result:


Date: _____ Target Date: _____

Next Step:

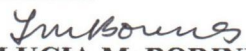
Outcome: _____

Final Step/Recommendation:

Prepared by:


MARY JOY M. ABIT
OIC-Unit Head

Conforme:


LUCIA M. BORINES
Name of Ratee Faculty/Staff