

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **Julien R. Dero**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.56 \times .50 = 2.28$	1.60
b. Students (50%)		$5.00 \times .50 = 2.50$	1.75
Total for Instruction	70%		
2. Research			
a. Client/Dir. for Research (50%)		$4.5 \times 0.50 = 2.25$	0.56
b. Dept. Head/Center Director (50%)		$4.33 \times .50 = 2.17$	0.54
Total for Research	25%		
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration	5%	5	0.25
5. Production			
TOTAL			4.70

EQUIVALENT NUMERICAL RATING: 4.70Add: Additional Points, if any: TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

Very Satisfactory

Prepared by:

JULIEN R. DEROY

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, JULIEN R. DEROY, 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, 2020.


JULIEN R. DEROY
Ratee

Approved: 
LUZ O. MORENO
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
UMFO 2. Higher Education Services									
OVPI MFO 1. Curriculum Programs									
P1. Total Undergraduate FTE monitored		To handle/teach subjects in Biol22p (lec and lab) AgSci 114 (Lec) PBre 199c (Lec)	12.00	14.8	4	5	5	4.67	
PI.9 Number of thesis		To serve as thesis/academic adviser	2	3	5	5	5	5	
a. Number of students advised for their academic and thesis concerns									
b. Number of thesis outline/manuscripts approved		To act as SRC chairman/member	2	2	3	5	5	4.33	
c. Number of students advised as SRC Chairman/mem		To act as SRC member	0	1	5	5	5	5	

Number of awards/recognitions received									
MFO 3. RESEARCH									
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		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 on rice	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: Involvement in Committee memberships, guidances facilitator and as alternate DDRC			5	8	5	5	5	5	
Total Over-all Rating	45.65								

Average Rating (Total Over-all rating divided by 4)	4.56	
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING	4.56	
ADJECTIVAL RATING	Outstanding	

Comments & Recommendations for Development Purpose:

Hard working, dependable and delivers quality outputs more than what is required of her. She should be encouraged to pursue graduate studies and attend trainings and conferences/fora.

Evaluated & Rated by:



LUZ O. MORENO
Dept/Unit Head

Date: _____

Recommending Approval:



VICTOR B. ASIO
Dean/Director

Date: _____

Approved by:



BEATRIZ S. BELONIAS
Vice President of Academic Affairs

Date: _____

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

EMPLOYEE DEVELOPMENT PLAN

NAME OF EMPLOYEE: **JULIEN R. DEROY**

PERFORMANCE RATING: 4.70 (Outstanding) January-June 2020

AIM: To improve teaching/instruction and research capability

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

DATE: January 2020

TARGET DATE: JUNE 2020

FIRST STEP: Require Ms. Derooy to lead the implementation of the rice project entitled "Breeding, Selection, and Generation of Quality Seeds for Special Rice Varieties (Evaluation and selection of promising varieties of aromatic rice in the Visayas).

RESULT: Actively lead in the implementation of the rice project

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

RESULT: Ms. conducted literature review search to come up with a research proposal

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


RESULT: Ms. Derooy attended seminar-workshops and conferences

OUTCOME: Ms. Derooy has acquired new knowledge and gained experience and likewise boost her confidence that could help her improve her performance and competence to assume higher responsibilities

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

FINAL STEP/RECOMMENDATION: Continuously encourage and require her to write research proposals and develop/update teaching materials

Prepared by:


LUZ O. MORENO
Unit Head

Conforme:


JULIEN R. DEROY
Name of Ratee Faculty/Staff