

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		4.49 2.24	
a. Head/Dean (50%)		4.58 x .50 = 2.29	2.18 2.12
b. Students (50%)		5.00 x .50 = 2.50	2.38
Total for Instruction	95%		
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
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			4.81 4.74

EQUIVALENT NUMERICAL RATING:

4.81 4.74

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

Very Satisfactory

Prepared by:

Reviewed by:

ROMMEL M. GARRIDO Jr.

Name of Faculty

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, 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, 2020.

ROMMEL M. GARRIDO Jr.

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 teach lecture courses in PBre 212 (Lec and Lab), PBre 117 Lec and Lab)	4	0.75 No. of students Lec (PBRE 212 and 117) = 3 No. of Students in Lab (PBre 212 and 117) = 3	5 2	5	5	4.33 4	Teaching load is reduced since he is appointed as chairman of BAC Secretariat
PI.9 Number of thesis a. Number of students advised for their academic and thesis concerns		To serve as thesis/academic adviser	1	1	3	5	5	4.33	

e. Number of Complete set of teacher-developed audio visual materials (powerpoints, videos, computer games, etc.)									
PI.12 Additional Outputs									
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							
PI.5 Number of research project proposals approved									
PI.6 Number of College/department level seminars/trainings workshops/reviews conducted/attended/facilitated		To attend seminar/trainings/workshops	1	1	3	5	5	4.33	


tated									
DBS MFO 4. Extension services									
PI 1: Number of technical/expert services									
PI 2: Number of extension projects/components conducted									
Others: Committee Membership, Chairman (Department), BAC Secretariat	No. of resolutions prepared and submitted		15	22	5	5	5	5	
Total Over-all Rating	36.65 36.65 33.99								

Average Rating (Total Over-all rating divided by 4)	4.58 4.58 4.49	
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING	4.58 4.58 4.49	
ADJECTIVAL RATING	Outstanding	

Comments & Recommendations for Development Purpose:

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

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: **ROMMEL M. GARRIDO JR.**

PERFORMANCE RATING: ~~4.78~~^{4.81} (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: 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:


LUZ O. MORENO
Unit Head

Conforme:


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