

# Exhibit K

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

Name of Faculty Member: Julien R. Derooy

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	$4.46 \times .50 = 2.23$	$2.23 \times .70$	1.56
b. Students (50%)	$4.00 \times .50 = 2.00$	$2.00 \times .70$	1.40
Total for Instruction	70%		2.96
2. Research			
a. Client/Dir. for Research (50%)	$4.50 \times .50 = 2.25$	$2.25 \times .25$	0.56
b. Dept. Head/Center Director (50%)	$4.33 \times .50 = 2.12$	$2.12 \times .25$	0.53
Total for Research	25%		1.09
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration (5%)	4.33	.05	0.21
5. Production			
TOTAL			4.26

EQUIVALENT NUMERICAL RATING: 4.26

Add: Additional Points, if any: 4.09

TOTAL NUMERICAL RATING: 4.26

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 Academic Affairs

**“Exhibit B”**

**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, 2022.

JULIEN R. DEROY

Ratee

Approved:

LUZ O. MORENO

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									
P1. Total Undergraduate FTE monitored		To handle/teach  Biol 22p (Lec and Lab)	16	6.60	1	5	5	3.67	Only few number of students enrolled per section
PI.9 Number of thesis		Thesis	0	3	5	5	5	5	
a. Number of students advised for their academic and thesis concerns		Academic Advisee	5	29					
b. Number of thesis outline/manuscripts approved									
c. Number of students advised as SRC Chairman/member			1	2	5	5	5	5	





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									
PI.3 Number of research project/study conducted and/or completed on schedule			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:Administrative			1	1	3	5	5	4.33	
<b>Total Over-all Rating</b>	<b>44.65</b>								

<b>Average Rating (Total Over-all rating divided by 4)</b>		<b>XX</b>
<b>Additional Points:</b>		
<b>Approved Additional points (with copy of approval)</b>	<b>XX</b>	
<b>FINAL RATING</b>	<b>4.46</b>	<b>XX</b>
<b>ADJECTIVAL RATING</b>	<b>Very Satisfactory</b>	

**Comments & Recommendations for Development Purpose:**

Need to continue/ pursue graduate studies.

Evaluated & Rated by:

  
**LUZ O. MORENO**

Dept/Unit Head

Date: 07-07-2022

Recommending Approval:

  
**VICTOR B. ASIO**

Dean/Director

Date: 07-18-2022

Approved by:

  
**BEATRIZ S. BELONIAS**

Vice President of Academic Affairs

Date: July 19, 2022

1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average

## EMPLOYEE DEVELOPMENT PLAN

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

PERFORMANCE RATING: 4.09 (Very Satisfactory) January-June 2022

AIM: To improve teaching/instruction and research capability

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

DATE: January 2022

TARGET DATE: June 2022

FIRST STEP: Require Ms. DeroY 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. DeroY to conceptualize and develop research proposals related to her field of specialization for submission to funding agencies

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

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

RESULT: Ms. DeroY attended seminar-workshops and conferences

OUTCOME: Ms. DeroY 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. DeroY 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