### Exhibit K

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Julien R. Deroy

	Program Involvement	Percentage	Numerical	Equivalent
	(1)	Weight of	Rating	Numerical
		Involvement	(Rating x%)	Rating
		(2)	(3)	(2x3)
1.	Instruction			
	a. Head/Dean (50%)	$4.50 \times .50 = 2.25$	2.25 x .70	1.57
	b. Students (50%)	$3.89 \times .50 = 1.95$	1.95 x .70	1.36
	Total for Instruction	70%		2.93
2.	Research			
	a. Client/Dir. for Research (50%)	$4.50 \times .50 = 2.25$	2.25 x .25	0.56
	b. Dept. Head/Center Director (50%)	4.33 x .50 = 2.12	2.12 x .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%)	4.67	.05	0.23
5.	Production			
	TOTAL			4.25

EQUIVALENT NUMERICAL RATING:

4.25

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

4.25

ADJECTIVAL RATING:

Very Satisfactory

Prepared by:

Reviewed by:

JULIEN R. DEROY

Name of Faculty

ROMMEL M. GARRIDO Jr.

Department Head

Recommending Approval:

VICTOR B. ASIO

Approved:

BEATRIZ S. BELONIAS

Vice President

#### INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, <u>JULIEN R. DEROY</u>, of the <u>Department of Plant Breeding and Genetics</u> commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>January</u> to <u>June</u>, 20<u>21</u>.

JULIEN R. DEROY

Approved:

ROMMEL M. GARRIDO Jr.

Head of Unit

					Actual	Rating				Remarks
M	IFO & PAPs	Success Indicators	Tasks Assigned	Target	Accomplishment	Q¹	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
UMFO 2. Highe	er Education Services		I							
OVPI MFO 1. Co Programs	urriculum		To handle subjects in Pbre 11 (Lec), AgSci 114 (Lec), Bio 22p (Lec and Lab), and Pbre 131 (Lec)	16.00	10.15	3	5	5	4.33	
P1. Total Under FTE monitored										
stud advis their and	nber of		Thesis adviser  Academic Adviser	0	24	5	5	5	5	
thesi	nber of sis ine/manusc s approved			1	1	3	5	5	4.33	
stude advis	nber of Jents ised as SRC irman/mem									

PI.11 Number of			T		I	T				
Instructional Material	ls									
developed/revised										
a. Number of	OBE			1	1	3	5	5	4.33	
compliant										
syllabus										
prepared										
prepared										
b. Number of	r			1	1	3	5	5	4.33	
teaching										
guides/lab										
ory manua	ıls									
developed	/revi									
sed										
c. Number of	F			1	1	4	5	5	4.67	
Virtual									7.07	
Classrooms	e									
created an										
operationa	alyze									
d										
d. Assessmen	nt			1	1	3	5	5	4.33	
Tools										
e. Number of		To develop audio		1	1	4	5	5	4.67	
Complete s	set of	visual teaching								
teacher-		materials								
developed										
audio visua										
materials										
(powerpoir	nte vi							1		
								1		
deos,comp										
games, etc.	.)							1		
PI.12 Additional Outpo	uts									
Number of										
awards/recognitions										
received										
MFO 3. RESEARCH										
PI.1 Number of publish	hed									
papers in internationa										
indexed journals										
			1							

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Refereed int'l journals									
Refereed national journals									
PI.2 Number of research outputs presented in local/regional/national/in ternational		To present research results of project handled							
PI.3 Number of research project/study conducted and/or completed on schedule		To implement/handl e research project on rice	1	1	4	5	5	4.67	
PI.5 Number of research project proposals approved									
DBS MFO 4. Extension services	L	L							
PI 1: Number of technical/expert services									
PI 2: Number of extension projects/components conducted									
OTHERS: ADMINISTRATIVE		Department Chairman Equipment, and Building maintenance, Alternate DRC	2	2	4	5	5	4.67	
Total Over-all Rating	44.99								

Average Rating (Total Over-all rating divided by 4)	4.50	XX
Additional Points:		
Approved Additional points (with copy of approval)	хх	
FINAL RATING	4.50	ХХ
ADJECTIVAL RATING	Outstanding	

## Comments & Recommendations for Development Purpose:

She is hardworking and has the leadership potential. She always giver her best to deliver quality outputs. She performs her assigned teaching course in an outstanding level. She must finish her master degree as soon as possible.

Evaluated & Rated by:

ROMMEL NI. GARRIDO Jr.

Dept/Unit Head 07 - 06 2021

1 - Quality

2 - Efficiency

3 – Timeliness

4 - Average

Recommending Approval:

**VICTOR B. ASIO** 

Date:

Approved by:

BEATRIZ'S. BELONIAS

Vice President of Academic Affairs

#### EMPLOYEE DEVELOPMENT PLAN

NAME OF EMPLOYEE: JULIEN R. DEROY

PERFORMANCE RATING: 4.25 (Outstanding) January-June 2021

AIM: \_To improve teaching/instruction and research capability

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

DATE:

January 2021

TARGET DATE: June 2021

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. 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: <u>Continuously encourage and require her to write</u> research proposals and develop/update teaching materials

Prepared by:

ROMMEL M. GARRIDO Jr

Unit Head

Conforme:

JULIEN R. DEROY
Name of Ratee Faculty/Staff