

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: TEOFANES A. PATINDOL

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating Rating x % (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.56 \times 50\% = 2.28$	
b. Students (50%)		$5 \times 50\% = 2.5$	
Total for Instruction	90%	4.78	1.43
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	20%	4.5	0.9
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	20%	4.65	0.93
4. Administration	70%	4.78	1.28
5. Production	-	-	-
TOTAL			4.54

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.54

0

4.54


ADJECTIVAL RATING:

VERY SATISFACTORY


Prepared by


TEOFANES A. PATINDOL
Name of Faculty


Reviewed by:


DENNIS P. PEQUE
Department Head

Recommending Approval:


DENNIS P. PEQUE
Dean

Approved:


BEATRIZ S. BELONIAS
Vice President

STATE OF NEW YORK
IN SENATE
January 11, 1907.

REPORT OF THE COMMISSIONERS OF THE LAND OFFICE

NAME OF LAND	ACRES	VALUE	REMARKS
State of New York	1,000	\$100,000	
County of Albany	500	\$50,000	
County of Rensselaer	500	\$50,000	
County of Schenectady	500	\$50,000	
County of Saratoga	500	\$50,000	
County of Warren	500	\$50,000	
County of Hamilton	500	\$50,000	
County of Schoharie	500	\$50,000	
County of Otsego	500	\$50,000	
County of Delaware	500	\$50,000	
County of Madison	500	\$50,000	
County of Oneida	500	\$50,000	
County of Lewis	500	\$50,000	
County of Fulton	500	\$50,000	
County of Seneca	500	\$50,000	
County of Yates	500	\$50,000	
County of Herkimer	500	\$50,000	
County of Warren	500	\$50,000	
County of Hamilton	500	\$50,000	
County of Schoharie	500	\$50,000	
County of Otsego	500	\$50,000	
County of Delaware	500	\$50,000	
County of Madison	500	\$50,000	
County of Oneida	500	\$50,000	
County of Lewis	500	\$50,000	
County of Fulton	500	\$50,000	
County of Seneca	500	\$50,000	
County of Yates	500	\$50,000	
County of Herkimer	500	\$50,000	

COMMISSIONER OF THE LAND OFFICE

JOHN W. ALLEN, JR.

ALBANY, N. Y.

1907


STATE OF NEW YORK

1907

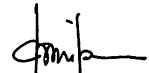
STATE OF NEW YORK
1907

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **TEOFANES A. PATINDOL**, Faculty of the **Department of Forest Science** commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **January to June, 2018**.


TEOFANES A. PATINDOL
 Ratee

Approved:


DENNIS P. PEQUE
 Dean, CFES


MFO's/PAPs	Success Indicators	Assigned Task	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Advanced & Higher Education Services	Full Time Equivalent (FTE)		0.75	0.75/0.75 (100%)	5	4	5	4.7	
Higher Education Services	Full Time Equivalent (FTE)								
Instruction	<i>Vacation/Sick Leave Status</i>	Teaching							
	Number of Instructional Materials Developed/Revised and Utilized								
	<i>Course Syllabi prepared (revised)</i>	Lecturer	1	2/1 (200%)	4	5	5	4.7	
	<i>Laboratory manual prepared (revised)</i>	Laboratory instructor	1	1/1 (100%)	5	4	5	4.7	
	<i>Handouts distributed</i>	Lecturer	5	10/5 (200%)	4	4	4	4	
	<i>Hours/week spent in student consultation</i>	Adviser, lecturer	20	30/20 (150%)	4	5	5	4.7	
Research Services									
	Number of project study conducted	As co-study leader	1	1/1 (100%)	4	5	4	4.3	
	Number of research reports submitted	As co-study leader	2	2/2 (100%)	5	5	4	4.7	
Extension Services									
	Number of trainings/seminars conducted	As Resource person	2	6/2 (300%)	4	4	5	4.3	
	Number of trainings/seminars attended	As Participants	3	3/3 (100%)	5	5	5	5	
Administration									
	Number of meetings attended	Faculty meetings, regular & emergency meetings	3	10/3 (333.33%)	4	4	4	4	

MFO's/PAPs	Success Indicators	Assigned Task	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
	Number of project meetings attended	Proposal preparation and in project implementation	1	1/1 (100%)	4	4	4	4	
	Number of committee meetings conducted	Chairman, CFES Socio-cultural and Sports Committee, AACUP CFES Task Force Area III (Curriculum)	3	3/3 (100%)	5	5	4	4.7	
	Number of socio-cultural and sport activities organized	Chairman, CFES Socio-Cultural and Sports Committee	2	4/2 (200%)	4	4	4	4	
	Number of committee meetings attended	College Graduate Advisory Committee, DFS Personnel Committee, Committee on Student and Alumni, DFS Instruction Committee, Committee on Information and Communication	5	10/5 (200%)	5	5	4	4.7	
Total Over-all Rating								62.5	

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

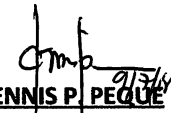
Comments & Recommendations for Development
Purpose: Consider developing RDE proposal for wildlife and biodiversity conservation in Mt. Pagasugan.

Evaluated and Rated by:


DENNIS P. PEQUE
Unit Head

Date: _____

Recommending Approval:


DENNIS P. PEQUE
Dean, CFES

Date: _____

Approved:


BEATRIZ S. BELONIAS
Vice President

Date: _____

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

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Teofanes A. Patindol
Performance Rating : 4.54 (Very Satisfactory) January - June 2018

Aim: To improve research capability of faculty member

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: January 2018 Target Date: March 2018

First Step:

Required Dr. Patindol to conduct research on wildlife in green corridors in Biliran

Result:

Actively lead in the conduct of research of wildlife

Date: April 2018 Target Date: June 2018

Next Step:

Draft scientific articles for possible publication in scientific journals


Outcome:

Dr. Patindol has drafted articles related to his study on wildlife resources in Biliran

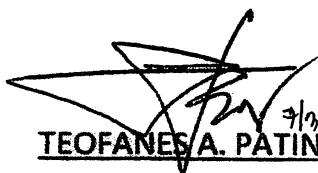
Final Step/Recommendation:

Dr. Patindol may write more research proposal especially on the topic wildlife management being his major field of interest

Prepared by:


DENNIS P. PEQUE
Unit Head

Conforme:


TEOFANES A. PATINDOL
Ratee

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Mr. Thomas A. [unclear]
Position: [unclear]

Area: [unclear]

Assigned Information: [unclear]
Assigned Information: [unclear]

Target Date: [unclear]

First Step:

Review the [unclear] and [unclear] in [unclear]

Result:

Review the [unclear] and [unclear] in [unclear]

Target Date: [unclear]

Second Step:

Next Step:

Review the [unclear] and [unclear] in [unclear]

Outcome:

The [unclear] has been [unclear] in [unclear]

Final Evaluation: [unclear]

Review the [unclear] and [unclear] in [unclear]

Prepared by:

Thomas A. [unclear]

John [unclear]

Comments:

[Handwritten signature and date]

Date: