

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ANATOLIO N. POLINAR

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating Rating x % (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.75 \times 50\% = 2.38$	
b. Students (50%)		$5 \times 50\% = 2.5$	
Total for Instruction	50%	4.88	2.44
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	15%	4.33	0.65
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	15%	5	0.75
4. Administration	20%	4.8	0.96
5. Production	-	-	-
TOTAL			4.8

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.8

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4.8


ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

Reviewed by:



ANATOLIO N. POLINAR
Name of Faculty


DENNIS P. PEQUE
Department Head

Recommending Approval:


DENNIS P. PEQUE
Dean

Approved:


BEATRIZ S. BELONIAS
Vice President

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UNITED STATES DEPARTMENT OF AGRICULTURE
BUREAU OF PLANT INDUSTRY

REPORT OF THE COMMISSIONER OF PLANT INDUSTRY

Year	Plant	Value	Quantity
1911
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UNITED STATES DEPARTMENT OF AGRICULTURE
BUREAU OF PLANT INDUSTRY

REPORT OF THE COMMISSIONER OF PLANT INDUSTRY

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BUREAU OF PLANT INDUSTRY

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **ANATOLIO N. POLINAR**, 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**.


ANATOLIO N. POLINAR
Ratee

Approved:


DENNIS P. PEQUE
Dean, CFES

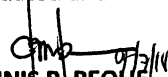
MFO's/PAPs	Success Indicators	Assigned Task	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Advanced & Higher Education Services	Full Time Equivalent (FTE)		15.00	13.50					Ecol 11 Lab were no longer offered
Instruction	<i>Vacation/Sick Leave Status</i>	Teaching							
	Number of Instructional Materials Developed/Revised and Utilized	Lecturer							
	<i>Update Lecture Handouts</i>		1	3/1 (300%)	5	5	5	5	Fgov 134, Fgov 136, Fsci 121
	<i>Update Lab exercises</i>		1	2/1 (200%)	4	4	4	4	Fgov 136, Fsci 121
	<i>Update course outline</i>		1	3/1 (300%)	5	5	5	5	Fgov 134, Fgov 136, Fsci 121
	<i>No. of lecture hand-outs given</i>		2	3/2 (150%)	5	5	5	5	Fgov 134, Fgov 136, Fsci 121
	<i>Revised Syllabi</i>		1	3/1 (300%)	4	4	4	4	Fgov 134, Fgov 136, Fsci 121
	<i>No. of hours spent in student consultation</i>		50	150/50 (300%)	5	5	5	5	Fgov 134, Fgov 136, Fsci 121, FSS, CFES-SSC
	<i>No. of exams, quizzes and assignments given</i>		15	25/15 (166%)	5	5	5	5	Fgov 134, Fgov 136, Fsci 121
	<i>No. of student Research and Field Practice Advising</i>	As Thesis/Manuscript Adviser	5	7/5 (140%)	5	5	5	5	Gripo, Doria, Dulfo, Maturan, Bustamante, Batistil, Tangog
Research	Number of project terminal reports drafted/prepared	As Project leader	1	2/1 (200%)	5	5	5	5	VSU-DENR Projects, SLFDMP-Southern Leyte
	Number of proposals drafted	As Study leader	2	3/2 (150%)	4	4	4	4	Diversity, Carbon Sctock Assesment
	Number of research articles drafted	As Author	1	2/1 (200%)	4	4	4	4	Carbon Stock Assesment, Diversity
Extension Services	Number of trainings/seminars conducted	As Resource person	1	12/1 (1200%)	5	5	5	5	Bamboo, Agroforestry & Quality Seedlings
	Number of trainings/seminars attended	As Participants	2	9/2 (450%)	5	5	5	5	Bamboo, Agroforestry & Quality Seedlings

MFO's/PAPs	Success Indicators	Assigned Task	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
	Number of PO's evaluated	As Evaluator	2	15/2 (750%)	5	5	5	5	PRA, PNCA, PAGGFA & PMPI Supervised PO's
	Number of nursery operators communicated/advised	As faculty/extension officer	10	15/10 (150%)	5	5	5	5	PRA, PNCA, PAGGFA & PMPI Supervised PO's
Administration	Number of CFES meetings attended	As Faculty member	2	3/2 (150%)	5	5	5	5	
	Number of DFS meetings attended	As Faculty member	3	6/3 (200%)	5	5	5	5	
	Number of committee meetings attended	Member	3	6/3 (200%)	5	5	5	5	
	Number of University meetings attended	Member	2	3/2 (150%)	5	5	5	5	UAC, Faculty Association
	Number of Administrative Staff supervised	Supervisor	1	2/1 (200%)	4	4	4	4	Cornelio Solis & George Circulado
Total Over-all Rating								95	


Average Rating (Total Over-all rating divided by 4)		
Additional points:		
Approved Additional Points (with copy of the approval)		
FINAL RATING	4.75	
ADJECTIVAL RATING	Outstanding	

Comments & Recommendations for Development
Purpose: Endeavor to write research results into journal articles.


Evaluated and Rated by:


DENNIS P. PEQUE
 Unit Head
 Date: _____

Recommending Approval:


DENNIS P. PEQUE
 Dean, CFES
 Date: _____

Approved by:


BEATRIZ S. BELONIAS
 Vice President
 Date: _____

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

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Anatolio N. Polinar
Performance Rating : 4.80 (Outstanding) 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. Polinar to conduct research on phenology and kaingin fams in VSU and diversity of regenerations in grasslands of Biliran

Result:

Actively conducted research on the topics mentioned above

Date: April 2018 Target Date: June 2018

Next Step:

Prepared reports related to the research conducted


Outcome:

Dr. Polinar is planning to publish scientific articles

Final Step/Recommendation:

Dr. Polinar may write more research proposal especially on the topic Silviculture and Dendrology

Prepared by:


DENNIS P. PEQUE
Unit Head

Conforme:


ANATOLIO N. POLINAR
Ratee