Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **ARTURO E. PASA**

Program Involvement (1)	**Percentage Weight of Involvement** (2)	**Numerical Rating Rating x %** (3)	**Equivalent Numerical Rating** (2x3)
1. Instruction			
a. Head/Dean (50%)		4.6 x 50% = 2.3	
b. Students (50%)		5 x 50% = 2.5	
Total for Instruction	30%	4.8	1.44
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	25%	4.75	1.19
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	15%	5	0.75
4. Administration	30%	5	1.5
5. Production	-	-	-
TOTAL			4.88

EQUIVALENT NUMERICAL RATING: 4.88
Add: Additional Points, if any: 0
TOTAL NUMERICAL RATING: 4.88

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

8/20/14
ARTURO E. PASA
Name of Faculty

Reviewed by:

9/3/14
DENNIS P. PEQUE
Department Head

Recommending Approval:

9/3/14
DENNIS P. PEQUE
Dean

Approved:

BEATRIZ S. BELONIAS
Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **ARTURO E. PASA**, Faculty of the Department of Forest Science, College of Forestry & Environmental 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**.

ARTURO E. PASA
Ratee

Approved:

DENNIS P. PEQUE
Head of Unit

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)**								
Instruction	*Vacation/Sick Leave Status*	Teaching							
	Number of Graduates within prescribed period:	Lecturer							
	Baccalaureate	Adviser							
	Number of graduate students supervised	Host supervisor of local and international students	1	2/1 (200%)	5	5	5	5	
	Course Syllabi revised	Author	1	1/1 (100%)	4	4	4	4	
	Powerpoint lecture materials developed	Author	1	2/1 (200%)	5	5	5	5	
	Approved Manuscripts submitted within prescribed period	Adviser/Co-adviser	1	2/1 (200%)	5	5	5	5	
	Number of hours spent to students consultation	Academic adviser, thesis adviser, faculty member	13	20/13 (153.84%)	4	4	4	4	
Research Services									
	Number of appointment signed	As Project Leader/Study Leader/Component Leader/ Trainer	5	10/5 (200%)	5	5	5	5	
	Number of project progress reports submitted	As co-author	1	3/1 (300%)	5	5	5	5	
	Number of RDE Review attended	Research Leader	1	1/1 (100%)	4	4	4	4	
	Number of research linkages forged	Research Leader	1	1/1 (100%)	5	5	5	5	
Administrative Services	Number of appointment signed	Project Leader	5	10/5 (200%)	5	5	5	5	

MFO's/PAPs	Success Indicators	Assigned Task	Target	Actual Accomplishment	Rating				Remarks
					Q[1]	E[2]	T[3]	A[4]	
	Number of meetings conducted	Presiding Officer/Project Leader	3	6/3 (200%)	5	5	5	5	
	Number of meetings attended	Faculty Member and Member of Committee	8	8/8 (100%)	5	5	5	5	
	Number of documents reviewed/approved/signed	Approving Official	8	8/8 (100%)	5	5	5	5	
	Number of letters and memoranda prepared	Signatory	2	5/2 (250%)	5	5	5	5	
	Number of reviews conducted in AACCUP and RQAT	Reviewer	5	N/A Remove					
Extension Services	Number of training/seminars	Project Leader	1	3/1 (300%)	5	5	5	5	
	Number of IEC materials developed	Project Leader	1	1/1 (100%)	5	5	5	5	
Total Over-all Rating								77	

Average Rating (Total Over-all rating divided by 4)		
Additional points:		
Approved Additional Points (with copy of the approval)		
FINAL RATING	4.81	
ADJECTIVAL RATING	OUTSTANDING	

Comments & Recommendations for Development Purpose:

Being a full-pledged Professor consider mentoring the younger faculty in terms of research

Evaluated and Rated by:

9/7/16

DENNIS P. PEQUE
Unit Head
Date: _____

Recommeding Approval:

DENNIS P. PEQUE
Dean, CFES
Date: _____

Approved:

BEATRIZ S. BELONIAS
Vice President
Date: _____

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

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Arturo E. Pasa
Performance Rating : **4.88 (Outstanding) January - June 2018**

Aim: To improve research extension 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. Pasa to lead the ACIAR Project.

Result:

Actively lead in the implementation of the ACIAR PROJECT in Region 8, Region 6 and Region 7.

Date: April 2018 Target Date: June 2018

Next Step:

Draft scientific articles for possible publication in scientific journals

Outcome:

Dr. Pasa is on the process of collecting additional data and will draft scientific articles once data are sufficient for publications

Final Step/Recommendation:

Dr. Pasa may write more scientific publications and proposals for future research undertakings

Prepared by:

9/7/18
DENNIS P. PEQUE
Unit Head

Conforme:

9/7/18
ARTURO E. PASA
Ratee

EX 1941 L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Alfred E. Rose
Performance Rating : Not Rated - Probationary - June 2018

Aim: To improve research activity and quality of teaching etc.

Proposed Interventions to improve Performance in the Competence and Availability areas higher productivity etc

Date: January 2018 Target Date: 31st Dec 2018

First Step:

Application for Funds to lead the ICMAR Project

Then:

Already lead in the improvement in the ICMAR THOMAS E. Report [illegible]

Date: April 2018 Target Date: June 2018

Next Step:

Hard scientific studies for possible publication in scientific journals

Outcome:

Dr. Rose is on the process of collecting additional data and well detail scientific studies are suitable for publication

Final Supervisor mentation:

Dr. Rose has write more scientific publications and increase for future research collaborations

Endorsed by:

Dr. Alfred E. Rose
Unit Head

Countersigned:

Professor Pasa
Rose