

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)
<b>1. Instruction</b>			
a. Head/Dean (50%)		$4.6 \times 50\% = 2.3$	
b. Students (50%)		$5 \times 50\% = 2.5$	
<b>Total for Instruction</b>	30%	4.8	1.44
<b>2. Research</b>			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
<b>Total for Research</b>	25%	4.75	1.19
<b>3. Extension</b>			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
<b>Total for Extension</b>	15%	5	0.75
<b>4. Administration</b>	30%	5	1.5
<b>5. Production</b>	-	-	-
<b>TOTAL</b>			4.88

EQUIVALENT NUMERICAL RATING:

4.88

Add: Additional Points, if any:

0

TOTAL NUMERICAL RATING:

4.88

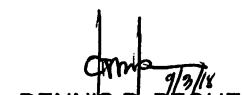
ADJECTIVAL RATING:

OUTSTANDING

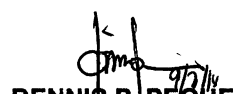
Prepared by:

  
ARTURO E. PASA  
Name of Faculty

Reviewed by:

  
DENNIS P. PEQUE  
Department Head

Recommending Approval:

  
DENNIS P. PEQUE  
Dean

Approved:

  
BEATRIZ S. BELONIAS  
Vice President

1. THE STATE OF TEXAS, County of EL PASO, do hereby certify that  
 the within and foregoing is a true and correct copy of the original

2020-2021 2nd Quarter Report

1. *Adaptation* – the ability of an organism to change its phenotype in response to changes in the environment.  
 2. *Phenotypic plasticity* – the ability of an organism to change its phenotype in response to changes in the environment.  
 3. *Acclimation* – the process by which an organism adjusts to a new environment.

JAN 1980

1. *Phylogenetic relationships*—The phylogenetic relationships among the 12 species of *Phrynosoma* were determined using the parsimony method of Farris (1993) with the computer program PAUP (version 4.0; Farris, 1996). The parsimony analysis was performed using 1000 random addition sequence replicates and 1000 random deletion sequence replicates. The parsimony analysis was performed using the following settings: heuristic search, 1000 random addition sequence replicates, 1000 random deletion sequence replicates, and 1000 random deletion sequence replicates. The parsimony analysis was performed using the following settings: heuristic search, 1000 random addition sequence replicates, 1000 random deletion sequence replicates, and 1000 random deletion sequence replicates.

Figure 1. The effect of the concentration of the *Agrobacterium* suspension on the transformation efficiency of *Agrobacterium* strains. The number of transformed cells was determined by the number of colonies obtained on the selective medium. The results are the mean of three independent experiments. Error bars represent standard deviation.

2000 年 10 月 10 日

[illegible]

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 <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
<b>Advanced &amp; Higher Education Services</b>	<b>Full Time Equivalent (FTE)</b>								
<b>Instruction</b>	<i>Vacation/Sick Leave Status</i>	Teaching							
	Number of Graduates within prescribed period:	Lecturer							
	<i>Baccalaureate</i>	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	
<b>Research Services</b>									
	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	
<b>Administrative Services</b>	Number of appointment signed	Project Leader	5	10/5 (200%)	5	5	5	5	

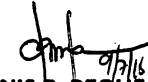
MFO's/PAPs	Success Indicators	Assigned Task	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
	Number of meetings conducted	Presiding Officer/Project Leader	3	6/3 (200%)	5	5	5	5	
	Number of meetings attended	Faculty Member and Member of Committee	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:**

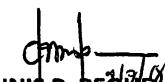
Being a full-pledged Professor consider mentoring the younger faculty in terms of research

Evaluated and Rated by:

  
**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. 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:

  
**DENNIS F. PEQUE**  
Unit Head

Conforme:

  
**ARTURO E. PASA**  
Ratee

UNITED STATES GOVERNMENT

Name of Employee : Dr. Albert E. Rose  
Performance Rating : 4.0 (Outstanding) January - June 1958

From : Immediate Research Assistant, Scientific Information Dept.

Proposed Interventions to improve performance in Job Competencies and Qualifications  
Assume highest responsibility for

Order January 1, 1958 Target Date June 30, 1958

First Step

Responsible for Rose to lead the AOMM Project

Second

Actively lead in the implementation of the AOMM Project in Period 6, 1958

Order April 1958 Target Date June 30, 1958

First Step

First scientific studies for possible publication in scientific journals

Outcome:

The Project is on the process of collecting data and data will start scientific studies on a plan  
are suitable for publication

Final Scientific presentation

Dr. Rose has been assigned to the project and will work for the project in the following

Proposed by

THE HEAD  
JANUARY 1, 1958

Contract  
UNITED STATES  
GOVERNMENT  
Rose