

**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **Marissa B. Barbosa**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	$4.88 \times .50 = 2.44$	$2.44 \times .70$	1.71
b. Students (50%)	$4.71 \times .50 = 2.36$	$2.36 \times .70$	1.65
Total for Instruction	70%		<b>3.36</b>
2. Research			
a. Client/Dir. for Research (50%)	$4.00 \times .50 = 2.00$	$2.00 \times .25$	0.50
b. Dept. Head/Center Director (50%)	$5.00 \times .50 = 2.16$	$2.50 \times .25$	0.63
Total for Research	25%		<b>1.13</b>
3. Extension			
a. Client/Dir. for Extension			
b. Dept Head/Center Director			
Total for Extension			
4. Administration (5%)			
5. Production			
TOTAL			<b>4.49</b>

EQUIVALENT NUMERICAL RATING: 4.49

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.49**ADJECTIVAL RATING: **Very Satisfactory**

Prepared by:

*STUDY LEAVE*  
**MARISSA B. BARBOSA**  
Name of Faculty

Reviewed by:

*[Signature]*  
**JEDI JOY B. MAHILUM**  
Department Head

Recommending Approval:

*[Signature]*  
**VICTOR B. ASIO**  
Dean/Director

Approved:

*[Signature]*  
**BEATRIZ S. BELONIAS**  
Vice/President



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

I, MARISSA B. BARBOSA, of the Department of Plant Breeding and Genetics commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to April, 2023.

STUDY LEAVE  
**MARISSA B. BARBOSA**  
Ratee

Approved:

JEDI JOY B. MAHILUM  
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
UMFO 2. Higher Education Services									
OVPI MFO 1. Curriculum Programs									
P1. Total Undergraduate FTE monitored		To handle/teach PBre 114, Biol 22p (Lec/Lab), PBre 11 (Lec)	32	27.68	5	5	5	5	
PI.9 Number of thesis		Thesis	1	4	5	5	5	5	
a. Number of students advised for their academic and thesis concerns		Academic Advisee	10	15					
b. Number of thesis outline/manuscripts approved			1	3	5	5	5	5	
c. Number of students advised as SRC Chairman/member			1	3	5	5	5	5	







PI.1 Number of published papers in internationally indexed journals			0	11	5	5	5	5	
<i>Refereed int'l journals</i>									
<i>Refereed national journals</i>									
PI.2 Number of research outputs presented in local/regional/national/international									
PI.3 Number of research project/study conducted and/or completed on schedule			1	1	5	5	5	5	
PI.5 Number of research project proposals approved									
DBS MFO 4. Extension services									
PI 1: Number of technical/expert services									
PI 2: Number of extension projects/components conducted									
Others: Administrative									
<b>Total Over-all Rating</b>	53.67								

Average Rating (Total Over-all rating divided by 4)		XX
Additional Points:		
Approved Additional points (with copy of approval)	XX	
<b>FINAL RATING</b>	4.88	XX
<b>ADJECTIVAL RATING</b>	Outstanding	

**Comments & Recommendations for Development Purpose:**

Needs to attend international conference/workshops to establish linkages with breeders & experts



Evaluated & Rated by:

JEDI JOY B. MAHILUM

Dept/Unit Head

Date: \_\_\_\_\_

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

Recommending Approval:

VICTOR B. ASIO

Dean/Director

Date: \_\_\_\_\_

Approved by:

BEATRIZ S. BELONIAS

Vice President of Academic Affairs

Date: \_\_\_\_\_



## EMPLOYEE DEVELOPMENT PLAN

NAME OF EMPLOYEE: **MARISSA B. BARBOSA**

PERFORMANCE RATING: 4.49 (Very Satisfactory) January-April 2023

AIM: To improve teaching/instruction and research capability

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

DATE: January 2023

TARGET DATE: April 2023

FIRST STEP: Encourage Ms. Barbosa to conceptualize and develop research proposals related to her field of specialization for submission to funding agencies

RESULT: Ms. Barbosa conducted literature review search, submitted research proposal in collaboration with researchers from other research center/unit in the university and attended research-related seminar- workshops

NEXT STEP: Encourage Ms. Barbosa to attend seminar-workshops and conferences to gain new knowledge/insights/experiences


RESULT: Ms. Barbosa attended seminar-workshops and conferences

OUTCOME: Ms. Barbosa has acquired new knowledge and gained experiences to improve her performance and competence

NEX STEP: Encourage/require Ms. Barbosa to update teaching materials and develop modules/manuals (lecture and laboratory)

FINAL STEP/RECOMMENDATION: Continuously encouraged and required her to write research proposals and also to develop/update teaching materials

Prepared by:

  
**JEDI JOY B. MAHILUM**  
Unit Head

Conforme:

STUDY LEAVE  
**MARISSA B. BARBOSA**  
Name of Ratee Faculty/Staff