

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Julien Resos- Deroy

| Program Involvement (1) | Percentage Weight of Involvement (2) | Numerical Rating (Rating x%) (3) | Equivalent Numerical Rating (2x3) |
|--|---|--|--|
| 1. Instruction | | | |
| a. Head/Dean (50%) | | 4.76x50%= 2.68 | |
| b. Students (50%) | | 4.4x50% = 2.2 | |
| Total for Instruction | 55% | 4.58 | 2.52 |
| 2. Research | | | |
| a. Client/Dir. for Research (50%) | | | |
| b. Dept. Head/Center Director (50%) | | 4.6 7x 100% = 4.67 | |
| Total for Research | 30% | 4.67 | 1.40 |
| 3. Extension | | | |
| a. Client/Dir. for Extension (50%) | | | |
| b. Dept Head/Center Director (50%) | | 4.50x100=4.5 | |
| Total for Extension | 15% | 4.5 | 0.68 |
| 4. Administration | | | |
| 5. Production | | | |
| TOTAL | | | 4.60 |

EQUIVALENT NUMERICAL RATING: 4.60

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.60

ADJECTIVAL RATING: Very Satisfactory

Prepared by:

Reviewed by:



JULIEN RESOS-DEROY
Name of Faculty


LUZ O. MORENO
Department Head

Recommending Approval:


VICTOR B. ASIO
Dean/Director


Approved:


BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JULIEN RESOS-DEROY, INSTRUCTOR I of the Department of Plant Breeding & 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 July to December , 2018.


JULIEN RESOS-DEROY
 Ratee


LUZO. MORENO
 Head of Unit


| MFO No. | MFO Description | Success/Performance Indicator (PI) | Tasked Assigned | Target | Actual Accomplishments | | Rating | | | | Remarks |
|--|--|------------------------------------|--|--------|--------------------------------------|-----------------------------|--------------|------------|------------|---------|---------|
| | | | | | Accom-plishment as of July-Dec. 2018 | Details of Accomplish-ments | Quality | Efficiency | Timeliness | Average | |
| OVPI MFO 1. Curriculum Program Management Services | | | | | | | | | | | |
| | PI 1. Total Undergraduate FTE monitored #students x #hrs over 22 units | FTE = | Task to handle the following subjects: Bio 22p (Lab) AgBo 11 (Lab & Lec) Pbre 112 (Lab) | 10 | 15.98 | | 5 | 5 | 5 | 5.00 | |
| | PI 7. Number of academe/Industry linkage established | | | 0 | | | | | | | |
| | PI 8. Number of students advised | | Act as academic adviser | 1 | 15 | | 5 | 5 | 5 | 5.00 | |
| | | | Act as thesis adviser | 1 | 1 | | 4.5 | 5 | 5 | 4.83 | |
| | | | Act as student research committee member | 1 | 4 | | 5 | 5 | 5 | 5.00 | |
| | PI 9. Number of Student organizations Advised/Assisted | | Act as facilitator in some activities of a student organization such as APBM | 1 | 2 | | 5 | 5 | 5 | 5.00 | |
| | PI 10. Number of instructional materials developed/revised | | | 0 | 1 | | 5 | 5 | 5 | 5.00 | |
| | PI 11. Number of hours devoted for student consultation per semester | | | 80 | 95 | | 4.5 | 5 | 5 | 4.83 | |
| | | | | | | | Total points | | | 34.66 | 4.95 |

| | | | | | | | | | | |
|----------------------------|--|--|----|---|--|---|--------------|---|------|------|
| UMFO 3. RESEARCH SERVICES | | | | | | | | | | |
| | PI 1. Number of published papers in internationally indexed journals | | | | | | | | | |
| | refereed international journals | | 0 | | | | | | | |
| | refereed national journals | | 0 | | | | | | | |
| | institutional journals | | 0 | | | | | | | |
| | PI 2. Number of research outputs presented in regional/national/international fora/conferences | | | | | | | | | |
| | international fora/conferences | | 0 | | | | | | | |
| | national fora/conferences | | 0 | | | | | | | |
| | institutional fora/conferences | | 0 | | | | | | | |
| | PI 3. Number of research projects conducted and/or completed on schedule | | 1 | 1 | | 5 | 4 | 5 | 4.67 | |
| | PI 4. Number of research proposals submitted | | 0 | | | | | | | |
| | PI 5. Percent of research proposals approved | | 0% | | | | | | | |
| | PI 6. Amount of research money generated from external funding (Thousand PHP) | | 0 | | | | | | | |
| | PI 7. Amount of research money generated from institutional funding (Thousand PHP) | | 0 | | | | | | | |
| | PI 8. Additional outputs | | 0 | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | Total points | | 4.67 | 4.67 |
| UMFO 4. EXTENSION SERVICES | | | | | | | | | | |
| | PI 1. Number of person-days trained weighted by length of training | | 0 | | | | | | | |
| | PI 2. Number of trainings conducted | | 0 | | | | | | | |
| | PI 3. Number of IEC materials/technoguides developed/used | | 0 | | | | | | | |
| | PI 4. Number of beneficiaries served | | | | | | | | | |
| | Groups | | 0 | | | | | | | |
| | Individuals | | 1 | 1 | | 5 | 4 | 5 | 4.67 | |
| | PI 5. Number of technical/expert services | | | | | | | | | |
| | Research Mentoring | | 0 | | | | | | | |
| | Peer reviewers/Panelist | | 0 | | | | | | | |
| | Resource Persons | | 0 | | | | | | | |
| | Convenor/Organizer | | 0 | | | | | | | |
| | Consultancy | | 0 | | | | | | | |
| | Evaluator | | 0 | | | | | | | |

| | | | | | | | | | | |
|-----------------------|--|--|----|--|--|--|--|--|------|------|
| | PI 6. Number of extension projects conducted | | 0 | | | | | | | |
| | PI 7. Number of extension proposals submitted | | 0 | | | | | | | |
| | PI 8. Percent of extension proposals approved | | 0% | | | | | | | |
| | PI 9. Amount of extension money generated from external funding (Thousand PHP) | | 0 | | | | | | | |
| | PI 10. Amount of extension money generated from institutional funding (Thousand PHP) | | 0 | | | | | | | |
| | PI 11. Additional outputs | | 0 | | | | | | | |
| | Number of extension-related awards (extension | | 0 | | | | | | | |
| Total points | | | | | | | | | 4.67 | 4.67 |
| Total Over-all Rating | | | | | | | | | | 4.76 |


| | | |
|---|-------------|--|
| Average Rating (Total Over-all rating divided by 4) | | Comments & Recommendations for Development Purpose: Ms. Deroy is encouraged to attend seminars, trainings and conferences related to instruction and her field of expertise |
| Additional points | | |
| Punctuality | | |
| Approved Additional points (with copy of approval) | | |
| FINAL RATING | 4.76 | |
| ADJECTIVAL RATING | Outstanding | |

Evaluated & Rated by:


LUZ O MORENO
Head, DPBG


Date: _____

Recommending Approval:


VICTOR B. ASIO
College Dean

Date: _____

Approved:


BEATRIZ S. BELONIAS
Vice/President for Instruction

Date: _____

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Julien Resos-Deroy
Performance Rating: 4.76 (Outstanding) July-December 2018

Aim: To improve instruction, research and extension capability.

Proposed Interventions to Improve Performance:

Date: July 2018 Target Date: December 2018

First Step:
Required Ms. Deroy to lead the rice project entitled.

Result:
Actively lead in the implementation of the project.

Date: July 2018 Target Date: December 2018

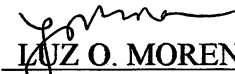
Next Step:
Required Ms. Deroy to actively get involved in the extension project let by the DAEE.


Outcome:
Actively participated in the different activities of the extension project.

Final Step/Recommendation:

Ms. Deroy is encouraged to write research proposals for submission to funding agencies.

Prepared by:


LUZ O. MORENO
Unit Head

Conforme:

JULIEN RESOS-DEROY
Name of Ratee Faculty/Staff