

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Julien R. Dero**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	$4.86 \times .50 = 2.43$	$2.43 \times .70$	1.70
b. Students (50%)	$4.00 \times .50 = 2.00$	$2.00 \times .70$	1.40
Total for Instruction	70%		3.10
2. Research			
a. Client/Dir. for Research (50%)	$4.50 \times .50 = 2.25$	$2.25 \times .25$	0.56
b. Dept. Head/Center Director (50%)	$4.33 \times .50 = 2.12$	$2.12 \times .25$	0.53
Total for Research	25%		1.09
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration (5%)	4.67	.05	0.23
5. Production			
TOTAL			4.42

EQUIVALENT NUMERICAL RATING: **4.42**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.42**

ADJECTIVAL RATING: **Very Satisfactory**

Prepared by:

JULIEN R. DEROY

Name of Faculty

Reviewed by:

ROMMEL M. GARRIDO Jr.

Department Head

Recommending Approval:

VICTOR B. ASIO

Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JULIEN R. DEROY, 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 July to December, 2021.

JULIEN R. DEROY

Ratee

Approved:

ROMMEL M. GARRIDO Jr.

Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
UMFO 2. Higher Education Services									
OVPI MFO 1. Curriculum Programs		To handle subjects in Pbre 11 (Lec), AgSci 114 (Lec), Bio 22p (Lec and Lab), and Pbre 131 (Lec)	16.00	19.65	5	5	5	5	
P1. Total Undergraduate FTE monitored									
PI.9 Number of thesis a. Number of students advised for their academic and thesis concerns		To serve as thesis adviser	1	41 (Academic Advisee) 23 – Ms. Acilo academic advisee	4	5	5	4.67	Including Ms. Acilo academic advisee (Ms. Acilo is on study leave)
b. Number of thesis outline/manuscripts approved			0	2	5	5	5	5	
c. Number of students advised as SRC Chairman/member		To act as SRC member							

Refereed int'l journals									
Refereed national journals									
PI.2 Number of research outputs presented in local/regional/national/international		To present research results of project handled							
PI.3 Number of research project/study conducted and/or completed on schedule		To implement/handle research project on rice	1	1	3	5	5	4.33	
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		Department Chairman Equipment, and Building maintenance,	1	1	4	5	5	4.67	
Total Over-all Rating	48.67								

Average Rating (Total Over-all rating divided by 4)		XX
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING	4.86	XX
ADJECTIVAL RATING	Outstanding	

Comments & Recommendations for Development Purpose:

She is hardworking and has the leadership potential. She always gives her best to deliver quality outputs. She performs her assigned teaching course in an outstanding level. She must finish her master degree as soon as possible.

Evaluated & Rated by:

ROMMEL M. GARRIDO Jr.

Dept/Unit Head

Date: January 27, 2022

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

Recommending Approval:

VICTOR B. ASIO

Dean/Director

Date: January 28, 2022

Approved by:

BEATRIZ S. BELONIAS

Vice President of Academic Affairs

Date: 1/27/22

EMPLOYEE DEVELOPMENT PLAN

NAME OF EMPLOYEE: **JULIEN R. DEROY**

PERFORMANCE RATING: 4.42 (Very Satisfactory) July-December 2021

AIM: To improve teaching/instruction and research capability

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

DATE: July 2021

TARGET DATE: December 2021

FIRST STEP: Require Ms. Deroyn to lead the implementation of the rice project entitled "Breeding, Selection, and Generation of Quality Seeds for Special Rice Varieties (Evaluation and selection of promising varieties of aromatic rice in the Visayas).

RESULT: Actively lead in the implementation of the rice project

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

RESULT: Ms. conducted literature review search to come up with a research proposal

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

RESULT: Ms. Deroyn attended seminar-workshops and conferences

OUTCOME: Ms. Deroyn has acquired new knowledge and gained experience and likewise boost her confidence that could help her improve her performance and competence to assume higher responsibilities

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

FINAL STEP/RECOMMENDATION: Continuously encourage and require her to write research proposals and develop/update teaching materials

Prepared by:

ROMMEL M. GARRIDO Jr.

Unit Head

Conforme:

JULIEN R. DEROY

Name of Ratee Faculty/Staff