

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: JUSTINO M. QUIMIO

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%)		$4.56 \times 50\% = 2.28$	
b. Students (50%)		$5 \times 50\% = 2.5$	
<b>Total for Instruction</b>	<b>50%</b>	<b>4.78</b>	<b>2.39</b>
<b>2. Research</b>			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
<b>Total for Research</b>	<b>10%</b>	<b>4.5</b>	<b>0.45</b>
<b>3. Extension</b>			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
<b>Total for Extension</b>	<b>10%</b>	<b>4.67</b>	<b>0.47</b>
<b>4. Administration</b>	<b>30%</b>	<b>4.5</b>	<b>1.35</b>
<b>5. Production</b>	<b>-</b>		
<b>TOTAL</b>			<b>4.66</b>

EQUIVALENT NUMERICAL RATING:

4.66

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.66

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

JUSTINO M. QUIMIO

Name of Faculty

Reviewed by:

DENNIS P. PEQUE

Department Head

Recommending Approval:

DENNIS P. PEQUE

Dean

Approved:

BEATRIZ S. BELONIAS

Vice President

Exhibit A

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE RATINGS

Name of Faculty Member (Last, First, Middle Initial)

Program Area/Section	Percentage of Faculty Rating	Student Rating	Departmental Rating
1. Instruction			
2. Research (0-100)			
3. Student (0-100)			
Total for Instruction			
4. Research			
5. Clinical or Research (0-100)			
6. Other (0-100) (Specify)			
Total for Research			
7. Extension			
8. Clinical or Research (0-100)			
9. Other (0-100) (Specify)			
Total for Extension			
10. Administration			
11. Professional			
Total			

COVARIANT NUMERICAL RATING

Add Additional Points if any

TOTAL NUMERICAL RATING

ADJECTIVAL RATING

Reviewed by

Reviewed by

DATE OF REVIEW

DATE OF REVIEW

Name of Faculty

Name of Faculty

Preceding Approval

REVIEWED BY

Approved

DATE OF REVIEW

Name of Faculty


JUSTINO M. QUIMIO 4/21/17  
Ratee

[illegible]


Average Rating (Total Over-all rating divided by 4)		
Additional points:		
Approved Additional Points (with copy of the approval)		
FINAL RATING		4.57
ADJECTIVAL RATING		Very Satisfactory

Comments & Recommendations for Development Purpose:  
You are encouraged to do Rdt and have it registered at OVPRE.


Evaluated by:

  
DENNIS P. PEQUE  
Unit Head  
Date: 1/25/19

Recommending Approval:

  
DENNIS P. PEQUE  
Dean  
Date: 1/25/19

Approved by:

  
BEATRIZ S. BELONIAS  
Vice President  
Date: \_\_\_\_\_

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

# PERFORMANCE MONITORING FORM

Name of Employee: **JUSTINO M. QUIMIO**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Over-All Assessment Of Output**	Remarks/Recommendation
1	Teaches assigned subjects and performs other teaching related functions such as; prepares and revises teaching materials, prepares and gives examinations, checks test papers and returns to students one week after, submits grades sheets within prescribed period, makes himself available for students consultations during consultation hours, revises course syllabus, and approves manuscripts.	Very Impressive	July 1, 2018	December 14, 2018	December 7, 2018	Very Impressive	Outstanding	
2	Supervises graduate thesis and revises articles.	Very Impressive	July 1, 2018	December 14, 2018	December 7, 2018	Very Impressive	Outstanding	
3	Attends meetings and workshops as per instructed by immediate Head.	Very Impressive	July 1, 2018	December 14, 2018	December 7, 2018	Impressive	Very Satisfactory	
4	Performs other functions such as; member of VSU Academic Council, advses Gamma Sigma Fraternity and etc.	Very Impressive	July 1, 2018	December 14, 2018	December 7, 2018	Impressive	Very Satisfactory	

\*Either very impressive, impressive, needs improvement, poor, very poor  
 \*\*Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:

  
**DENNIS P. PEQUE**  
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Justino M. Quimio  
Performance Rating : 4.66 (Outstanding) July - December 2018

Aim: To handle more graduate courses during weekends

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July 2018 Target Date: September 2018

First Step:

Required Dr. Quimio to handle core course and other graduate courses in MS Forestry during weekends to cater the needs of the students

Result:

Actively handles the graduate courses assigned to him during weekends

Date: October 2018 Target Date: December 2018

Next Step:

Involve in the development of graduate program in the Department of Forestry.


Outcome:


Dr. Quimio has expressed interest to help in the proposal to offer Doctoral program in Forestry

Final Step/Recommendation:

Dr. Quimio may lead in the development of the proposal on Doctoral program of the Department.

Prepared by:

  
**DENNIS P. PEQUE**  
Unit Head

Conforme:  
  
**JUSTINO M. QUIMIO**  
Ratee

EMPLOYEE DEVELOPMENT PLAN

<p>Name of Employee Performance Rating</p>	<p>Dr. Juana M. Quinto 4.58 (Excellent) July - December 2015</p>
<p>Goal Proposed Interventions to Improve Performance and Qualification to Assume Higher Responsibility</p>	<p>To handle more graduate courses during weekends Proposed Interventions to Improve Performance and Qualification to Assume Higher Responsibility</p>
<p>First Step Target Date: September 2016</p>	<p>Required Dr. Quinto to handle core course and other graduate courses in MS Program during weekends to cover the needs of the students</p>
<p>Result Target Date: December 2016</p>	<p>Actively handles the graduate courses assigned to him during weekend of the Involve in the development of graduate program in the Department of Biology</p>
<p>Next Step Outcome</p>	<p>Dr. Quinto has expressed interest to help in the proposal to offer Doctoral program in Biology</p>
<p>Final Review of the Outcome Prepared by</p>	<p>Dr. Quinto may lead to the development of the proposal on Doctoral program of the Department</p>
<p>Signature Date</p>	<p>Signature Date</p>