

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ANGELICA P. BALDOS

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating Rating x % (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.9 \times 50\% = 2.45$	
b. Students (50%)		$5 \times 50\% = 2.5$	
Total for Instruction	50 %	4.95	2.48
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	20 %	4.6	0.92
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	-		
4. Administration	30 %	4.75	1.43
5. Production	-		
TOTAL			4.83

EQUIVALENT NUMERICAL RATING: 4.83
 Add: Additional Points, if any: 0
 TOTAL NUMERICAL RATING: 4.83

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

Angelica P. Baldos
ANGELICA P. BALDOS
 Name of Faculty

Reviewed by:

Dennis P. Peque 1/25/19
DENNIS P. PEQUE
 Department Head

Recommending Approval:

Dennis P. Peque 1/25/19
DENNIS P. PEQUE
 Dean

Approved:

Beatriz S. Belonias
BEATRIZ S. BELONIAS
 Vice President

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UNIVERSITY OF CALIFORNIA, BERKELEY WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ALBERT A. BELL

Program Department	Percentage Weight of Appointment	Hours per Week (Teaching & Advising)	Pay Level (Annual Salary)
1. Instruction			
a. Head (100%)			
b. Students (50%)			
Total for Instruction			
2. Research			
a. Assistant for Research (50%)			
b. Dept. Head/Assistant Director			
Total for Research			
3. Extension			
a. Assistant for Extension (50%)			
b. Dept. Head/Assistant Director			
Total for Extension			
4. Administration			
a. Administration			
TOTAL			

FOR VARIATION IN NUMERICAL RATING

ADD ADDITIONAL POINTS TO TOTAL NUMERICAL RATING

ADJUSTED RATING

Reviewed by

Approved by

APPROVED BY

APPROVED BY

Name of Faculty

Name of Faculty

Recommending Approval

DATE

APPROVED

APPROVED
 Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

Angelica P. Baldos 1/14/19
ANGELICA P. BALDOS

DENNIS P. PEQUE

[illegible]


Additional Outputs								
No. of research involvements	Co-project leader	1	(1/1) 100%	4	4	4	4	LAFORÉ
	Study leader	1	(1/1) 100%	5	5	5	5	ECOREFO
No. of research articles prepared for submission to journals	Author	2	(4/1) 400%	5	5	5	5	
No. of abstracts prepared for submission to international conference	Author	1	(1/1) 100%	4	4	4	4	AAACU 22nd Biennial Conference
No. of research articles submitted for publication	Author	1	(2/1) 200%	5	5	5	5	Journal of Science Environment and Technology, Journal of Society and Technology
Administration	No. of meetings attended	Faculty, administrative & emergency meetings	15	(20/15) 130%	5	5	5	Faculty, administrative & emergency meetings
	No. of committee meetings attended	Member, CFES Committees on Instructional Programs; Research, Development & Extension; Students & Alumni	3	(5/3) 166%	5	5	5	Member, CFES Committees on Instructional Programs; Research, Development & Extension; Students & Alumni Affairs
	No. of minutes of meetings prepared	Coll. & Dept. Sec, DFS	3	(5/3) 166%	5	5	5	Coll. & Dept. Sec, DFS
	No. of socio-cultural & sports activities organized	College secretary	1	(3/1) 300%	4	4	4	College secretary
Total Over-all Rating							91	

Average Rating (Total Over-all rating divided by 4)		
Additional points:		
Approved Additional Points (with copy of the approval)		
FINAL RATING		4.79
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:


Congrats! Keep up the good work!

Evaluated and Rated by:


DENNIS P. PEQUE
 Unit Head


Date: _____

Recommending Approval:


DENNIS P. PEQUE
 Dean

Date: _____

Approved by:


BEATRIZ S. BELONIAS
 Vice President

Date: _____

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

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Approved by _____
Date _____

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Total Overall Rating					
	Organized				
No. of food/beverage & sports activities organized	1	(10%) 100%	1	1	1
No. of minutes of meetings prepared	1	(5%) 100%	1	1	1
No. of committee meetings attended	1	(5%) 100%	1	1	1
Member of CCE Committee or International Program Research Development & Extension Activity	1	(5%) 100%	1	1	1
Member CPE Committee or Professional Program Research Development & Extension Activity	1	(5%) 100%	1	1	1
No. of meetings attended	12	(50%) 100%	12	12	12
Local administrative & service meeting					
No. of research articles submitted for publication	1	(5%) 100%	1	1	1
No. of research articles submitted for international conference					
No. of abstracts prepared for submission to Author	1	(10%) 100%	1	1	1
Information to journals					
No. of research articles prepared for Author	1	(10%) 100%	1	1	1
Study leader	1	(10%) 100%	1	1	1
No. of research involvement	1	(10%) 100%	1	1	1
Additional Comments					

PERFORMANCE MONITORING FORMName of Employee: **ANGELICA P. BALDOS**

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, and makes herself available for students consultations during consultation hours.	Very Impressive	July 1, 2018	December 14, 2018	December 10, 2018	Very Impressive	Outstanding	
2	Performs research and extension functions such as; prepares research/extension proposals, implements duly approved research/extension projects within approved time frame, prepares reports and outputs and submit for publications.	Very Impressive	July 1, 2018	December 31, 2018	December 14, 2018	Very Impressive	Outstanding	
3	Performs functions as college secretary.	Very Impressive	July 1, 2018	December 28, 2018	December 28, 2018	Very Impressive	Outstanding	
4	Performs other functions such as; member of VSU Academic Council and etc.	Very Impressive	July 1, 2018	December 28, 2018	December 28, 2018	Very Impressive	Outstanding	

*Either very impressive, impressive, needs improvement, poor, very poor

**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:

 4/25/19
DENNIS P. PEQUE
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Angelica P. Baldos
Performance Rating : 4.83 (Outstanding) July 2018 – December 2018

Aim: To improve research capability of faculty member

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. Baldos to conduct research on forest soils, forest carbon and related topics

Result:
Actively conducted research on forest soils and carbon with the LAFORET Project.
Also conducted research on Responses of Ecosystem Functions to Mono-culture and Mixed Species Reforestation Strategies (ECOREFO) Project.

Date: October 2018 Target Date: December 2018

Next Step:

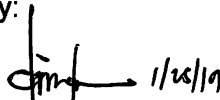
Collect sufficient data to warrant the development of a scientific article.


Outcome:

Dr. Baldos is drafting articles for possible publication in scientific journals. Consequently, during the AACCU 22nd Biennial Conference held last October 17-19, 2018, she's one of the paper presenter.

Final Step/Recommendation:

Dr. Baldos may write more research proposal especially on the topic "forest soils" being her major field of specialization.

Prepared by:
 1/25/19
DENNIS P. PEQUE
Unit Head

Conforme:

ANGELICA P. BALDOS
Ratee

EMPLOYEE PERFORMANCE APPRAISAL

Name of Employee Dr. Anderson, F. Balboa	
Performance Rating Very Good - December 2018	
Aim: To improve research capability of faculty members	
Proposed intervention to improve performance and/or competence and qualification to assume higher responsibility	
Date: July 2018	Final Step
Reviewed Dr. Balboa to conduct research on forest soils and related topics	
Research Actively conducted research on forest soils and carbon with the LAFORSET Project Also conducted research on processes of hydrological functions in forest culture and water Specific Research Station: LAFORSET Project	
Date: October 2018	Next Step
Collect sufficient data to warrant the development of a journal article	
Discussion Dr. Balboa is a good scholar for possible publication in scientific journals. Consequently, during the AACU 2017 Annual Conference held last October 15-19, 2018, one of the topics discussed	
Final Step/Recommendation Dr. Balboa may wish to research proposal entitled on the topic "Forest soils" during her next field of specialization	

Prepared by
Dr. Anderson, F. Balboa
Unit Head

Continued:
Dr. Anderson, F. Balboa
Date