

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: BERNA LOU A. REGIS

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
11. Instruction			
w. Head/Dean (50%)		4.70x50%= 2.35	
x. Students (50%)		5x50% = 2.5	
Total for Instruction	70%	4.85	3.395
12. Research			
w. Client/Dir. for Research (50%)			
x. Dept. Head/Center Director (50%)			
Total for Research	30%	4.75x30%	1.425
13. Extension			
y. Client/Dir. for Extension (50%)			
z. Dept Head/Center Director (50%)			
Total for Extension			
14. Administration			
15. Production			
TOTAL	100%		4.82

EQUIVALENT NUMERICAL RATING: 4.82

Add: Additional Points, if any: none

TOTAL NUMERICAL RATING: 4.82

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

Reviewed by:


BERNA LOU A. REGIS

Name of Faculty


ANALYN M. MAZO

Department Head

Recommending Approval:


CANDELARIO L. CALIBO

Dean/Director

Approved:


BEATRIZ S. BELONIAS

Vice President


BERNA LOU A. REGIS
Ratee

ANALYN M. MAZO
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
1: Advanced Education Services									
DBS MFO 1. Graduate Degree Program									
DBS MFO 2. Graduate Student									
UMFO 2. Higher Education Services									
DBS MFO 1. Curriculum Program									
	PI 1: Total FTE monitored	To Teach Zool 11, Gen Bio II, Biol 115	18.05	18.05	4.5	4.5	4.5	4.5	
	PI 8: Number of students advised for their academic and thesis concerns								
DBS MFO 3. RESEARCH									
	PI 1: Number of published papers in internationally indexed journals refereed int'l journals refereed national journal	Publish research outputs	1	2	5	5	5	5	1. Release of dipicolinic acid from spores of <i>Geobacillus stearothermophilus</i> 2. Motility and chemotaxis of <i>Escherichia coli</i> in medium with attractant and repellent. Volume 9 No. 5 (2019), Issue 5, September - October 2019, Journal of Drug Deliver and Therapeutics.
	Number of research articles submitted for publications	Submit articles for publication	1	1	5	5	5	5	Bat Fauna of Mt. Sambilikan submitted to Journal of Science Engineering and Technology
DBS MFO 4. Extension services									

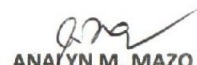
Number of scientific fora attended as speaker/resource person	Present research output in scientific	1	1	5	5	5	5	RDE 2019	Number of scientific fora attended as speaker/resource person
Number of scientific fora attended as participant	Attend scientific fora	1	0	4	4	4	4	on maternity leave	Number of scientific fora attended as participant
Total Over-all Rating								23.5	

Average Rating (Total Over-all rating divided by 4)		4.70
Additional Points:		
Approved Additional points (with copy of approval)	NA	
FINAL RATING		4.70
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose:

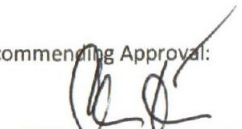
Should finish her graduate studies

Evaluated & Rated by:


ANALYN M. MAZO
Dept/Unit Head

Date: _____

Recommending Approval:


CANDELARIO L. CALIBO
Dean/Director

Date: _____

Approved by:


BEATRIZ S. BELONIAS
Vice President

Date: _____

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Berna Lou A. Regis
Performance Rating: Outstanding

Aim: Finish graduate studies (PhD)

Proposed Interventions to Improve Performance:

Date: June 2019 Target Date: December 2020

First Step:

Request for de-load

Result:

De-load request approved

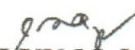
Date: August 2019 Target Date: 2020

Next Step:

Finish dissertation write up

Outcome: Write up in progress

Prepared by:


ANALYN M. MAZO
Unit Head

Conforme:


BERNA LOU A. REGIS