Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Marissa B. Barbosa**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction	4.79		
a. Head/Dean (50%)	~~4.80~~ x .50 = 2.40	2.40 x .70	1.68
b. Students (50%)	5.00 x .50 = 2.50	2.50 x .70	1.75
Total for Instruction	70%		**3.43**
2. Research			
a. Client/Dir. for Research (50%)	4.00 x .50 = 2.00	2.00 x .25	0.50
b. Dept. Head/Center Director (50%)	4.33 x .50 = 2.16	2.16 x .25	0.54
Total for Research	25%		**1.04**
3. Extension			
a. Client/Dir. for Extension			
b. Dept Head/Center Director			
Total for Extension			
4. Administration (5%)	4.66	0.05	0.23
5. Production			
TOTAL			4.70 ~~4.47~~

EQUIVALENT NUMERICAL RATING: 4.70 ~~4.47~~
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.70 ~~4.47~~

ADJECTIVAL RATING: **Very Satisfactory**

Prepared by:

MARISSA B. BARBOSA
Name of Faculty

Reviewed by:

JEDI JOY B. MAHILUM
Department Head

Recommending Approval:

VICTOR B. ASIO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MARISSA B. BARBOSA, 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, 2022.

MARISSA B. BARBOSA
Ratee

Approved:

JEDI JOY B. MAHILUM
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									
P1. Total Undergraduate FTE monitored		To handle/teach Biol 22p (Lec), PBre 144n(Lec), PBre 111 (Lec), BTec 110 (Lec)	16	19.80	5	5	5	5	
PI.9 Number of thesis **a. Number of students advised for their academic and thesis concerns**		Thesis Academic Advisee	1 5	5 20	5	5	5	5	
b. Number of thesis outline/manuscripts approved			1	2	4	5	5	4.66	
c. Number of students advised as SRC Chairman/member			1	4	5	5	5	5	

PI.11 Number of Instructional Materials developed/revised									
a. **Number of OBE compliant syllabus prepared**			1	3	3	5	5	4.33	
b. **Number of teaching guides/laboratory manuals developed/revised**			0	3	5	5	5	5	
c. **Number of Virtual Classrooms created and operationalyzed**			1	2	3	5	5	4.33	
d. **Assessment Tools**			1	4	5	5	5	5	
e. **Number of Complete set of teacher-developed audio visual materials (powerpoints,videos,computer games, etc.)**	To develop audio visual teaching materials		1	4	5	5	5	5	
PI.12 Additional Outputs									
Number of awards/recognitions received									
MFO 3. RESEARCH									

PI.1 Number of published papers in internationally indexed journals			-	1	5	5	5	5	
Refereed int'l journals									
Refereed national journals									
PI.2 Number of research outputs presented in local/regional/national/international			-	1	5	5	5	5	
PI.3 Number of research project/study conducted and/or completed on schedule			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			-	1	4	5	5	4.66	
Total Over-all Rating	**62.31**								

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

Comments & Recommendations for Development Purpose:

Needs to develop more research proposals for submission and approval by funding agencies.

Evaluated & rated by:

JEDI JOY B. MAHILUM
Dept/Unit Head

Date: 01/03/2023

Recommending Approval:

VICTOR B. ASIO
Dean/Director

Date: _____

Approved by:

BEATRIZ S. BELONIAS
Vice President of Academic Affairs

Date: _____

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

EMPLOYEE DEVELOPMENT PLAN

NAME OF EMPLOYEE: **MARISSA B. BARBOSA**
PERFORMANCE RATING: ~~4.47~~ 4.30 (Very Satisfactory) July-December 2022
AIM: To improve teaching/instruction and research capability

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

DATE: July 2022 TARGET DATE: December 2022

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

RESULT: Ms. Barbosa conducted literature review search, submitted research proposal in collaboration with researchers from other research center/unit in the university and attended research-related seminar- workshops

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

RESULT: Ms. Barbosa attended seminar-workshops and conferences

OUTCOME: Ms. Barbosa has acquired new knowledge and gained experiences to improve her performance and competence

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

FINAL STEP/RECOMMENDATION: Continuously encouraged and required her to write research proposals and also to develop/update teaching materials

Prepared by:

JEDI JOY B. MAHILUM
Unit Head

Conforme:

MARISSA B. BARBOSA
Name of Ratee Faculty/Staff