Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: <u>JUSTINO M. QUIMIO</u>

	Program Involvement	Percentage Weight of Involvement	Numerical Rating Rating x %	Equivalent Numerical Rating
	(1)	(2)	(3)	(2x3)
1.	Instruction			
a.	Head/Dean (50%)		5x50% = 2.5	
b.	Students (50%)		5450 th = 2.5	
	Total for Instruction	<i>5</i> 0%	ريا	25
2.	Research			
a.	Client/Dir. for Research (50%)			
b.	Dept. Head/Center Director			
(509	%)			
	Total for Research	<i>i</i> 5 %	4-5	0.68
3.	Extension			
a.	Client/Dir. for Extension (50%)			
b.	Dept Head/Center Director			
(509	%)			
	Total for Extension	15°b	4	0-4
4.	Administration	202	4.5	0.9
5.	Production	-		-
	TOTAL			

EQUIVALENT NUMERICAL RATING: Add: Additional Points, if any: TOTAL NUMERICAL RATING:	4.68	
ADJECTIVAL RATING:	OUTTANDING	
Prepared by: JUSTINO M. QUIMIO Name of Faculty	Reviewed by:	DENNIS P. PEQUE Department Head

Recommending Approval:

DENNIS P. PEQUE

Approved:

BEATRIZ S. BELONIAS
Vice President

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INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I. JUSTINO M. QUIMIO. Faculty of the Department of Forest Science commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January to June, 2018.

JUSTINO M. QUIMIO

Ratee

DENNIS P. PEQUE

Dean, ¢FES Rating MFO's/PAPs **Success Indicators** Assigned Task **Actual Accomplishment** Remarks Target EŽ A⁴ $\mathbf{Q}^{\mathbf{I}}$ Advanced & Higher 7 Full Time Equivalent (FTE) 12/7 (171.43%) 5 5 5 **Education Services** Instruction Teacher's Leave Number of Instructional Materials Developed/Revised and Utilized 2/1 (200%) 5 1 5 5 5 Revised course outline Lecturer 5 2 2/2 (100%) 5 5 5 Course syllabi prepared Lecturer 5 5 Handouts distributed Lecturer 6 12/6 (200%) 5 5 Chairman, Ecology lab manual 2 2/2 (100%) Lab exercises reviewed 5 5 5 5 review committee 5 6 5 Hours spent on tutorial lectures 30/6 (500%) 5 5 Academic adviser, and student organization and thesis 5 5 70/30 (233.33%) J 30 5 Hours spent in student consultation Lecture materials prepared in power Lecturer 2 5/2 (250%) 5 F 5 5 point 5 5 5 1 3/1 (300%) 5 New laboratory exercises prepared Laboratory Instructor As graduate student thesis **Research Services** No. of graduate thesis supervised 1 3/1 (300%) adviser As primary author 2/2 (100%) 5 5 5 5 No. of scientific article revised 2 4/2 (200%) No. of Community engagement Community visit/meetings 2 4 4 **Extension Services** 4 No. of linkage/partnership developed LCDE, Plan 1 1/1 (100%) 4 Faculty meeting, regular & 8/4 (200%) 4 Administration No. of meetings attended 5 5 5 .5 emergency; committees Proposal preparation and in 3/1 (300%) Project meetings 1 project implementation

Total Over-all Rating			71
			Comments & Recommendations for
Average Rating (Total Over-all rating divided by 4)			Development Purpose:
Additional points: Approved Additional Points (with copy of the approval)			You are encouraged to do RDE and have it registered at OVPKE
FINAL RATING	4-73		RDE and have it registered at OUPKE
ADJECTIVAL RATING	Dutstanding		
DENNIS P PEQUE Head Unit	DENNIS P. PEQUE Dean, CFES Date:	BEA	ATRIZ S. BELONIAS Vice President e:

1 - Quality2 - Efficiency3 - Timeliness4 - Average

EMPLOYEE DEVELOPMENT PLAN

Name of Employee

: Dr. Justino M. Quimio

Performance Rating

: 4.68 (Outstanding) January - June 2018

To handle more graduate courses during weekends Aim:

Proposed Interventions to Improve Performance and/or Competence and Qualification to

assume higher responsibilities:

Date: January 2018

Target Date: March 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: April 2018

Target Date: June 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:

Conforme:

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Date: Ingligity 2015

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