Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: WELLA MARIE D. ALACIO

July - December 2018

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x%) (3)		Equivalent Numerical Rating (2 x 3)
1. Instruction				
a. Head/Dean (50%)		4.89x50%	2.44	
b. Students (50%)		4.67x50%	2.33	
Total for Instruction	90%		4.78	4.30
2. Research				
a. Client/Dir. For Research (50%)				
b, Dept. Head/Center Director (50%)				
Total for Research				
3. Extension				
a. Client/Dir for Extension (50%)				
b. Dept. Head/Center Director (50%)				
Total for Extension	5%		5.00	0.25
4. Administration	5%			0.00
5. Production				
TOTAL	100%			4.55

EQUIVALENT NUMERICAL RATING: 4.55
Add: Additional Points, if any: 0
TOTAL NUMERICAL RATING: 4.55

ADJECTIVAL RATING: **Outstanding**

Prepared by:

WELLA MARIE D. ALACIO
Name of Faculty

Reviewed by:

ANTONIO P. ABAMO
Head, DBM

Recommending Approval:

ANTONIO P. ABAMO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMNACE COMMITMENT AND REVIEW FORM (IPCR)

I, WELLA MARIE D. ALACIO, Instructor of the Department of Business and Management 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 2018 - December 2018

Approved:

WELLA MARIE D. ALACIO
Ratee

ANTONIO P. ABAMO
Head, DBM

MFOs/PAPs	Success Indicators	Tasked Assigned	Target	Percentage of Actual Accomplish	Actual Accomplishment	Rating				Remarks
						Q1	E2	T3	A4	
Advanced Education Services	**1. Graduate Degree Program Management Services**									
	PI1: Number of graduate degree specializations offered and monitored									
	PI2: Total FTE monitored	Teaching								
	PI3: Percentage increase in number of graduate students enrolled									
	PI4: Percentage increase in the number of students who graduated within prescribed period									
Higher Education Services	**Full Time Equivalent (FTE)**	Teaching	25.00	151%	37.65	**5**	**5**	**5**	5.00	
	Vacation/Sick Leave									
	Number of Graduates:									
	Baccalaureate									
	Number of IMs Dev/Rev & Utilized	**Compiler**	1	200%	2	**5**	**4**	**5**	4.67	1
	Revised IM's within the last 3 years									
	Advising									
	Approved case study manuscript	**Adviser**								
	Approved thesis outline									
	Approved thesis manuscript									
	Student Advising and Consult Services:									
	Number of student org advised	Adviser								
	Student-related activities assisted	Adviser								

	Student advised as academic adviser	Adviser								
	Academe/Industry Linkage established:									
	International				1	5	5	5	5.00	
	National									
	Local/Regional									
	Awards/Honors received by students/faculty:									
	Awards received by students									
	Number of awards received by faculty									
	Number of Professorial Chair awardee									
	Number of Scholarships availed									
Advanced education services										
	Number of Graduates within prescribed period:									
	Masters									
	Diploma									
	IMs Developed/Revised and Utilized									
	Revised IM's within the last 3 years									
	Number of Student Research Advising									
	Approved special problem manuscript									
	Approved research outline									
	Student Advising and Consult Services:									
	Number of student organizations advised									
	Number of student-related activities assisted									
Research Services	**journals/internationally indexed journals:**									
	In Ref Intemtl Journals									
	In Ref Natl Journals									
	In Institutional Journals									
	International									
	Number of papers published in other									
	peer-reviewed publications									
	(proceedings, monographs, etc.)									

	Number of Outputs Presented in Regional/National/International Fora /Conferences:									
	In International									
	In National									
	In Regional									
	In Local									
	Percentage of Research Projects Conducted									
	and Completed on Schedule									
	Number of scientific *fora* coordinated/facilitated									
	Number of linkages forged:									
	International									
	National									
	Regional									
Extn Services	**Number of person-days trained**	**Trainor**			1	5	5	5	5.00	
	Number of trainings conducted	**RP**			1	5	5	5	5.00	
	Number of beneficiaries served:									
	Groups/ Institutions	**RP**								
	Individuals	**RP**								
	Awards recv (inter, natl, local):									
	Individual									
	Unit (Center, College, Department)									
	Technical/ Expert services									
	Consultancy	Consultant								
	Commodity teams									
	RDE reviewer/ panelist									
	Resource person	Resource person								
Seminars/symposium/										
conference attended	International				1	5	5	5	5.00	
	National									
	Local/Regional	Participant								
Admin Support										
Services	Number of department mtgs attended		4	175%	7	5	5	5	5.00	
	Membership in University committees	Member								
	Membership in College committees	Member								

	Membership in the Department committees	Member	1	200%	2	5	5	5	5.00	
Department Head	Number of department meetings presided									
	Number of execom meetings attended									
	Number of UAC mtgs attended									
	Membership in university committees									
	Prompt submission of required documents									
	Annual Report									
	Procurement Plan									
	Staff Development Plan									
	Number of FacultyMentored									
	Number of department activities supervised									
	Number of faculty members for study leave									
Total Over-all Rating									39.67	

Average Rating (Total overall rating divided by 4)		4.96
Additional Points:		
Approved Additional points (with copy of approval)		0
FINAL RATING		4.96
ADJECTIVIAL RATING		

Comments & Recommendations

for Development Purpose:

Objective-oriented instructor, involve more research in research in agribusiness

Evaluated & Rated by:

ANTONIO P. ABAMO
Dept/Unit Head

Date: _____

Recommending Approval:

ANTONIO P. ABAMO
Dean

Date_____

Approved by:

BEATRIZ S. BELONIAS
Vice President

Date: _____

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

PERFORMANCE MONITORING & COACHING JOURNAL

	1st	QUARTER
	2nd	
	3rd	
	4th	

Name of Office: Dept. of Business and Management

Head of Office: Antonio P. Abamo

Number of Personnel: WELLA MARIE D. ALACIO

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring		Faculty meeting		Following up the progress of research/extension involvement of DBM	Very productive discussion
Coaching		How possible to develop teaching guides and tips for teaching effectively			Effective and successful

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

ANTONIO P. ABAMO
Immediate Supervisor

Noted by:

ANTONIO P. ABAMO
Dean, CME

PERFORMANCE MONITORING & COACHING JOURNAL

	Jan	C U A T E R
	Apr	
	Jul	
	Oct	

Name of Office: Dean of Instructional Management

Head of Office: Antonio P. Adamo

Number of Personnel: VERILA MAPUD ALADO

Activity Monitoring	Meeting		Meeting	Others (Pls. specify)	Remarks
	Co-one-One	Group	Weekly		
Monitoring		Faculty meeting		Following up the progress of research/extension involvement of DMIT	Very productive discussion
Coaching		How possible to develop teaching guides and tips for teaching effectively			Effective and successful

Note: Please indicate the date in the appropriate box when the meeting/ing was conducted.

Conducted by:

ANTONIO P. ADAMO
Immediate Supervisor

Noted by:

ANTONIO P. ADAMO
Dean, IME

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: WELLA MARIE D. ALACIO
Performance Rating: JULY-DECEMBER 2018

Aim: To enhance skills in research, extension and instruction functions.
Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July 2018 Target Date: December2018

First Step:
To attend seminars, training/workshops that will enhance extension and instruction services, as well as improve knowledge in statistical tools for data analysis.

Result:
Attended in related seminars and workshops.

Date: _____ Target Date: _____

Next Step:
Participated and conducted seminar for extension services.
New information from trainings and seminars were used and included in the instructional materials and were discussed in class.

Outcome:
Improved capability to undertake research, extension and instruction.

Final Step/Recommendation:

To continue attending retooling activities to upgrade competency to perform instruction, research and extension functions.

Prepared by:

ANTONIO P. ABAMO
Unit Head

Conforme:

WELLA MARIE D. ALACIO
Ratee

cc: ODA-HRD

INDIVIDUAL DEVELOPMENT PLAN

Name of Employee: WENILA MARIE D. ALACIO
Performance Rating: JULY-DECEMBER 2012

Aim: To enhance skills in research, extension and instruction functions.
Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities

Date: July 2012 Target Date: December2012

First Step:
To attend seminars, trainings/workshops that will enhance extension and instruction services, as well as improve knowledge in statistical tools for data analysis.

Result:
Attended in related seminars and workshop.

Date: _____ Target Date: _____

Next Step:
Participated and conducted seminar for extension services
New information from trainings and seminars were used and included in the instructional materials and were discussed in class.

Outcome:
Improved capability to undertake research, extension and instruction.

Final Step/Recommendation:

To continue attending refreshing activities to upgrade competency to perform instruction, research and extension functions.

Prepared by:

ANTONIO P. ADAMO
Unit Head

Conforme:

WENILA MARIE D. ALACIO
Ratee

cc: OGA-HRD