

**Exhibit K**

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBER  
WITH MULTIPLE FUNCTIONS  
(Jan-June 2018)**

Name of Faculty Member: Milagros C. Bales

Asso. Professor V

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	4.93 x 0.5	2.47	
b. Students (50%)	5.0 x 0.5	2.5	
Total for Instruction	.60	4.97	2.98
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	.10	5.0	0.50
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	.20	4.95	0.99
4. Administration	.10	5.0	0.50
5. Production			
TOTAL			4.97


EQUIVALENT NUMERICAL RATING: 4.97

Add: Additional Points, if any:

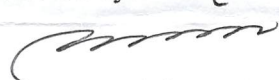
TOTAL NUMERICAL RATING: 4.97

ADJECTIVAL RATING: OUTSTANDING

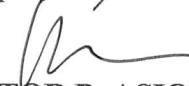
Prepared by:

  
MILAGROS C. BALES  
Name of Faculty


Reviewed by:

  
HENRY Y. GOLTIANO  
OIC Department Head

Recommending Approval:

  
VICTOR B. ASIO  
CAFS, Dean

Approved:

  
BEATRIZ S. BELONIAS  
Vice President for Instruction

1982年12月19日，中共中央、国务院作出《关于建立老干部退休制度的决定》，规定：“凡达到退休年龄的老干部，都要按照规定的条件，有计划、有步骤地退出第一线，腾出位子，让中青年干部上来。”

23. *Journal of the American Medical Association*, 277, 1996, 1033-1037.

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1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 2158, 2159, 2160, 2161, 2162, 2163, 2164, 2165, 2166, 2167, 2168, 2169, 2170, 2171, 2172, 2173, 2174, 2175, 2176, 2177, 2178, 2179, 2180, 2181, 2182, 2183, 2184, 2185, 2186, 2187, 2188, 2189, 2190, 2191, 2192, 2193, 2194, 2195, 2196, 2197, 2198, 2199, 2200, 2201, 2202, 2203, 2204, 2205, 2206, 2207, 2208, 2209, 2210, 2211, 2212, 2213, 2214, 2215, 2216, 2217, 2218, 2219, 2220, 2221, 2222, 2223, 2224, 2225, 2226, 2227, 2228, 2229, 2230, 2231, 2232, 2233, 2234, 2235, 2236, 2237, 2238, 2239, 2240, 2241, 2242, 2243, 2244, 2245, 2246, 2247, 2248, 2249, 2250, 2251, 2252, 2253, 2254, 2255, 2256, 2257, 2258, 2259, 2260, 2261, 2262, 2263, 2264, 2265, 2266, 2267, 2268, 2269, 2270, 2271, 2272, 2273, 2274, 2275, 2276, 2277, 2278, 2279, 2280, 2281, 2282, 2283, 2284, 2285, 2286, 2287, 2288, 2289, 2290, 2291, 2292, 2293, 2294, 2295, 2296, 2297, 2298, 2299, 2300, 2301, 2302, 2303, 2304, 2305, 2306, 2307, 2308, 2309, 2310, 2311, 2312, 2313, 2314, 2315, 2316, 2317, 2318, 2319, 2320, 2321, 2322, 2323, 2324, 2325, 2326, 2327, 2328, 2329, 2330, 2331, 2332, 2333, 2334, 2335, 2336, 2337, 2338, 2339, 2340, 2341, 2342, 2343, 2344, 2345, 2346, 2347, 2348, 2349, 2350, 2351, 2352, 2353, 2354, 2355, 2356, 2357, 2358, 2359, 2360, 2361, 2362, 2363, 2364, 2365, 2366, 2367, 2368, 2369, 2370, 2371, 2372, 2373, 2374, 2375, 2376, 2377, 2378, 2379, 2380, 2381, 2382, 2383, 2384, 2385, 2386, 2387, 2388, 2389, 2390, 2391, 2392, 2393, 2394, 2395, 2396, 2397, 2398, 2399, 2400, 2401, 2402, 2403, 2404, 2405, 2406, 2407, 2408, 2409, 2410, 2411, 2412, 2413, 2414, 2415, 2416, 2417, 2418, 2419, 2420, 2421, 2422, 2423, 2424, 2425, 2426, 2427, 2428, 2429, 2430, 2431, 2432, 2433, 2434, 2435, 2436, 2437, 2438, 2439, 2440, 2441, 2442, 2443, 2444, 2445, 2446, 2447, 2448, 2449, 2450, 2451, 2452, 2453, 2454, 2455, 2456, 2457, 2458, 2459, 2460, 2461, 2462, 2463, 2464, 2465, 2466, 2467, 2468, 2469, 2470, 2471, 2472, 2473, 2474, 2475, 2476, 2477, 2478, 2479, 2480, 2481, 2482, 2483, 2484, 2485, 2486, 2487, 2488, 2489, 2490, 2491, 2492, 2493, 2494, 2495, 2496, 2497, 2498, 2499, 2500, 2501, 2502, 2503, 2504, 2505, 2506, 2507, 2508, 2509, 2510, 2511, 2512, 2513, 2514, 2515, 2516, 2517, 2518, 2519, 2520, 2521, 2522, 2523, 2524, 2525, 2526, 2527, 2528, 2529, 2530, 2531, 2532, 2533, 2534, 2535, 2536, 2537, 2538, 2539, 2540, 2541, 2542, 2543, 2544, 2545, 2546, 2547, 2548, 2549, 2550, 2551, 2552, 2553, 2554, 2555, 2556, 2557, 2558, 2559, 2560, 2561, 2562, 2563, 2564, 2565, 2566, 2567, 2568, 2569, 2570, 2571, 2572, 2573, 2574, 2575, 2576, 2577, 2578, 2579, 2580, 2581, 2582, 2583, 2584, 2585, 2586, 2587, 2588, 2589, 2590, 2591, 2592, 2593, 2594, 2595, 2596, 2597, 2598, 2599, 2600, 2601, 2602, 2603, 2604, 2605, 2606, 2607, 2608, 2609, 2610, 2611, 2612, 2613, 2614, 2615, 2616, 2617, 2618, 2619, 2620, 2621, 2622, 2623, 2624, 2625, 2626, 2627, 2628, 2629, 2630, 2631, 2632, 2633, 2634, 2635, 2636, 2637, 2638, 2639, 2640, 2641, 2642, 2643, 2644, 2645, 2646, 2647, 2648, 2649, 2650, 2651, 2652, 2653, 2654, 2655, 2656, 2657, 2658, 2659, 2660, 2661, 2662, 2663, 2664, 2665, 2666, 2667, 2668, 2669, 2670, 2671, 2672, 2673, 2674, 2675, 2676, 2677, 2678, 2679, 26

1. 2012年12月15日  
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1. *Journal of the American Medical Association*, 1997; 277: 1039-1043.

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INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MILAGROS C. BALES of the Department of Agricultural Education and Extension accomplished the following for the period July to December, 2018.

  
**MILAGROS C. BALES**  
 Ratee

  
 Approved: **HENRY Y. GOLTIANO**  
 OIC Head of DAEE

MFO & PAPS	Success Indicators	Tasks Assigned	Target	Actual Accomplishments	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
Advanced & Higher education	FTE <ul style="list-style-type: none"><li>Advanced Education</li><li>Higher Education</li></ul>	<u>1<sup>st</sup> Sem SY 2018-19</u> <ul style="list-style-type: none"><li>AgEx 233 (on campus)</li><li>AgEx 233 (Extram A)</li><li>AgDe 202 (Extram B)</li><li>EXTN 152</li></ul>	3.0	<u>1<sup>st</sup> Sem SY 2018-19</u> <ul style="list-style-type: none"><li>AgEx 233 (On Campus) (13x3)/12 = 3.25</li></ul>	5	5	5	5	
				<ul style="list-style-type: none"><li>AgEx 233 (Extram B) (1x3)/12 = 0.25</li></ul>	5	5	5	5	
				<ul style="list-style-type: none"><li>AgEx 216 (2x3)/12 = 0.50</li></ul>	5	5	5	5	
				<ul style="list-style-type: none"><li>AgEd 241 (On Campus) (8x3)/12 = 2.00</li></ul>	5	5	5	5	
			3.0	<ul style="list-style-type: none"><li>AgEd 241 (Extram B) (4x3)/12 = 1.00</li></ul>	5	5	5	5	
				<ul style="list-style-type: none"><li>AgDev 202 (Extram A) (1x3)/12 = 0.25</li></ul>	5	5	5	5	
				<ul style="list-style-type: none"><li>AgDev 202 (Extram B) (7x3)/12 = 1.75</li></ul>	5	5	5	5	
				Overall FTE				6.00	
	Number of instructional materials developed/revised and utilized <ul style="list-style-type: none"><li>Powerpoint presentations updated</li></ul>	<ul style="list-style-type: none"><li>➤ AgEx 233</li><li>➤ AgEd 241</li></ul>	2	2	4	4	4	4	
			1	2	5	5	4	4.67	
	No. of student research and field practice advising <ul style="list-style-type: none"><li>➤ GAC/SRC chairmanship/ membership</li></ul>	No. of student research and field practice advising <ul style="list-style-type: none"><li>➤ GAC/SRC membership</li></ul>	2	4	5	5	5	5	Pilare, Oliva, Jaca, Clava

		➤ Advises	3	4	5	5	4	4.67	Escosa, Arpilleda, Lauron, Adig
		➤ Conducted Field Practice Orientation Seminar	1	1	5	5	5	5	
	Student advising and consultation services ➤ No. of hours spent on student consultation	Student advising and consultation services ➤ Consultations on academic and non-academic student activities	50 hrs	60 hrs	4	5	4	4.33	
Research Services	No. of research papers published	➤ Articles/papers published	1	2	5	5	5	5	- Integrating Rapid Care Analysis in Building Sustainable Women-led Enterprises in Haiyan-Affected Communities in Eastern Samar, Philippines - Market Potential of Cut Flowers Produced in the Marginal Upland Communities in Leyte
Extension Services	➤ No. of proposals submitted for funding	Proposal Submitted for funding	1	2	5	5	5	5	- Assessing and Building Capacities of Farmers Associations Engaged in Crop Production in Basey and Marabut Municipalities in Samar : A Participatory Action Research-Food for the hungry - Climate-Smart and Farm Business School (CS-FBS) Approach in Enhancing the Restoration of Farming Livelihoods in Yolanda affected areas of Leyte and Samar.
	➤ No. of beneficiaries served	➤ Beneficiaries served - Green-the-Green Project	50	100	5	5	5	5	
		➤ Organized groups/associations - Green-the-Home Project - YRRP	2	11	5	5	5	5	
	➤ No. of trainings/seminars/FFS/Field days/workshops/meetings conducted	➤ Conducted trainings/seminars/workshops/cross visits - Green the Home Project	1	2	5	5	4	4.67	- "Training on Containerize Vegetable Production" - "Training on Quail Farming"




Average Rating (Total Over-all rating divided by 4)		4.93
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose:

she's very dynamic

Evaluated & Rated by:

  
**HENRY Y. GOLTIANO**  
 OIC Head, DAEE

Date: \_\_\_\_\_

Recommending Approval:

  
**VICTOR B. ASIO**  
 Dean, CAFS

Date: \_\_\_\_\_

Approved by:

  
**BEATRIZ S. BELONIAS**  
 Vice President for Instruction

Date: \_\_\_\_\_

1 – Quality  
 2 – Efficiency

3 – Timeliness  
 4 – Average

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Milagros C. Bales

Performance Rating: Outstanding

Aim: Send Dr. Bales to an international training/conference either as a trainee or paper presenter

Proposed Interventions to Improve Performance: Attend relevant international training

Date: \_\_\_\_\_ Target Date: 2019

First Step: Approved by the department's personnel committee

\_\_\_\_\_

\_\_\_\_\_

Result: Dr. Bales to look for relevant training or conference

\_\_\_\_\_

\_\_\_\_\_

Date: January 2019 Target Date: Within 2019

Next Step: Dr. Bales to apply for participation to an international training/conference

\_\_\_\_\_

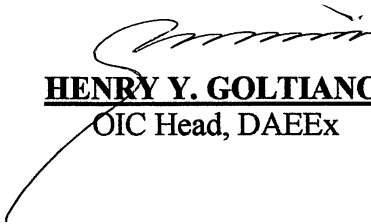
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Outcome: Attended international training/presented paper in an international conference in 2019.

Final Step/Recommendation:

The department strongly recommends her for an international training/conference

Prepared by:

  
**HENRY Y. GOLTIANO**  
OIC Head, DAEx

Conforme:

  
**MILAGROS C. BALES**

Name of Ratee Faculty/Staff

EXHIBIT

STATE OF TEXAS

Name of Defendant: [illegible]  
County: [illegible]

State of Texas, County of [illegible], do hereby certify that [illegible]

proposed amendments to improve the [illegible] of the [illegible]

Exhibit [illegible]

First State of Texas by the Department of [illegible]

Second State of Texas by the Department of [illegible]

Third State of Texas by the Department of [illegible]

Fourth State of Texas by the Department of [illegible]

Only one of the above amendments shall be [illegible] in the [illegible]

in the [illegible] of the [illegible]

The [illegible] of the [illegible] is [illegible]

Witness my hand and seal this [illegible]

NOTARY PUBLIC  
[illegible]

Signature  
Name of Notary Public  
[illegible]