

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)	Numerical Rating (2x3)	Equivalent Numerical Rating
1. Instruction			
a. Head/Dean (50%)	2.45 x .70	1.71	
b. Students (50%)	4.25 x .50 = 2.12	1.48	
Total for Instruction			
	70%		3.19
2. Research			
a. Client/Dir. for Research (50%)	4.00 x .50 = 2.00	0.5	
b. Dept. Head/Center Director (50%)	5.00 x .50 = 2.50	0.62	
Total for Research			
	25%		1.12
3. Extension			
a. Client/Dir. for Extension			
b. Dept Head/Center Director			
Total for Extension			
4. Administration (5%)	4.33	.05	0.21
5. Production			
TOTAL			
			4.52

EQUIVALENT NUMERICAL RATING: 4.52
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.52

ADJECTIVAL RATING:

Outstanding

Reviewed by:

ROMMEL M. GARRIDO JR.
Department Head

Recommending Approval:

VICTOR B. ASIO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

Prepared by: MARISSA B. BARBOSA
Name of Faculty

"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, 2021.

MARISSA B. BARBOSA

Ratee

Approved:

ROMMEL M. GARRIDO Jr.

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		To handle/teach Biol 22p (Lec), PBre 11(Lec), PBre 144 (Lab), PBre 122 (Lec)	16.00	22.42	5	5	5	5	
P1. Total Undergraduate FTE monitored									
PI.9 Number of thesis			0	26 (Academic Advisee)	4	5	5	4.67	
a. Number of students advised for their academic and thesis concerns									
b. Number of thesis outline/manuscripts approved			0	2	5	5	5	5	
c. Number of students advised as SRC Chairman/member		To act as SRC member	0	2	5	5	5	5	

Refereed int'l journals									
Refereed national journals									
PI.2 Number of research outputs presented in local/regional/national/international									
PI.3 Number of research project/study conducted and/or completed on schedule			0	1	5	5	5	5	
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	1	3	5	5	4.33	
Total Over-all Rating	54								

Average Rating (Total Over-all rating divided by 4)		XX
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING	4.90	XX
ADJECTIVAL RATING	Outstanding	

Comments & Recommendations for Development Purpose:

She is hardworking and dependable teacher. She can deliver quality outputs in a given short period of time. She performs her teaching assignment in an outstanding level. She should pursue graduate studies and attend trainings.

Evaluated & Rated by:

ROMMEL M. GARRIDO Jr.

Dept./Unit Head

Date: January 27, 2022

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

Recommending Approval:

VICTOR B. ASIO

Dean/Director

Date: January 28, 2022

Approved by:5

BEATRIZ S. BELONIAS

Vice President of Academic Affairs

Date: 1/31/22

EMPLOYEE DEVELOPMENT PLAN

NAME OF EMPLOYEE: **MARISSA B. BARBOSA**

PERFORMANCE RATING: 4.52 (Outstanding) July-December 2021

AIM: To improve teaching/instruction and research capability

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

DATE: July 2021

TARGET DATE: December 2021

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:


ROMMEL M. GARRIDO Jr.
Unit Head

Conforme:


MARISSA B. BARBOSA
Name of Ratee Faculty/Staff