



Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Ferraren, Dilberto O.**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
Instruction			
Head/Dean (50%)		5.0 x 50% = 2.50	
Students (50%)		5.0 x 50% = 2.50	
TOTAL for Instruction	25%	5.0 X 0.25 =	1.25
Research	50%	4.78 X 0.50 =	2.39
Extension	20%	4.67 x 0.20 =	0.93
Production	2%	5.0 x 0.02 =	0.10
Administration	3%	5.0 x 0.03 =	0.15
TOTAL			4.82

EQUIVALENT NUMERICAL RATING: 4.82

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.82

ADJECTIVAL RATING:

Outstanding

Prepared by:

MARIA ELSA M. UMPAD
Administrative Officer II

Reviewed by:

ERLINDA A. VASQUEZ
Director

Approved:

OTHELLO B. CAPUNO
VP for R&E

Vision: A globally competitive university for science, technology, and environmental conservation

Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

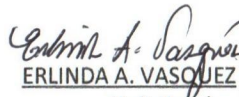
"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, DILBERTO O. FERRAREN, of the PhilRootcrops, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June, 2019.


DILBERTO O. FERRAREN
Ratee

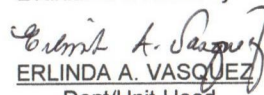
Approved:


ERLINDA A. VASQUEZ
Unit Head

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Advanced & Higher Education Services	FTE	Teach: PBre 141, Btec 154	3.00	7.20	5	5	5	5	
Research Services	Number of Outputs Presented in Regional/National/International Fora/Conferences	Local	2	2	4	5	5	4.67	
	Number of crop/animal genetic resources conserved	Aroid and minor rootcrop germplasm curator	400	400	5	5	4	4.67	
	Number of crop/animal genetic resources utilized	Plant Breeding	5	10	5	5	5	5	

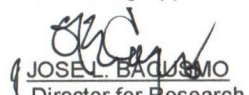
Extension Services	Technical Expert Services								
	-Technical Consultations with farmers	-As Project Leader	2	2	4	4	4	4	
	- Distribution of planting materials	Taro seedpieces	150	150	5	5	5	5	
		Sweetpotato cuttings	200	500	5	5	5	5	
Administrative Services	Number of meetings attended	As Vice President	20	30	5	5	5	5	
	Number of financial/administrative documents approved/acted upon within one day from receipt	As Project Leader	1	5	5	5	4	4.67	
		As Vice President	20	100	4	5	5	4.67	
			20	100	4	5	5	4.67	
Total Over-all Rating								4.76	

Evaluated & Rated by:


ERLINDA A. VASQUEZ
 Dept/Unit Head

Date: _____

Recommending Approval:


JOSEL BACUSMO
 Director for Research

Date: _____

Approved by:


OTHELLO B. CAPUNO
 VP, Research & Extension

Date: _____

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

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

Comments & Recommendations for Development Purpose:

To present paper in related scientific gatherings

To publish research results in CHED refereed journals

To attend leadership and management training

PERFORMANCE MONITORING & COACHING JOURNAL

X	1st	Q U A R T E R
X	2 nd	
	3 rd	
	4th	

Name of Office: PhilRootcrops

Head of Office: Dr. Erlinda A. Vasquez

Name of Personnel: DILBERTO O. FERRAREN



Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring Jan 7, 2019 March 1, 2019 April 1, 2019 May 20, 2019 June 17, 2019	one-on-one discussion on project / program progress	Monthly PRDC meeting	Issuance of internal memoranda		Attendance to PRDC monthly Meetings by the members of the Research and Development Council
Coaching	Research proposal production to DA/DA-BAR/PCAARRD /other agencies submission	one-on-one discussion on project progress Group coaching during PRDC Meetings Jan 7, 2019 March 1, 2019 April 1, 2019 May 20, 2019 June 17, 2019			Proposal prepared and submitted to DA-BAR / PCAARRD /other agencies New proposal for evaluation

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

Conducted by:


ERLINDA A. VASQUEZ
Director

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **DILBERTO O. FERRAREN**

Performance Rating: **Outstanding**

Aim: To implement on-going research projects and prepares research proposals
To perform administrative function (VP for Planning and Resource Generation and as BAC chairman)

Proposed Interventions to Improve Performance:

Date: January 1, 2019 Target Date: June 30, 2019

First Step:

Implements on-going research projects
Prepares proposals for review and funding
Attends related trainings for capability build-up (leadership, management / administration) and other related trainings in relation to administrative duties

Result:

- Implemented the scheduled activities of the research projects
- Presented research results to 1st level review (In-house Review)
- Prepared and submitted proposals for review
- Attended capability build-up trainings
- Served as professor and student adviser of Plant Breeding and Biotechnology students
- Performed administrative function as head VP and as BAC Chairman

Date: July 1, 2019 Target Date: Dec 31, 2019

Next Step:

Continue the implementation of research projects
Follow-up the submitted proposals
Attends capability build-up trainings

Outcome: Research projects continuously implemented
Research accomplishments subjected for review and monitoring by the funding agency
Professor and adviser to Plant Breeding and Biotechnology students
Attended capability build-up trainings

Final Step/Recommendation:

To maintain performance and or exceed the current performance; to submit proposals and continue doing four fold functions of instruction, research, extension and production.

To attend trainings on leadership, organizational management and effective administration.

Prepared by:


ERLINDA A. VASQUEZ
Director

Conforme:



Name of Ratee Faculty/Staff