

**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%)		$4.0 \times 50\% = 2.0$	
Students (50%)		$4.0 \times 50\% = 2.0$	
TOTAL for Instruction	25%	$4.0 \times 0.25 =$	1.0
Research	50%	$4.33 \times 0.50 =$	2.17
Extension	20%	$4.0 \times 0.20 =$	0.8
Administration	5%	$4.0 \times 0.05 =$	0.20
TOTAL			4.17

EQUIVALENT NUMERICAL RATING:

4.17

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.17

ADJECTIVAL RATING:

Very Satisfactory

Prepared by:


PRECILA D. CONTERO
Temp. Administrative Officer

Reviewed by:


LISA LARCE/EDGARDO E. TULIN
Assistant Director/Director

Recommending Approval:


ROSA OPHELIA D. VELARDE
Director for Research

Approved:


MARIA JULIET C. CENIZA
VP for RE

"Exhibit A"

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, Dilberto O. Ferraren, Vice President for Planning, Resource Generation and Auxiliary Services, 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 2021.



DILBERTO O. FERRAREN
Vice President for Planning, Resource
Generation & Auxiliary Services

Approved:



EDGARDO E. TULIN
PRESIDENT

Date: 10/06/21

Date:

Ord 344
10/6/21


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27 DEC 2021


MFO's/PAPs	Success Indicators	Target	Actual Accomplishment	Percent Accomplishment	Rating				Remarks
					Q	E	T	A	
MFO1: Advanced & Higher Education Services	Number of FTE implemented	5	3	60%	4	4	4	4	PBRE 117 Lab & Btec 110
	Sub-Total (Average Score):								
MFO 3: Research Innovation Services	Number of Research Outputs Presented in Local and Regional Conferences	2	0	0	3	3	3	3	
	Number of Crop Genetic Resources Conserved	400	400	100%	5	5	5	5	


	Number of Crop Genetic Resources Utilized	10	12	120%	5	5	5	5	Includes genotypes under NCT
	Subtotal Average								
MFO4: Administration and Support Services	Number of Offices and units directly supervised and monitored	4	4	100%	4	4	4	4	IGP, Planning Office, Alumni, CCE
	Number of university-wide committees chaired and coordinated	4	4	100%	4	4	4	4	Housing Commission, BOM-IGP, LUDIP
	Number of university-wide committees meetings conducted (non-BAC Committees)	10	5	50%	4	4	4	4	
	Number of planning documents reviewed and approved	20	10	50%	4	4	4	4	OPCR, Monitoring Forms (OTP, Risk, SWOT)
	Number of Memorandum issued	10	5	10%	4	4	4	4	
	Number of linkages with external agencies maintained	6	6	100%	4	4	4	4	DBM, CHED, NEDA, GPPB, AO25 Secretariat, BPI-NSIC
	Percentage of financial documents received and approved	100% Documents released within 20 mins	100%	100%	4	4	4	4	Vouchers, IGP Financial statements
	BAC Related Activities: Responses to Bidders Request and Motion for Reconsiderations	100%	100%	100%	4	4	4	4	Bids and Awards Committee

	BAC Related Activities: Number of Pre-procurement conference, Pre-bidding, Bidding and Post Evaluation Meetings and Post Qualification Conducted	100	70	70%	4	4	4	4	Bids and Awards Committee
	Responses to COA AOMs	100%	100% (4/4)	100%	4	4	4	4	As respondent to the AOM
Support of Quality Assurance Activities	No. of activities conducted in compliance to ISO requirements/alignment to QMS coordinated & monitored	10	6	60%	4	4	4	4	
	Efficient customer friendly frontline service	Zero complaint	No Complaint Received		4	4	4	4	
Total Overall Rating									
Average Rating (Total Over-all rating divided by # of entries)									
Additional Points:									
Punctuality									
Approved Additional points (with copy of approval)									
FINAL RATING									
ADJECTIVAL RATING									

Evaluated & Rated by:


EDGARDO E. TULIN
 Immediate Supervisor
 Date: 10/06/20

Approved by:


EDGARDO E. TULIN
 PRESIDENT

Date: 10/06/20

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: **PhilRootcrops**

Head of Office: **Dr. Edgardo E. Tulin & Ms. Lisa I. Arce**

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



Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	One-on-one discussion on project/program progress/university,s concerns	Monthly PRDC meeting March 4, 2021 March 29, 2021 May 7, 2021 June 2, 2021	Issuance of memoranda		Attendance to PRDC monthly Meetings by the members of Research and Development Council
Coaching	Research proposal for submission to funding agencies	One-on-one discussion on project progress Group coaching during PRDC Meetings			Proposal prepared and submitted to funding agencies New proposal for evaluation

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

Conducted by:

 
LISA I. ARCE / EDGARDO E. TULIN
 Assistant Director/Director

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **DILBERTO O. FERRAREN**Performance Rating: **Very Satisfactory**

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: Jan 1, 2021Target Date: June 30, 2021

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
 - 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, 2021Target Date December 31, 2021

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:

 
LISA I. ARCE/EDGARDO E. TULIN
Assistant Director/Director

Conforme:

 Dilberto O. Ferraren

Name of Ratee / Faculty/Staff