

## SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member : **Ferraren, Dilberto Ocampo**

Program Involvement (1)	Percentage of Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
Instruction			
Head/Dean (50%)		$4.00 \times 50\% = 2.0$	
Students (50%)		$5.00 \times 50\% = 2.5$	
TOTAL for Instruction	25%	$4.50 \times 0.25 =$	1.13
Research	20%	$4.33 \times 0.20 =$	0.87
Administration	55%	$4.88 \times 0.55 =$	2.68
TOTAL	100%		4.68

EQUIVALENT NUMERICAL RATING: 4.68  
 Add: Additional Points, if any: -  
 TOTAL NUMERICAL RATING: 4.68

AJECTIVAL RATING: **Outstanding**

Prepared by:

  
**DILBERTO O. FERRAREN**  
 VP for PRGAS

Reviewed by:

  
**LISA I. ARCE**  
 Assistant Director, PhilRootCrops

  
**ROSA OPHELIA D. VELARDE**  
 Director for Research

Recommending Approval:

  
**MARIA JULIET C. CENIZA**  
 VP for REI

Approved:

  
**EDGARDO E. TULIN**  
 President

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 December 2021.



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

Approved:

  
**EDGARDO E. TULIN**  
PRESIDENT

Date: 4 Feb. 2022

Date: 2 Feb. 2022

MFO's/PAPs	Success Indicators	Target	Actual Accomplishment	Percent Accomplishment	Rating				Remarks
					Q	E	T	A	
<b>MFO1:</b> Advanced & Higher Education Services	Number of FTE implemented	5	5	100%	4	4	4	4	PBRE 117 Lab & Btec 110
	<b>Sub-Total (Average Score):</b>								
<b>MFO 3:</b> Research Innovation Services	Number of Research Outputs Presented in Local and Regional Conferences	2	2	100%	4	4	4	4	
	Number of Crop Genetic Resources Conserved	400	400	100%	4	4	5	4.33	

	<b>Number of Crop Genetic Resources Utilized</b>	<b>10</b>	<b>10</b>	<b>100</b>	<b>4</b>	<b>5</b>	<b>5</b>	<b>4.67</b>	
	Subtotal Average								
<b>MFO4: Administration and Support Services</b>	Number of Offices and units directly supervised and monitored	4	4	100	5	5	5	5	<b>IGP, Planning Office, Alumni, CCE</b>
	Number of university-wide committees chaired and coordinated	4	4	100	4	5	5	4.67	Housing Commission, BOM-IGP, LUDIP
	Number of university-wide committees meetings conducted (non-BAC Committees)	10	10	100	4	5	5	4.67	
	Number of administrative and financial documents reviewed and approved	20	50	200	5	5	5	5	
	Number of Memorandum issued	10	10	100	5	5	5	5	
	Number of linkages with external agencies maintained	6	6	100	5	5	5	5	DBM, CHED, NEDA, GPPB, AO25 Secretariat, BPI-NSIC
	Percentage of financial documents received and approved	100% Documents released within 20 mins	100	100	5	5	4	4.67	
	BAC Related Activities: Responses to Bidders Request and Motion for Reconsiderations	100%	100	100	5	5	4	4.67	Bids and Awards Committee

	BAC Related Activities: Number of Pre-procurement conference, Pre-bidding, Bidding and Post Evaluation Meetings and Post Qualification Conducted	100	100	100	5	5	5	5	
	Responses to COA AOMs	100%	100	100	5	5	5	5	
Support of Quality Assurance Activities	No. of activities conducted in compliance to ISO requirements/alignment to QMS coordinated & monitored	10	10	100	5	5	5	5	
	Efficient customer friendly frontline service	Zero complaint	Zero Complaint						
Total Overall Rating								70.68	
Average Rating (Total Over-all rating divided by # of entries)								4.71	
Additional Points:									
Punctuality									
Approved Additional points (with copy of approval)									
FINAL RATING	4.71								
ADJECTIVAL RATING									

Evaluated & Rated by:



**EDGARDO E. TULIN**

Immediate Supervisor

Date: 4 Feb. 2022

Approved by:



**EDGARDO E. TULIN**

**PRESIDENT**

Date: 4 Feb. 2022

**EMPLOYEE DEVELOPMENT PLAN**Name of Employee: **DILBERTO O. FERRAREN**

Performance Rating:

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: July 1, 2021

Target Date December 31, 2021

First Step:

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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:

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- 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
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Date: January 1, 2022

Target Date June 30, 2022

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