

**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%)		$4.33 \times 50\% = 2.0$	
Students (50%)		$4.33 \times 50\% = 2.0$	
TOTAL for Instruction	25%	$4.33 \times 0.25 =$	1.08
Research	50%	$5.0 \times 0.50 =$	2.504
Extension	20%	$5.0 \times 0.20 =$	1.00
Administration	5%	$5.0 \times 0.05 =$	0.25
TOTAL			4.83

EQUIVALENT NUMERICAL RATING:

4.83

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.83

ADJECTIVAL RATING:

Outstanding

Prepared by:


MARIA ELSA M. UMPAD
Administrative Officer II

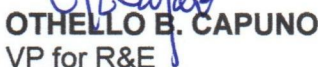
Reviewed by:


ERLINDA A. VASQUEZ
Director

Recommending Approval:


JOSE L. BACUSMO
Director for Research


Approved:


OTHELLO B. CAPUNO
VP for R&E

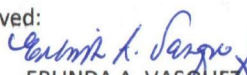
"Exhibit B"

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 July to December, 2020.


DILBERTO O. FERRAREN
 Ratee

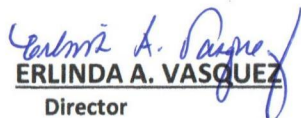
Approved:


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: Btec 110	3.00	FTE = 7.5	5	4	4	4.33	
Research Services	Number of Researches Conducted	3	3	4	5	5	5	5	
	Number of crop/animal genetic resources conserved		400	400					
	Number of crop/animal genetic resources utilized		5	7	5	5	5	5	
Extension Services	Technical Expert Services								
	- Rootcrop Technical Working Group	- Member	2	2	5	5	5	5.0	
	-Technical	-As Project							

	Consultations with farmers - Distribution of planting material	Leader Taro seedpieces Sweetpotato cuttings	150 20	1000 200					
Administrative Services	Number of meetings attended	As Vice President	10	12	5	5	5	5	
	Number of financial/administrative documents approved/acted upon within one day from receipt	As Vice president	30	50					
		As Research Project Leader	10	20					
	Number of pre-procurement, pre-bidding and meeting for bid openings	As BAC Chairman	60	90	5	5	5	5	
Total Overall Rating								4.83	

Evaluated and Rated by:


ERLINDA A. VASQUEZ
 Director

Date: _____

Recommending Approval:


JOSE L. BACUSMO
 Director for Research

Date: _____

Approved by:


OTHELLO B. CAPUNO
 Vice President for Research and Extension

Date: _____

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

Comments & Recommendations for Development Purpose;

1. To prepare paper for publication in referred journal

PERFORMANCE MONITORING & COACHING JOURNAL

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

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	One-on-one discussion on project/program progress/university,s concerns	Monthly PRDC meeting July 6, 2020 Sept 14, 2020 Nov 9, 2020	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:


ERLINDA A. VASQUEZ
Director

EMPLOYEE DEVELOPMENT PLANName 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: June 1, 2020Target Date: December 30, 2020

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


ERLINDA A. VASQUEZ
Director

Conforme:


Name of Ratee / Faculty/Staff