

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

Name of Faculty Member: **Conde, Ladie Anne P.**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
Instruction			
Head/Dean (50%)		$5.0 \times 50\% = 2.5$	
Students (50%)		$0 \times 50\% = 0.00$	
TOTAL for Instruction	25%	$2.5 \times 0.25 =$	0.63
Research	50%	$5.0 \times 0.50 =$	2.50
Extension	25%	$5.0 \times 0.25 =$	1.25
TOTAL			4.38

EQUIVALENT NUMERICAL RATING: 4.38

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.38**

ADJECTIVAL RATING:

Very Satisfactory

Prepared by:

PRECILA C. BELMONTE
Temp. Administrative Officer

Reviewed by:

MARLON M. TAMBIS/EDGARDO E. TULIN
Assistant Director/Director

Approved:

MARIA JULIET C. CENIZA
VP for Research Extension & Innovation

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)



I, LADIE ANNE P. CONDE, of PhilRootcrops commits to deliver and agree to be rated on the attainment of the following target in accordance with the indicated measures for the period July to December 31, 2023.


LADIE ANNE P. CONDE
 Ratee

Approved: 
MARLON M. TAMBIS
 Assistant Director


EDGARDO E. TULIN
 Director

MFO & PAPs	Success/Performance Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Graduate Student Management Services									
PI 5: Percentage of graduate school faculty engaged in research work applied in any of the following:	Pursuing advanced research degree programs (Ph.D)	Pursue a PhD Degree in Food Science	Completion	Completed, graduated	5	5	5	5	
Higher Education Services									
PI 5: Total FTE coordinated, implemented & monitored*	Actual faculty's FTE	Handles and teaches courses assigned (Affiliate staff of the Dept. of Food Science and Technology)	1.85	1.85	5	5	5	5	
	Number of students advised	Advises and corrects research outline and thesis manuscript							
	As Adviser		1	1	5	5	5	5	
	As SRC Chairman		1	1					
	As SRC Member		1	1					

	Number of hours spent on student consultation	Entertains students consulting on subject taught, thesis and grades	3 hrs/week	≈ 4 hrs/week	5	5	5	5	
Research Services									
	PI 3. Percentage of research outputs published internationally-referred or CHED recognized journal within the year	a. Number of research and development outputs in the fields of agro- industrial technology* published in CHED recognized refereed journals	1	2 papers submitted and under review	5	5	5	5	
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	a. International fora/conferences b. In National/ Regional fora/conferences	1	1 1	5	5	5	5	
	PI 5. Percent of research proposals approved	a. Percentage of research proposals prepared, submitted & approved	1	1 submitted and under review	5	5	5	5	
	No. of trainings/ seminars/webinars/ conference attended	Participate in different local and international trainings and seminars/webinars/conference	1	1	5	5	5	5	
Extension Services									
	Number of person/days trained	To conduct training of developed technology or as requested by clientele	10 persons	35 persons	5	5	5	5	
	Technical expert service conducted as resource person	To serve as resource person in trainings/workshops/seminars	1	2	5	5	5	5	
Total Over-all Rating									

Average Rating (Total Over-all rating divided by 4)		
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		5
ADJECTIVAL RATING		Outstanding

• To submit Research Proposal
for funding.

Evaluated & Rated by:

Recommending Approval:

Approved by:


EDGARDO E. TULIN
Director


MARLON M. TAMBIS
Assistant Director


ROSA OPHELIA D. VELARDE
Director for Research


MARIA JULIET C. CENIZA
VP for Research, Extension and Innovation

Date: Jan. 8, 2025

Date: Jan. 8, 2025

Date: Jan. 28, 2025

Date: Jan. 30, 2025

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

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. Edgardo E. Tulin & Prof. Marlon M. Tambis**

Name of Personnel: **LADIE ANNE P. CONDE**

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	PRDC meeting for group discussion on issues arising and planning; Nov. 8, 2023 and Dec. 11, 2023	Issuance of notice of meeting		Attendance to PRDC Meetings by the members of Research and Development Council
Coaching A. Research projects B. Paper Presentation C. Extension Services	Evaluation of research proposal for submission to funding agencies Include faculty as speaker in requested trainings	Group coaching during PRDC Meetings Collegial critiquing			Proposal prepared and submitted

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

Conducted by:

MARLON M. TAMBIS / EDGARDO E. TULIN
Assistant Director / Director

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **LADIE ANNE P. CONDE**

Performance Rating:

Aim: Improve performance in instruction, research, and extension

Proposed Interventions to Improve Performance:

Date: January 1, 2024

Target Date: June 30, 2024

First Step:

- To teach undergraduate courses at affiliated department
- Implement approved research projects
- Prepare proposals for review and funding
- Attend related trainings for capability build-up (research management, proposal preparation, writing scientific publications)
- Prepared rebuttal for paper submitted to journals

Result:

- Taught undergraduate courses at DFST
 - Served as adviser and SRC member for undergraduate thesis
 - Appointed as GRC member for graduate thesis
 - Implemented the scheduled activities of the research projects
 - Prepared and submitted proposals for review
 - Attended capability build-up trainings
-

Date: July 1, 2024

Target Date: December 31, 2024

Next Step:

- Continue the implementation of research projects
- Follow-up the submitted proposals
- Attend capability build-up trainings
- Write papers for publication

Outcome:

- Taught undergraduate and graduate courses at DFST
 - Implemented the scheduled activities of the research projects
 - Prepared and submitted proposals for review
 - Attended capability build-up trainings
 - Submitted research paper for publication
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Final Step/Recommendation:

- To maintain performance or exceed the current performance; to submit proposals and continue doing four-fold functions of instruction, research, extension and production.
- To attend trainings on research management and implementation, writing scientific publications, etc.

Prepared by:


MARLON M. TAMBIS / EDGARDO E. TULIN
Assistant Director / Director

Conforme:


LADIE ANNE P. CONDE
Name of Ratee / Faculty/Staff