

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

Name of Faculty Member: **Codog, Joy C.**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
Instruction			
Head/Dean (50%)		$4.92 \times 50\% = 2.46$	
Students (50%)		$4.0 \times 50\% = 2.00$	
TOTAL for Instruction	25%	$4.46 \times 0.25 =$	1.12
Research	50%	$4.75 \times 0.50 =$	2.38
Administrative Function	25%	$5.0 \times 0.25 =$	1.25
TOTAL			4.75

EQUIVALENT NUMERICAL RATING: **4.75**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.75**

ADJECTIVAL RATING: **Outstanding**

Prepared by:

PRECILA C. BELMONTE
Temp. Administrative Officer

Reviewed by:

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

Recommending Approval:

ROSA OPHELIA D. VELARDE
Director for Research

Approved:

MARIA JULIET C. CENIZA
VP for Research Extension & Innovation

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JOY C. CODOG, of PhilRootcrops PhilRootcrops accomplished the following targets in accordance with the indicated measures for the period July to December, 2022.

J. C. Codog
JOY C. CODOG
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	
Higher Education Services									
Total FTE coordinated, implemented and monitored	Actual faculty's FTE	Handles and teaches courses assigned (<i>Affiliate staff of the Dept. of Horticulture</i>)	3.4	6.15	5	5	5	5	1 Undergraduate Laboratory subject (Hort 173)
	Number of student research and field practice advising and OJT	Advises and corrects research outline and thesis manuscript	1	5	5	5	5	5	
	Number of hours spent on student consultation	Entertains students consulting on subject taught, thesis and grades	<4hrs per week	>8hrs per week	5	5	4	4.67	
Number of students advised	Number of students advised As SRC Chairman As SRC Member	Advises and corrects research outline and thesis manuscript	1 2	6 6	5 5	5 5	5 5	5 5	
Research Services									

Average Rating (Total Over-all rating divided by 4)		
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.77
ADJECTIVAL RATING		Outstanding

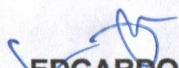
Comments & Recommendations for Development Purpose:

To attend capability build-up training in relation to the conduct of research.

To prepare research proposal for funding.

To pursue graduate studies.

Evaluated & Rated by:

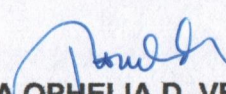

EDGARDO E. TULIN
Director

Date: _____


MARLON M. TAMBIS
Assistant Director

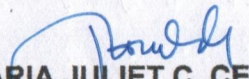
Date: _____

Recommending Approval:


ROSA OPHELIA D. VELARDE
Director for Research

Date: Jan 24, 2023

Approved by:


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

Date: Jan. 24, 2023

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: **JOY C. CODOG** *J. Codog*

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 Jan. 11, 2022 March 7, 2022 May 19, 2022 July 5, 2022 Sept. 26, 2022	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:

[Signature]
MARLON M. TAMBIS / EDGARDO E. TULIN
Assistant Director/Director

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **JOY C. CODOG**

Performance Rating:

Aim: To implement on-going research projects and prepares research proposals
To perform instruction function

Proposed Interventions to Improve Performance:

Date: July 1, 2022

Target Date December 31, 2022

First Step:

- Implements on-going research projects
- Prepares proposals for review and funding
- Teaches courses at the DOH
- 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 instructor and student adviser of Horticulture students
-

Date: Jan 1, 2023

Target Date June 30, 2023

Next Step:

Continue the implementation of research projects
Follow-up the submitted proposals
Attends capability build-up trainings
Seek admission to possible universities for PhD studies

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

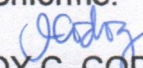
Final Step/Recommendation:

- 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.
- To seek admission to any qualified universities for her PhD studies

Prepared by:


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

Conforme:


JOY C. CODOG

Name of Ratee /Faculty/Staff