



Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **DILBERTO O. FERRAREN**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
Instruction			
c. Head/Dean (50%)		5.0 x 50% = 2.50	
d. Students (50%)		5.0 x 50% = 2.50	
Total for Instruction	25%	5.00	1.25
Research			
c. Client/Dir. for Research (50%)		4.67 x 50% = 2.34	
d. Dept. Head/Center Director (50%)		4.67 x 50% = 2.34	
Total for Research	50%	4.68	2.34
Extension			
c. Client/Dir. for Extension (50%)		5.00 x 50 % = 2.50	
d. Dept Head/Center Director (50%)		5.00 x 50% = 2.50	
Total for Extension	20%	5.00	1.00
Administration	5%	4.67	0.23
TOTAL			4.82

EQUIVALENT NUMERICAL RATING: 4.82

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.82

ADJECTIVAL RATING: Outstanding

Prepared by:

MARIA ELSA M. UMPAD
Administrative Officer II

Reviewed by:

ERLINDA A. VASQUEZ
Director

Approved:

OTHELLO B. CAPUNO
VP for Res. and Ext.

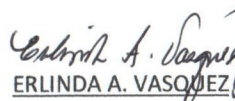
"Exhibit B"

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, 2019.


DILBERTO O. FERRAREN
Ratee

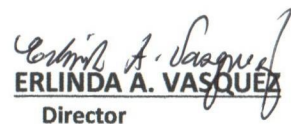
Approved:


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 = 16	5	5	5	5	
Research Services	Number of Outputs Presented in Regional/National/International Fora/Conferences	Local	2	2	4	5	5	4.67	
	Number of crop/animal genetic resources conserved	Aroid and minor rootcrop germplasm curator	400	400					
	Number of crop/animal genetic resources utilized	Plant Breeding	5	7	5	4	4.	4.67	
Extension Services	Technical Expert Services								
	- Rootcrop Technical	- Member	2	2	5	5	5	5.0	

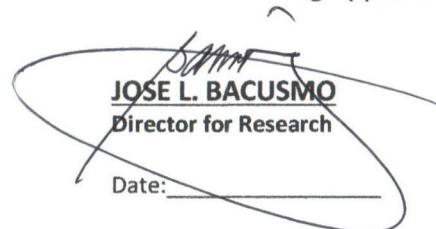
	Working Group	-As Project Leader						
	-Technical Consultations with farmers							
	- Distribution of planting material	Taro seedpieces	150	1000				
		Sweetpotato cuttings	20	200				
Administrative Services	Number of meetings attended	As Vice President	6	10	5	5	4	4.67
		As Chairman of university Committees	1	5				
			20	30				
	Number of financial/administrative documents approved/acted upon within one day from receipt	As Vice president	20	30				
		As Research Project Leader						
Total Overall Rating								4.802

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:

To attend capability build-up trainings
such as leadership, organization and management.

To prepare publications out of the research results.

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: PhilRootcrops

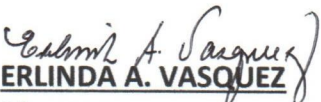
Head of Office: Dr. Erlinda A. Vasquez

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	Monthly PRDC meeting	Issuance of of internal memoranda		Attendance to PRDC monthly Meetings by the members of the Research and Development Council
Coaching	Research proposal production to DA/DA-BAR/PCAARRD /other agencies submission	one-on-one discussion on project progress Group coaching during PRDC Meetings			Proposal prepared and submitted to DA-BAR / PCAARRD /other 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 PLAN

Name of Employee: DILBERTO O. FERRAREN

Performance Rating: Outstanding

Aim: Making of Fundable Research Proposal

Proposed Interventions to Improve Performance:

Date: July 2019 Target Date: December 30, 2019

First Step:

- Secures priority research areas from funding agencies
- Writes of research proposals, publishes article in Journal
- Conducts and monitors on-going projects

Result:

- Written project research proposals ready for submission to funding agencies
- Written research article ready for submission to Journal
- Project activities implemented

Date: Jan 2020 Target Date: June 2020

Next Step:

- Follow up the progress of the submitted research proposal(s)
- Editing and rewriting of the submitted article
- Writing of terminal reports

Outcome: Research proposal funded,
Published article in a reputable journal
Research results presented in related scientific conferences
Terminal reports prepared

Final Step/Recommendation:

Monitoring and evaluation of the conducted research project, and published article,
present paper in scientific conferences and preparation of terminal reports.

Prepared by:

Erlinda A. Vasquez
ERLINDA A. VASQUEZ
Director

Conforme: *[Signature]*

Name of Ratee/ Faculty / Staff