

**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%)		$4.84 \times 50\% = 2.42$	
Students (50%)		$5.0 \times 50\% = 2.5$	
TOTAL for Instruction	25%	$4.92 \times 0.25 =$	1.23
Research	50%	$4.67 \times 0.50 =$	2.34
Extension	25%	$5.0 \times 0.25 =$	1.25
TOTAL			<b>4.82</b>

EQUIVALENT NUMERICAL RATING: 4.82

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.82**

ADJECTIVAL RATING: **Outstanding**

Prepared by:

**PRECILA C. BELMONTE**  
Temp. Administrative Officer

Reviewed by:

**MARLON M. TAMBIS/ALAN B. LORETO**  
Assistant Director/Director

Approved:

**SANTIAGO T. PEÑA JR.**  
VP for Research Extension & Innovation

# **INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, JOY C. CODOG, of PhilRootcrops commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January to June, 2024.

*geology*  
**JOY C. CODOG**

Ratee *12/2/24*

Approved:

*MS*  
**MARLON M. TAMBIS**

Assistant Director *12/3/24*

*AL*  
**ALAN B. LORETO**

Director *12/3/24*

MFO & PAPs	Success/Performance Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
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 Horticulture)	4.5	7.7	5	5	5	5	Hort22 Lab – 43 students, Hort122 Lab – 9 students
	Number of student research and field practice advising and OJT	Advises and corrects research outline and thesis manuscript	3	10	5	5	5	5	1- SHS (Group) 2- graduating students 7 - 4 <sup>TH</sup> Year Students
	Number of hours spent on student consultation	Entertains students consulting on subject taught, thesis and grades	<2hrs per week	>2hrs per week	5	4	5	4.67	



<b>P1 8:</b> Number of students advised*	Number of students advised  As SRC Chairman As SRC Member	Advises and corrects research outline and thesis manuscript	3 5	4 12	7	5	5	4	<b>SRC Chairman</b> -Mirata, Vensar -Sotto, Analy -Balaba, Zabea -Modina, Julie <b>SRC Member</b> -Cribillo, A. R -Moreno, B -Bulacan, L. -Alico, D. -Buera, J. -Amarille, A. -Villasante, G. M. -Oria, M. R. -Lamadora, F. -Pastera, J. -Flores, K.E. -Villocino, V.
<b>Research Innovation Services</b>									
	<b>PI 1.</b> Number of published papers in internationally indexed journals <i>In refereed int'l journals</i> <i>In refereed national journals</i> <i>In institutional journals</i>	Prepares and submit papers for publication	0	0					
	<b>PI 2:</b> Number of research outputs presented in regional/national/ int'l fora/conferences	Prepares and present research outputs in regional/national/ int'l fora/conferences	0	0					

[illegible]



	<b>PI 6:</b> Number of in-house seminars/trainings/workshops/reviews conducted/attended	Attend and participate in the in-house seminars/trainings/workshops/reviews	0	0					
<b>Total Over-all Rating</b>									33.67

<b>Average Rating (Total Over-all rating divided by 4)</b>	4.81	
<b>Additional Points:</b>		
<b>Punctuality</b>		
<b>Approved Additional points (with copy of approval)</b>		
<b>FINAL RATING</b>	4.81	
<b>ADJECTIVAL RATING</b>	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:


Recommending Approval:

Approved by:

  
**ALAN B. LORETO**  
Director

  
**MARLON M. TAMBIS**  
Assistant Director

  
**IVY C. EMNACE**  
Director for Research

  
**SANTIAGO T. PEÑA Jr.**  
VP for Research, Extension and Innovation

Date: 12/3/24

Date: 12/3/24

Date: 12/9/24

Date: 11/21/24

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

# PERFORMANCE MONITORING & COACHING JOURNAL

X	1 <sup>st</sup>	Q U A R T E R
X	2 <sup>nd</sup>	
	3 <sup>rd</sup>	
	4 <sup>th</sup>	

Name of Office: **PhilRootcrops**

Head of Office: **Prof. Alan B. Loreto & Prof. Marlon M. Tambis**

Name of Personnel: **Joy C. Codog**

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	One-on-one discussion on potential projects and university's concerns	PRDC meeting for group discussion on issues arising and planning; February 10, April 29, and June 6  Planning workshop within the Center; June 18	Issuance of notice of meeting		Attendance to PRDC and Committee Meetings
Coaching A. Research projects	Evaluation of research proposal for submission to funding agencies	Group coaching during PRDC Meetings and small group meetings			Concept proposal prepared and submitted

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

Conducted by:

**MARLON M. TAMBIS / ALAN B. LORETO**  
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: January 1, 2024

Target Date June 30, 2024

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: July 1, 2024

Target Date December 31, 2024

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

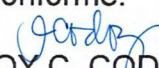
Final Step/Recommendation:

- 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





**TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING**

First Semester SY 2023-2024

Name of faculty: CODOG, JOY C.

Department: Dept. of Horticulture

College: College of Agriculture & Food Sciences

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
Hort 173	INTRO. TO PLANT TISSUE CULTURE	LAB	5.00	Outstanding	100.0%
Hort 141	TROPICAL OLERICULTURE	LAB	5.00	Outstanding	100.0%
Average Rating			5.00	Outstanding	100.00%

Source: Results of Teaching Performance Evaluation by Students filed at ODIE

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory(S)

3.50 – 4.49 Very Satisfactory(VS)

4.50 – 5.00 Outstanding(O)

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: May 02, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: May 02, 2024

Received by:

CODOG, JOY C.

Name and Signature of Faculty

Date: \_\_\_\_\_

Distribution of copies: ODIE, College, Department, Faculty

**Vision:** A globally competitive university for science, technology, and environmental conservation.

**Mission:** Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.