


SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Dr. Anabella B. Tulin

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
Instruction			
Head/Dean (50%)		5.00 x50%= 2.50	
Students (50%)		5.00x50% = 2.50	
TOTAL for Instruction	25%	5.00 X 0.25 =	1.25
Research	50%	5.00 X 0.50 =	2.50
Extension	20%	5.00 x 0.20 =	1.00
Production	2%	5.00 X 0.02 =	0.10
Administration	3%	5.00 x 0.03 =	0.15
TOTAL	100 %		5.00

EQUIVALENT NUMERICAL RATING: 5.00
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 5.00
ADJECTIVAL RATING: Outstanding

Prepared by:


ANABELLA B. TULIN
Name of Faculty

Reviewed by:


ERLINDA A. VASQUEZ
Department Head

Approved:


OTHELLO B. CAPUNO
Vice President for Research and Extension

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ANABELLA B. TULIN, of 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 January 1, 2018 to June 30, 2018.

Approved:

Erinda A. Vasquez
ERLINDA A. VASQUEZ

Ratee Head of Unit

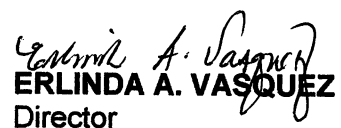
Anabella B. Tulin
ANABELLA B. TULIN

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Advanced & Higher Education Services	FTE	To teach Soil Science and Social Science courses	2 Soil Science subject taught	3 subjects taught (Soil Science 22, Soil Science 191 and Social Science 21)	5.00	5.00	5.00	5.00	
	Number of Student Research Advising	To advice students in the conduct of their thesis	5 students advisees	8 thesis students (1 graduate Thesis and 7 undergraduate)	5.00	5.00	5.00	5.00	
	Number of graduate students enrolled	To campaign for more graduate students enrolled	300	332	5.00	5.00	5.00	5.00	
	Number of meetings with graduate students	To inform graduate students of the Graduate School Code and the various deadlines set by the graduate school	1	3	5.00	5.00	5.00	5.00	
	Number of graduate degree specialization	To encourage academic departments to propose graduate curricular proposals	2	3	4.50	5.00	5.00	4.83	
Research Services	• Research workload units conducted	Conduct research on rootcrops and other crops	3	6	5.00	5.00	5.00	5.00	
	• Number of Outputs Presented in Regional/ National/ International Fora /Conferences	Present research results in conferences and seminars	2	4	5.00	5.00	5.00	5.00	
	• Percentage of Research Projects Conducted and Completed on Schedule	Conduct and complete within prescribed period research projects	2/2	2 new research projects conducted	5.00	5.00	5.00	5.00	

	• Amount/value of research funds/resources externally generated	Generate funds from external sources for conduct of research	PhP 3,500,000.000	PhP 4.0M from local international funding)	5.00	5.00	5.00	5.00	
	• Research Awards received (international, national, local)	Submit completed research paper for presentation in national and internal fora	1	2	5.00	5.00	5.00	5.00	
	• Number of research articles and books approved/accepted for publication	Submit research articles to refereed journals	1	2 research article accepted for publication	5.00	5.00	5.00	5.00	
Extension Services	Number of person-days trained	To conduct training of developed technology	100	140	5.00	5.00	5.00	5.00	
	Technical expert service conducted as resource person	To serve as resource person in national conferences	1	2 national	5.00	5.00	5.00	5.00	
	Number of training conducted	To conduct trainings	4	6	5.00	5.00	5.00	5.00	
Production Services	Volume of yam produced and sold to clientele	To produce Yam with new technology	500 kgs	1 ton	5.00	5.00	5.00	5.00	
Administrative Services	Number of new graduate curricular program proposals reviewed and endorsed for approval	To approve at Graduate School level new graduate curricular program proposals for endorsement to the University Curriculum Committee	2	4	4.50	5.00	5.00	4.83	
	Number of Graduate Faculty appointments reviewed	To review and approve Graduate Faculty appointments	18	22	5.00	5.00	5.00	5.00	
	Number of Graduate School related documents approved	To review and approve Graduate School related documents	500	775	5.00	5.00	5.00	5.00	
	Number of Graduate School related meetings (Graduate School Council meetings, Graduate Faculty Meeting, Graduate Students Meetings, etc	To conduct Graduate School related meetings	5	7	5.00	5.00	5.00	5.00	

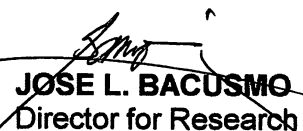
	Number of approved Graduate School related policies reviewed and implemented	To review and strictly implement approved Graduate School related policies	20	27	5.00	5.00	5.00	5.00	
	Number of Graduate School Related memoranda, announcements Issued	To issue Graduate School related memoranda and announcements	2	3	5.00	5.00	5.00	5.00	
	Prompt and speedy action of Graduate School I related documents	100% of documents processed and acted within 2 days with zero complaints	0% complaint	0% complaint	5.00	5.00	5.00	5.00	
Total Over-all Rating								109.66	
Average Rating (Total Over-all rating divided by 4)		109.66/22	4.98		<div style="border: 1px solid black; padding: 5px;"> Comments & Recommendations for Development Purpose: Needs to write proposals to replace completed projects. </div>				
Additional Points:									
Punctuality									
Approved Additional points (with copy of approval)									
FINAL RATING			4.98						
ADJECTIVAL RATING			Outstanding						

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: _____

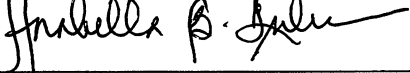
- 1- Quality
- 2- Efficiency
- 3- Timeiness
- 4- Average

PERFORMANCE MONITORING & COACHING JOURNAL

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

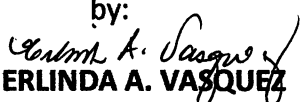
Name of Office: PhilRootcrops

Head of Office: Dr. Erlinda A. Vasquez

Name of Personnel: Dr. Anabella B. Tulin 

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring Jan 26, 2018 Feb 6, 2018 March 6, 2018 May 7, 2018 June 25, 2018	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 Jan 26, 2018 Feb 6, 2018 March 6, 2018 May 7, 2018 June 25, 2018			Proposal prepared and submitted to DA-BAR / PCAARRD /other agencies New proposal for evaluation Presentation of research results in scientific conferences

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

by:

ERLINDA A. VASQUEZ
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ANABELLA B. TULIN
Performance Rating: Oustanding

Aim: Making of Fundable Research Proposal

Proposed Interventions to Improve Performance:

Date: January 2018 Target Date: June 30, 2018

First Step:
Secure priority research areas from funding agencies
Writing of research proposals, publish article in Journal

Result:
Written project research proposals ready for submission to funding agencies
Written research article ready for submission to Journal

Date: July 1, 2018 Target Date: December 31, 2018

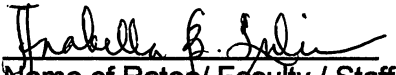
Next Step:
Follow up the progress of the submitted research proposal(s)
Editing and rewriting of the submitted article

Outcome: Research proposal funded,
Published article in a reputable journal
Present research results in related scientific conferences

Final Step/Recommendation:
Monitoring and evaluation of the conducted research project, and published article and present paper in scientific conferences..

Prepared by:


ERLINDA A. VASQUEZ
Unit Head

Conforme:

Name of Ratee/ Faculty / Staff