

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Dr. Anabella B. Tulin

Program Involvement	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2 x 3)
<b>Instruction</b>			
Head (50%)		5.00 x 0.5 = 2.50	
Students (50%)		5.00 x 0.5 = 2.50	
Total for Instruction	25%	5.00 x 0.25 =	1.25
<b>Research</b>			
Dept Head /Center Director			
Total for Research	50%	5.00 x 0.5 = 2.50	2.50
<b>Extension</b>			
Dept. Head/Center Director			
Total for Extension	20%	5.00 x 0.20 =	1.00
<b>Administration</b>	5%	5.00 x .05 =	0.25
<b>Total</b>	100%		<b>5.00</b>

Equivalent numerical rating  
Add: additional Points if any:  
Total Numerical Rating:

5.00  
  
5.00

Adjectival rating:

OUTSTANDING

Prepared by:



MARIA ELSA M. UMPAD  
AO II

Reviewed By:



ERLINDA A. VASQUEZ  
Director

Approved:



OTHELLO B. CAPUNO  
VP for Res. & Ext.

# 00INDIVIDUAL 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 July 1, 2018 to December 31, 2018.

Anabella B. Tulin  
ANABELLA B. TULIN  
Ratee

Approved:

Erlinda A. Vasquez  
ERLINDA A. VASQUEZ  
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
<b>Advanced &amp; Higher Education Services</b>	FTE	To teach Soil Science courses	2 subjects taught (Soil Science and Geochemistry)	3 subjects taught (Advanced Soil Chem – Lab & Lec, GeoChemistry –Lec, Soils and Soil Management – Lec	5.00	5.00	5.00	5.00	
	Number of Student Research Advising	To advice students in the conduct of their thesis	2 student advisee	4 students advisees	5.00	5.00	5.00	5.00	
	Number of graduate students enrolled	To campaign for more graduate students enrolled	300	471	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	1	5.00	5.00	5.00	5.00	
	Number of graduate degree specialization	To encourage academic departments to propose graduate curricular proposals	3	7	5.00	5.00	5.00	5.00	
<b>Research Services</b>	•Research workload units conducted	Conduct research on rootcrops and other crops	6	12	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 within prescribed period research projects	2	3	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 1 M	PhP 8 M	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	6	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	3	5.0	5.00	5.00	5.00	

<b>Extension Services</b>	Number of person-days trained	To conduct training of developed technology	100	200	5.00	5.00	5.00	5.00	
	Technical expert service conducted as resource person	To serve as resource person and consultant in national conferences and meetings	1	4	5.00	5.00	5.00	5.00	
	Number of training conducted	To conduct trainings	2	4	5.00	5.00	5.00	5.00	
<b>Production Services</b>	Volume of yam produced and sold to clientele	To produce high yielding yam variety	500 kgs	2000 kgs	5.00	5.00	5.00	5.00	
<b>Administrative Services</b>	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	5.00	5.00	5.00	5.00	
	Number of Graduate Faculty appointments reviewed	To review and approve Graduate Faculty appointments	40	52	5.00	5.00	5.00	5.00	
	Number of Graduate School related documents approved	To review and approve Graduate School related documents	750	1439	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	4	8	5.00	5.00	5.00	5.00	
	Number of Graduate School related policies implemented	To properly implement BOR approved Graduate School policies	1	3	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	
	Number of University Committees Meeting like Academic Personnel Board, Scholarship and Fellowship Committee, Curriculum Committee and Awards Committee	To attend important university committees as vice-chairman and member	12	30	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								115/23 = 5	

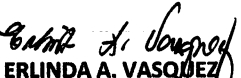
Average Rating (Total Over-all rating divided by 4)	5.0	
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING	5.0	
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

To present research results in scientific gatherings

To publish articles in referred journals


Evaluated and Rated by:

  
ERLINDA A. VASQUEZ  
Director

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

- 1 – quality
- 2 – Efficiency
- 3 – Timeliness
- 4 - Average

Recommending Approval:

  
JOSE L. BACUSMO  
Director for Res.  
Date: \_\_\_\_\_

Approved by:

  
OTHELLO B. CAPUNO  
VP for Res. & Ext.

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

PERFORMANCE MONITORING & COACHING JOURNAL

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

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			
<b>Monitoring</b> Aug 6, 2018 Sept 3, 2018 Oct 11, 2018 Nov 5, 2018 Dec 3, 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
<b>Coaching</b>	Research proposal production to DA/DA-BAR/PCAARRD /other agencies submission	one-on-one discussion on project progress  Group coaching during PRDC Meetings  Aug 6, 2018 Sept 3, 2018 Oct 11, 2018 Nov 5, 2018 Dec 3, 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.

Conducted by:

  
**ERLINDA A. VASQUEZ**  
Immediate Supervisor

EMPLOYEE DEVELOPMENT PLAN

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

Aim: To come up with approved propoals for funding and implementation.

Proposed Interventions to Improve Performance:

Date: July 1, 2018 Target Date: December 30, 2018

First Step:  
Preparation of proposals based on the different thrusts of the funding agencies.

Prepared papers for publication

Result:  
• Prepared and submitted proposals for funding  
•

Date: Jan 1, 2019 Target Date: December 31, 2019

Next Step:  
Follow-up the status of submitted proposals to the different funding agencies (DA-BAR, PCAARRD)  
Submitted papers for publication  
Attend related trainings / conferences on appropriate discipline

Outcome: Presented the proposal in the DA-BAR / PCAARRD / funding agency panel of evaluators and will be approved for funding  
  
Paper submitted and accepted for publication  
  
Presented paper in any sceintific gatehrings such as symposium and conferences

Final Step/Recommendation:  
  
To maintain performance and or exceed the current performance; to submit more proposals and continue doing / implementing research projects.

Prepared by:  
ERLINDA A. VASQUEZ  
Director

Conforme:

ANABELLA B. TULIN  
Name of Ratee/ Faculty / Staff