Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS July to December 2020

Name of Faculty Member:

ALFREDO G. DINGAL

| Program Involvement | Percentage | Numerical Rating | Equivalent |
|-------------------------------|-------------|------------------|------------|
| (1) | Weight of | (Rating x%) | Numerical |
| | Involvement | (3) | Rating |
| | (2) | | (2x3) |
| 1. Instruction | | | |
| a. Head/Dean (50%) | 5 | 5 x 100%= 5 | |
| Total for Instruction | 30% | 5 | 1.5 |
| 2. Research | | | 0 |
| a. Dept. Head/Center Director | 4.67 | 4.67 x 100% = | 0 |
| (50%) | | 4.67 | |
| Total for Research | 45% | 4.67 | 2.10 |
| 3. Extension | | | 0 |
| a. Dept Head/Center Director | 4.67 | 4.67 x 100% = | 0 |
| (50%) | | 4.67 | |
| Total for Extension | 20% | 467 | 0.934 |
| 4. Production | 5% | 5 | 0.25 |
| TOTAL | | | 4.784 |

EQUIVALENT NUMERICAL RATING:

4.78

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.78

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

ALFREDO G. DINGAL

Name of Faculty

MARIA JULIET C CENIZA

Department Head

Recommending Approval:

Direc

Director for Research

Approved:

OTHELLO B. CAPUNO

Vice President for Research, Extension & Innovation

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, ALFREDO G. DINGAL, Associate Professor of the _NATIONAL COCONUT RESEARCH CENTER-Visayas _commit 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 2020.

ALFREDO G. DINGAL

Assoc Professor

Date:

JOSE L. BACUSMO Director for Research

Date:

Approved:

Date:

OTHELLO B. CAPUNO

Vice President, OVPRE8

| MFO No. | Description of MFO's/PAPs | Success/ Performance Indicators (Pi |) Tasks Assigned | Center Target | % of Accom- plishment | Details of Accom- | | | Rating | | REMARKS (Indicators in percentage should |
|------------|--|---|---|---|--------------------------|----------------------|---------|-----------|------------|---------|---|
| | | | | | | plishment | Quality | Eficiency | Timeliness | Average | be supported with numerical values in numerators and denominators) |
| IMFO | 2. HIGHER EDUCATION S | SERVICES | | | | | | | | | |
| OVPI | JMFO 3. Higher Education | n Management Services | | *************************************** | | | | | | | |
| | PI 5: Total FTE, coordinated, implemented and monitored * | A9. Actual Faculty's FTE | Handles and teaches courses assigned | | | | | | | | |
| | PI 8: Number of students Acts as academic adviserto advised: Acts as academic adviserto students | 2 | 166.67% | 3 | 5 | 5 | 5 | 5.00 | | | |
| | | A17 . Number of students advised on thesis/ field practice/special problem: | | | | | | | | | |
| | | As SRC Member | Advises and corrects research outline and thesis/SP manuscript | 2 | 166.67% | 3 | 5 | 5 | 5 | 5.00 | |
| | | A18. Number of students entertained for consultation purposes | Entertains students consulting on subject taught, thesis and grades | 35 | 170.00% | 50 | 5 | 5 | 5 | 5.00 | |

| | PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries * | A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries * | Conducts research for possible utilization by industry or other beneficiaries | | | | | | | | |
|--|---|--|--|--|---------|---|---|---|---|------|---|
| | PI 2. Number of research outputs completed within the year * | · | Conducts and completes research oroject within the year | 2 | 166.67% | 3 | 5 | 5 | 5 | 5.00 | , |
| MATERIAL PROGRAMMENT AND ADMINISTRATION AND ADMINIS | PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences | A 30. Number of research outputs presented in regional/national/ int'l fora/conferences * | Prepares, submits and presents research paper in scienfic for a/conferences | | | | | | | | |
| | | In intitutional fora/conferences | | | | | | | *************************************** | | |
| | | A 31. Percentage of of research proposals prepared, submitted and approved | Prepares research proposals, submits and follows up its approval for immediate implementation | 1 | 100.00% | 1 | 4 | 5 | 4 | 4.33 | |
| | 4. EXTENSION SERVICE | | | | | | | | | | |
| | | <u>A 37</u> . Number of trainees weighted by the length of training | Conducts trainings among beneficiaries of technologies for transfer | | | | | | | | |
| | | <u>A 38</u> . Number of extension programs/projects implemented | Implementes duly approved extension projects | | | | | | | | |
| | PI 5. Number of technical/expert services | <u>A 40</u> . Number of technical/expert services as/in: | Provides the technical and expert services requested by beneficiaries | t and a state of the state of t | | | | | | | |
| | Research Mentoring | Research Mentor | | 2 | 166.67% | 3 | 5 | 5 | 5 | 5.00 | |
| | Peer reviewers/Panelists | Peer reviewers/Panelists | | | | | | - | | | |
| | Resource Persons | Resource Persons | | 1 | 100.00% | 1 | 4 | 5 | 4 | 4.33 | |
| UMFC | 5. SUPPORT TO O | PERATIONS | | | | | | | | | |
| | | | | | | | | | | | |

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| Incomce Generating and | Production Services | | | | | | | | | |
|--|---|---|---|--------------|--------------------|----------|---------|------------|-------|--|
| Sustainable Income generation activities to suport University activities | Number of STF/IGP's monitored, supervised and managed | Manages and monitors STF and Income Generating Projects of the Center | 1 | 150.00% | 2 | 5 | 5 | 5 | 5.00 | |
| | | | | | | | | | | |
| Average Rating | | 4.83 | | Comments & R | Recommendation | s for De | evelonn | nent Pui | 4.83 | |
| Average Nating | I | 7.00 | | Comments and | Coommondation | 0 101 0 | ovolopi | ilone i ai | P000. | |
| Additional Points: | | | |] | | | | | | |
| Approved Additioonal Points (with copy of aproval) | | | | De | pendable | staf | f. | | | |
| FINAL RATING | | 4.83 | | 1 | | | | | | |
| Adjectival Rating | | Outstanding | | | | | | | | |

MARIA JULIEY . CENIZA

Director , NCRC-V
Date:

JOSE L. BACUSMO

Director for Research

Approved by:

Vce President, OVPREi

Date:

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: <u>ALFREDO G. DINGAL</u>

| Task | Task Description | Expected Output | Date | Expected | Actual Date | Quality of | Over-all | Remarks/ |
|------|---|--|-----------|----------------------|------------------|--------------------|------------------------|-----------------|
| No. | | | Assigned | Date to Accomplis | accomplish ed | Output* | assessment of output** | Recommen dation |
| 1 | Advised students on their academic subjects | Acted as adviser for 3 students | July 2020 | December 2020 | December 2020 | Very Impressive | Very Satisfactory | |
| 2 | Entertains students for consultation purposes | Entertained 50 students for consultation purposes | July 2020 | December 2020 | December 2020 | Very Impressive | Very Satisfactory | |
| 3 | Conducts researches | Conducted research | July 2020 | December 2020 | December 2020 | Very Impressive | Very Satisfactory | |
| 4 | Present research outputs in the Annual RDE review | Presented research outputs in the Annual RDE review | July 2020 | December 2020 | December 2020 | Very Impressive | Very Satisfactory | |
| 5 | Implements extension projects | Implemented 2 extension projects | July 2020 | December 2020 | December 2020 | Very Impressive | Very Satisfactory | |
| 6 | Monitor, supervise and managed STF Project | 2 STF project monitored, supervised and managed | July 2020 | December 2020 | December 2020 | Very Impressive | Very Satisfactory | |

Prepared by:

MARIA JULIET C. CENIZA
Unit Head



PERFORMANCE MONITORING & COACHING JOURNAL

1st Q U A R R T E R

| Name of Office: | NCRC-V | |
|-----------------|--------|--|
|-----------------|--------|--|

Name of Employee: ALFREDO G. DINGAL

Head of Office: MARIA JULIET C. CENIZA

Number of Personnel:

| Activity | | | | | | |
|-----------------------------------|------------|----------|----------|--------------|---------|--|
| Activity Monitoring | Me | eting | Memo | Others (Pls. | Remarks | |
| Widilitoring | One-on-One | Group | INICITIO | specify) | | |
| Monitoring | | | | | | |
| Monitoring research outputs | ✓ | √ | | | | |
| Coaching | | | | | • | |
| Data Analysis | √ | ~ | | | | |
| | | | | | | |
| | | | | | | |

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

Conducted by:

Noted by:

MARIA (WIET C. CENIZA

Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

| Name of Employee:ALFREDO G. DINGAL Performance Rating: |
|--|
| Aim: To improve knowledge on cultural aspects of coconut and its intercrop |
| Proposed Interventions to Improve Performance: |
| Date: July 2, 2020 Target Date: 3 rd Quarter |
| First Step: |
| Supervise the staff in the conduct of the experiment |
| |
| Result: |
| The staff conducted the experiment well. |
| |
| Date: Sept 5, 2020 Target Date: 4 th Quarter |
| Next Step: |
| Allow the staff to participate in seminars related to research |
| |
| Outcome: The staff attended seminar on research |
| Final Step/Recommendation: |
| D 11 |
| Prepared by: MARIA JULIET C. CENIZA Unit Head Conforme: |

ALFREDO G. DNGAL Name of Ratee Faculty/Staff