SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Co

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 x 50%= 2.42	
Students (50%)		4.00x 50%= 2.00	
TOTAL for Instruction	25%	4.42 X 0.25 =	1.11
Research	50%	4.60 X 0.50 =	2.30
Extension	25%	4.5x 0.25 =	1.13
TOTAL			4.54

EQUIVALENT NUMERICAL RATING:

4.54

Add: Additional Points, if any: TOTAL NUMERICAL RATING:

4.54

ADJECTIVAL RATING:

Very Satisfactory

Prepared by:

PRECILA C. BELMONTE

Temp. Administrative Officer

Reviewed by:

MARLON M, TAMBIS/EDGARDO E. TULIN

Assistant Director/Director

Recommending Approval:

ROSA OPHELIA D. VELARDE

Director for Research

Approved:

MARIA JULIET C. CENIZA

VP for Research Extension & Innovation

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, <u>JOY C. CODOG</u>, of <u>PhilRootcrops</u> commits to deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period <u>January</u> to <u>June</u>, <u>2022</u>.

JOY C. CODOG Ratee

Approved:

MARLON M. TAMBIS

Director

EDGARDO E. TULIN

Assistant Director

MFO & PAPs Success/Performance Indicators			Actual	Rating				Remarks
	Tasks Assigned	Target	Accomplish ment	Q	E ²	T ³	A 4	
tion Services								
Actual faculty's FTE	Handles and teaches courses assigned (Affiliate staff of the Dept. of Horticulture)	5	9.15	5	5	٤	7	2 Undergraduate Laboratory subject (Hort 22 and Hort122)
Number of student research and field practice advising and OJT	Advises and corrects research outline and thesis manuscript	1	1	-	4	5	4.67	
Number of hours spent on student consultation	Entertains students consulting on subject taught, thesis and grades	<4hrs per week	>8hrs per week	5	J	5	5	
Number of students advised As SRC Chairman As SRC Member	Advises and corrects research outline and thesis manuscript	2	5	5	8	*	4.07	
	Indicators tion Services Actual faculty's FTE Number of student research and field practice advising and OJT Number of hours spent on student consultation Number of students advised As SRC Chairman	tion Services Actual faculty's FTE Handles and teaches courses assigned (Affiliate staff of the Dept. of Horticulture) Number of student research and field practice advising and OJT Number of hours spent on student consultation Entertains students consulting on subject taught, thesis and grades Number of students advised Advises and corrects research outline and thesis manuscript Advises and corrects research outline and thesis manuscript	tion Services Actual faculty's FTE Handles and teaches courses assigned (Affiliate staff of the Dept. of Horticulture) Number of student research and field practice advising and OJT Advises and corrects research outline and thesis manuscript Number of hours spent on student consultation Entertains students consulting on subject taught, thesis and grades Advises and corrects research outline and thesis manuscript Advises and corrects research outline and thesis manuscript	Success/Performance Indicators Tasks Assigned Target Accomplish ment Target Target Accomplish ment Target Accomplish ment Target Target Accomplish ment Target Accomplish ment	Success/Performance Indicators Tasks Assigned Target Accomplish ment Target Target Accomplish ment Target Target Target Target Accomplish ment Target Target Accomplish ment Target Target Target Accomplish ment Target Target Target Accomplish ment Target Target Target Target Target Accomplish ment Target Target Target Target Accomplish ment Target Target Target Accomplish ment Target Target Target Target Target Target Target Accomplish ment Target Target	Success/Performance Indicators Tasks Assigned Target Accomplish ment Target Target Accomplish ment Target Target Target Target Target Accomplish ment Target Targ	Success/Performance Indicators Tasks Assigned Target Accomplish ment Target Target Accomplish ment Target Target Target Target Accomplish ment Target Target	Success/Performance Indicators Tasks Assigned Target Accomplish ment Target Target Accomplish ment Target Target Target Target Target Accomplish ment Target Target Target Target Target Accomplish ment Target Target Target Target Accomplish ment Target Target Target Target Accomplish ment Target Tar

Conduct research as: Number of research studies Project leader / handled 433 3 4 0 Study Leader 1 Number of research outputs Prepares, submits and presents research paper presented in 1 # 4.33 5 regional/national/int'l for in scientific conference a/conferences Write research proposals Number of research 5 # * 4.33 for internal/external 1 1 proposal(s) developed and/or submitted/ reviewed funding Participate in different No. of trainings/ seminars/webinars/worksho local and international 11 (Online) p/ conference attended trainings and 5 Webinars seminars/webinars/worsho ps/ conference Number of papers to be Prepares and submit published in other peerpapers for publication 2 papers 5 reviewed publications 55 submitted (proceedings, monographs, etc.): Extension Number of facilitated Act as resource person in 1 1 5 + 4 4.33 training and seminars training and seminars Services Assist in trainings and 1 1 5 seminars 4 447 5 Number of beneficiaries To share expertise and served: Groups/Institutions technologies 1 5 5 5 individuals and Individuals Inventory of Lab equipment Administrative In-charge of tissue culture 1 (every 4 4 4 and supplies function laboratory 6mos) **Total Over-all** Rating

Average Rating (Total Over-all rating divided by 4)	
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	4.64
ADJECTIVAL RATING	Outstanding

Comments & Recommendations	for
Development Purpose:	

- . To pursue graduate studies.
- . To attend corpositify build up trainings. in retation to the conduct of ascarcu.
- . To perak research proposals for funding.

Evaluated	&	Rated	by:
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EDGARDO E. TULIN Director

Date:

MARLON M. TAMBIS
Assistant Director

Date:

Recommending Approval:

ROSA OPHELIA D. VELARDE

Director for Research

Date: 4/23/22

Approved by:

MARIA JULIET C. CENIZA

VP for Research, Extension and Innovation

Date:

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

PERFORMANCE MONITORING & COACHING JOURNAL

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X	2 nd	A R
	3 rd	TE
	4 th	R

Name of Office:

PhilRootcrops

Head of Office:

Dr. Edgardo E. Tulin & Prof. Marlon M. Tambis

Name of Personnel:

JOY C. CODOG Hodry

Activity Monitoring	Meeti		Others	Remarks	
	One-on-One	Group	Memo	(Pls. specify)	Remarks
Monitoring	One-on-one discussion on project/program progress/university's concerns	Monthly PRDC meeting Jan. 11, 2022 March 7, 2022 May 19, 2022	Issuance of memoranda		Attendance to PRDC monthly Meetings by the members of Research and Development Council
Coaching	Research proposal for submission to	One-on-one discussion on			Proposal prepared and
	funding agencies	project progress Group coaching			submitted to funding agencies
		during PRDC Meetings			New proposal for evaluation

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

Conducted by:

MARLON M. TAMBIS / EDGARDO E. TULIN

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:

Jan 1, 2022

Target Date June 30, 2022

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, 2022

Target Date December 31, 2022

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:

M. TAMBIS/EDGARDO E. TULIN

Assistant Director/Director

Conforme:

Name of Ratee /Faculty/Staff