

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: **Tulin, Anabella B.**

| Program Involvement (1) | Percentage Weight of Involvement (2) | Numerical Rating (Rating x %) (3) | Equivalent Numerical Rating (2x3) |
|----------------------------|--|---|---|
| Instruction | | | |
| Head/Dean (50%) | | 4.96 x 50% = 2.48 | |
| Students (50%) | | 4.33 x 50% = 2.17 | |
| TOTAL for Instruction | 25% | 4.65 X 0.25 = | 1.16 |
| Research | 50% | 5.0 X 0.50 = | 2.50 |
| Extension | 20% | 5.0 x 0.20 = | 1.00 |
| Production | 2% | 5.00 x 0.02 = | 0.10 |
| Administration | 3% | 5.0 x 0.03 = | 0.15 |
| TOTAL | | | 4.91 |

EQUIVALENT NUMERICAL RATING:

4.91

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.91

ADJECTIVAL RATING:

Outstanding

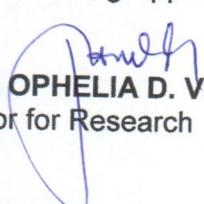
Prepared by:


PRECILA C. BELMONTE
Temp. Administrative Officer

Reviewed by:

 
MARLON M. TAMBIS/EDGARDO E. TULIN
Assistant Director/Director

Recommending Approval:

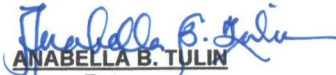

ROSA OPHELIA D. VELARDE
Director for Research

Approved:


MARIA JULIET C. CENIZA
VP for Research Extension & Innovation

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ANABELLA B. TULIN, 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 1, 2022 to June 30, 2022.


ANABELLA B. TULIN
 Ratee

Approved:


MARLON M. TAMBIS
 Asst. Director


EDGARDO E. TULIN
 Director

| MFO & PAPs | Success Indicators | Tasks Assigned | Target | Actual Accomplishment | Rating | | | | Remarks |
|--|---|--|--------|-----------------------|----------------|----------------|----------------|----------------|---------|
| | | | | | Q ¹ | E ² | T ³ | A ⁴ | |
| Advanced & Higher Education Services | PI 1: Number of graduate degree specialization offered and monitored | Monitoring of graduate courses by department | 25 | 28 | 5 | 5 | 5 | 5 | |
| | PI 2: Total FTE monitored | Monitoring of FTE | 150 | 189 | 5 | 5 | 5 | 5 | |
| | PI 3: Virtual Classroom Evaluation(VCE)/Syllabus OBE Monitored | Monitoring of virtual classrooms of graduate faculty | 50 | 89 | 5 | 5 | 5 | 5 | |
| | PI 4: Percentage increase in number of graduate students enrolled | Checking the percentage increase in the number of students | 2% | -12.9% | 5 | 5 | 4 | 4.67 | |
| | PI 5: Number of graduate curricular program for evaluation by different entities facilitated and monitored | No of graduate curricular programs evaluated for COPC application | 20 | 27 | 5 | 5 | 5 | 5 | |
| | PI 6: Number of graduate faculty pursuing advanced study | Monitoring the number of graduate faculty pursuing Ph.D studies | 10 | 26 | 5 | 5 | 5 | 5 | |
| | PI 7: Number of graduate courses with syllabus/learning module | Monitoring the number of graduate courses with syllabus and learning modules | 50 | 89 | 5 | 5 | 5 | 5 | |
| | PI 8: Number of graduate faculty with instructional materials (e book) for online learning monitored | Monitoring the number of graduate faculty updating their instructional materials | 33 | 50 | 5 | 5 | 5 | 5 | |
| | PI 9: Percentage employment rate of graduate student graduates | Monitoring percentage of graduate who have been employed after graduation | 75% | 100% | 5 | 5 | 5 | 5 | |
| MFO 2. Graduate Student Management Services | | | | | | | | | |
| | PI1: Number of graduate students awarded scholarship/assistantship | Monitoring of graduate students awarded scholarship/assistantship | 20 | 27 | 5 | 5 | 5 | 5 | |
| | PI2: Number of graduate students enrolled in research program monitored | Monitoring of graduate students enrolled in research program monitored | 250 | 358 | 5 | 5 | 5 | 5 | |

| | | | | | | | | | |
|--------------------------------|---|--|------------------|------------------|---|---|---|---|--|
| | PI3: Number of international graduate students monitored | Monitoring of international graduate students monitored | 2 | 3 | 5 | 5 | 5 | 5 | |
| | PI4: Number of graduating students monitored | Monitoring of graduating students monitored | 100 | 145 | 5 | 5 | 5 | 5 | |
| Research Services | •Research workload units conducted | Conduct research on root crops and other crops | 2 | 31 | 5 | 5 | 5 | 5 | |
| | •Number of Outputs Presented in Regional/ National/ International Fora /Conferences | Present research results in conferences and seminars | 2 | 2 | 5 | 5 | 5 | 5 | |
| | •Percentage of Research Projects Conducted and Completed on Schedule | Conduct and complete within prescribed period research projects | 1/1 | 2 | 5 | 5 | 5 | 5 | |
| | • Amount/value of research funds/resources externally generated | Generate funds from external sources for conduct of research | Php 1,000,000.00 | Php 5,680,360.00 | 5 | 5 | 5 | 5 | |
| | •Research Awards received (international, national, local) | Submit completed research paper for presentation in national and internal fora | 1 | 1 | 5 | 5 | 5 | 5 | |
| | •Number of research articles and books approved/accepted for publication | Submit research articles to refereed journals | 1 | 2 | 5 | 5 | 5 | 5 | |
| Extension Services | Number of person-days trained | To conduct training of developed technology | 20 | 30 | 5 | 5 | 5 | 5 | |
| | Technical expert service conducted as resource person | To serve as resource person in national conferences | 1 | 2 | 5 | 5 | 5 | 5 | |
| | Number of training conducted | To conduct trainings | 1 | 2 | 5 | 5 | 5 | 5 | |
| Production Services | Volume of yam produced and sold to clientele | To produce Yam with new technology | 100 kgs. | 150 kgs. | 5 | 5 | 5 | 5 | |
| Administrative Services | PI 1: Number of colleges and academic departments offering graduate programs monitored & coordinated | | 25 | 28 | 5 | 5 | 5 | 5 | |
| | PI 2: Number of graduate school/university committees/boards/council chaired & coordinated | | 1 | 3 | 5 | 5 | 5 | 5 | |
| | PI 3: Number of administrative policies prepared and evaluated by Approving bodies | | 1 | 5 | 5 | 5 | 5 | 5 | |

| | | | | | | | | | |
|--|---|--|-----------------|-----------------|---|---|---|---|--|
| | | | | | | | | | |
| MFO 2. Efficient Customer-Friendly Assistance | PI 1: Efficient and customer-friendly frontline service | | Zero complaints | Zero complaints | 5 | 5 | 5 | 5 | |
| MFO 7. Program & Institutional Accreditation Services | PI 3: Number of graduate degree program facilitated for evaluation by accrediting agency | | 2 | 25 | 5 | 5 | 5 | 5 | |
| 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 | | 4.99 |
| ADJECTIVAL RATING | | Outstanding |

Comments & Recommendations for Development Purpose:
Accomplished a lot of tasks in spite of COVID 19 pandemic.

Evaluated & Rated by:


MARLON M. TAMBIS
Assistant Director

Date: _____

Recommending Approval:


EDGARDO E. TULIN
Director/President

Date: _____

Approved by:


MARIA JULIET C. CENIZA
VP FOR RESEARCH

Date: _____

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

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: **PhilRootcrops**

Head of Office: **Dr. Edgardo E. Tulin & Prof. Marlon M. Tambis**

Name of Personnel: **ANABELLA B. TULIN**

Anabella B. Tulin

| Activity Monitoring | MECHANISM | | | | Remarks |
|---------------------|---|--|-----------------------|--------------------------|--|
| | Meeting | | Memo | Others (Pls. specify) | |
| | One-on-One | Group | | | |
| 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 funding agencies | One-on-one discussion on project progress Group coaching during PRDC Meetings | | | Proposal prepared and submitted to funding agencies 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: **ANABELLA B. TULIN**

Performance Rating:

Aim: To implement on-going research projects
To come up with approved proposals for funding and implementation.
To become an effective administrator (as Dean of the Graduate School)

Proposed Interventions to Improve Performance:

Date: Jan 1, 2022

Target Date June 30, 2022

First Step:

-
- Implements on-going research projects
 - Prepares proposals based on the different thrusts of the funding agencies.
 - Prepares papers for publication
 - Attends trainings that will enhance skills in leader, organizational management and effective administration

Result:

-
- Implemented scheduled activities of the research projects
 - Prepared and submitted proposals for funding
 - Paper for publication on progress
 - Served as professor and student adviser of Soil Science students
 - Attended trainings in relation to current responsibility as Dean of the Graduate School
-

Date: July 1, 2022

Target Date December 31, 2022

Next Step:

-
- Follow-up the status of submitted proposals to the different funding agencies
-
- Submits papers for publication
-
- Attends related trainings / conferences on appropriate discipline
-

Outcome: Approved proposal for funding and for implementation
Paper accepted for publication by refereed journals
Research paper presented in any scientific gatherings

Final Step/Recommendation:

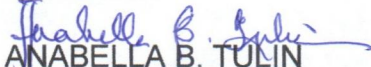
To maintain performance and or exceed the current performance; to submit more proposals and continue doing four-fold functions of instruction, research, extension and production.

To attend trainings that will enhance skills in leader, management and administration.

Prepared by:

 
MARLON M. TAMBIS/EDGARDO E. TULIN
Assistant Director/ Director

Conforme:


ANABELLA B. TULIN
Name of Ratee /Faculty/Staff