

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

Name of Faculty Member: **Patindol, James A.**

| Program Involvement (1) | Percentage Weight of Involvement (2) | Numerical Rating (Rating x %) (3) | Equivalent Numerical Rating (2x3) |
|----------------------------|--|---|---|
| Instruction | | | |
| Head/Dean (50%) | | 5 x 50% = 2.5 | |
| Students (50%) | | | |
| TOTAL for Instruction | 25% | 2.5 X 0.25 = | 0.63 |
| Research | 50% | 4.67 X 0.50 = | 2.34 |
| Extension | 20% | 4.33 x 0.20 = | 0.87 |
| Administration | 5% | 4.67 x .05 | 0.23 |
| TOTAL | | | 4.07 |

EQUIVALENT NUMERICAL RATING: **4.07**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.07**

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

“Exhibit B”

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JAMES A. PATINDOL, of PhilRootcrops accomplished the following targets in accordance with the indicated measures for the period August 1, 2022 to Dec 31, 2022.


JAMES A. PATINDOL

Ratee

Approved:

 **MARLON M. TAMBIS**  **EDGARDO E. TULIN**

Asst. Director / Director

| MFO & PAPs | Success Indicators | Tasks Assigned | Target | Actual Accomplishment | Rating | | | | Remarks |
|--|--|---|---|--|----------------|----------------|----------------|----------------|---------|
| | | | | | Q ¹ | E ² | T ³ | A ⁴ | |
| MFO 1. Advanced & Higher Education Services | <ul style="list-style-type: none"> FTE Courses taught Number of students served as SRA Member and /or Chairman | Handles Chemistry undergraduate course per semester | 2 lectures or 2 labs | Taught Biochemistry for Nurses (2 sections, 87 students) | 5 | 5 | 5 | 5 | |
| | | Prepares syllabus and teaching materials | 2 courses | Prepared syllabus and teaching materials for Chem 132n and updated its content in the VSUEE virtual classroom. | 5 | 5 | 5 | 5 | |
| | | Advises/guides students on thesis concerns | 1 Undergraduate 1 Senior High | Advised 3 senior high school students working on their thesis re: chewable candies with nutraceutical Ingredients (proposal writing stage) | 5 | 5 | 5 | 5 | |
| | | Corrects thesis outlines and manuscripts as: Member Adviser | 1 Undergraduate | | | | | | |
| MFO 2. Research Services | <ul style="list-style-type: none"> Research projects conducted/implemented Prepared scientific paper and poster for publication or presentation in scientific meetings | Implements/conducts research projects | 2 projects | 1. Collected related literature (300+ journal articles) re processing and utilization of tropical root and tubers crops. | 5 | 4 | 4 | 4-33 | |
| | | Submit reports to funding agencies/ review committees | 1 scientific paper 1 scientific poster | 2. Submitted a capsule proposal re: | 5 | 5 | 4 | 4.67 | |

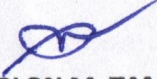
| | | | | | | | | | |
|--|---|--|------------|--|---|---|---|------|--|
| | | | | establishment of a PRCRTC Carbohydrates Laboratory 3. Finished Topic Outline for a review paper re: utilization of aroid polysaccharides as pharmaceutical excipients 4. Identified 3 research areas for research (proposals are in the works) | 5 | 5 | 5 | 5 | |
| MFO 3. Extension Services | <ul style="list-style-type: none"> Number of outreach activities re: root crops processing and utilization spearheaded or participated in | As resource person As participant | 2 2 | Made initial talks with the editor of Annals of Tropical Research re journal activation and possible involvement as an associate editor | | | | | |
| MFO 4. Production Services (Resource Generation) | | | | | | | | | |
| MFO 5. Administrative or other functions/ duties assigned by the University | <ul style="list-style-type: none"> Number of meetings presided or attended Number of ad hoc or special committees chaired or membered | As chair or as member As chair or as member | 1 1 | 1. Participated in the On-boarding Orientation and Workshop for new faculty members 2. Participated in the annual In-House RDE Review of Philrootcrops 3. Participated in the DopAC BSChem curriculum review and revision | 5 | 5 | 4 | 4.67 | |
| Total Overall Rating | | | | | | | | | |

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

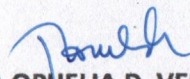
**Comments & Recommendations
for Development Purpose:**

To prepare research proposal
for funding.

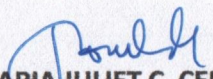
Evaluated & Rated by:


MARLON M. TAMBIS/EDGARDO E. TULIN
Asst. Director/Director PhilRootcrops

Recommending Approval:


ROSA OPHELIA D. VELARDE
Director for Research

Approved by:


for MARIA JULIET C. CENIZA oic
VP for Research, Extension & 1/24/28
Innovation

Date: _____

Date: Jan. 24, 2023

Date: Jan. 24, 2023

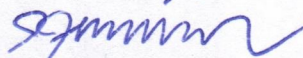
- 1 – Quality
- 2 – Efficiency
- 3 – Timeliness
- 4 – Average

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: **JAMES A. PATINDOL** 

| 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 July 5, 2022 Sept. 26, 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
Assistant Director/Director

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **JAMES A. PATINDOL**

Performance Rating:

Aim: To prepare research proposals
To perform instruction function
To come up with approved proposals for funding and implementation

Proposed Interventions to Improve Performance:

Date: July 1, 2022 Target Date December 31, 2022

First Step:

- Prepares proposals for review and funding
- Attends related trainings for capability build-up (research management, proposal preparation, writing scientific publications)

Result:

- Implemented the scheduled activities of the research projects
 - Prepared and submitted proposals for review
 - Attended capability build-up trainings
 - Served as instructor at Department of Applied Chemistry
-

Date: Jan. 1, 2023 Target Date June 30, 2023

Next Step:

- Follow-up the submitted proposals
- Attends capability build-up trainings
- Attend one-on-one mentoring with supervisors

Outcome:

- Approved Research projects implemented
- Instructor to Chemistry students
- Enhanced capability in research management, proposal preparation and publication writing.

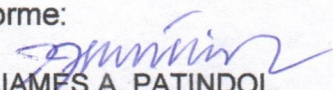
Final Step/Recommendation:

- To exceed the current performance; to submit proposals and continue doing four-fold functions of instruction, research, extension and production.
- To attend trainings on research management and implementation, writing scientific publications, etc.

Prepared by:

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

Conforme:


JAMES A. PATINDOL
Name of Ratee / Faculty/Staff