

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

Name of Faculty Member: **Ferraren, Dilberto O.**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
Instruction			
Head/Dean (50%)		$5.00 \times 50\% = 2.5$	
Students (50%)		$4.75 \times 50\% = 2.38$	
TOTAL for Instruction	25%	$4.88 \times 0.25 =$	1.22
Research	50%	$4.78 \times 0.50 =$	2.39
Administration	25%	$4.83 \times 0.25 =$	1.21
TOTAL			4.82

EQUIVALENT NUMERICAL RATING: **4.82**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.82**

ADJECTIVAL RATING: **Outstanding**

Prepared by:



PRECILA C. BELMONTE
Temp. Administrative Officer

JAN 08 2024

Reviewed by:



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

JAN 08 2024

Approved:



DENNIS P. PEQUE
VP for Research Extension & Innovation

JAN 08 2024

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

(Accomplishment)

I, **Dilberto O. Ferraren**, Vice President for Planning, Resource Generation and Auxiliary Services, 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 to December 2023.



DILBERTO O. FERRAREN

Vice President for Planning, Resource Generation & Auxiliary Services

Date: **JAN 08 2024**

Approved:



DANIEL LESLIE S. TAN

President

Date: **JAN 08 2024**

MFO's/PAPs	Success Indicators	Target	Actual Accomplishment	Percent Accomplishment	Rating				Remarks
					Q	E	T	A	
<u>MFO1:</u> Advanced & Higher Education Services	Number of FTE implemented	5	4.87	100%	5	5	5	5	PBRE 117 Lec Btec 110
	Sub-total (Points):				5.00	5.00	5.00	5.00	
	Sub-Total (Average Score):								
MFO 3: Research Innovation Services	Number of Research Outputs Presented in Local and Regional Conferences	2	10	500%	4.00	5.00	4.00	4.33	Annual target started to be accomplished in first semester

	Number of Crop Genetic Resources Conserved	400	1200	300%	5.00	5.00	5.00	5.00	Annual target started to be accomplished in first semester
	Number of Crop Genetic Resources Utilized	10	15	150%	5.00	5.00	5.00	5.00	Annual target started to be accomplished in first semester
								4.78	
MFO4: Administration and Support Services	Number of Offices and units directly supervised and monitored	4	4	100%	4	5	5	4.67	Fixed Number
	Number of university-wide committees chaired and coordinated	4	4	100%	5	4	4	4.33	BAC, Housing Commission, BOM-IGP, LUDIP
	Number of university-wide committees meetings conducted	60	80	150%	4	4	5	4.33	
	Number of administrative and financial documents reviewed and approved	20	50	250%	5	5	5	5.00	
	Number of Memorandum issued	4	8	100%	5	5	5	5.00	

	Number of linkages with external agencies maintained	6	6	100%	5	5	5	5.00	DBM, CHED, NEDA, GPPB, AO25 Secretariat, BPI-NSIC
	Percentage of financial documents received and approved	Documents released within 20 mins	100%	100%	5	5	5	5.00	
	Responses to Bidders Request and Motion for Reconsiderations	4	8	200%	5	5	5	5.00	
	Response to COA AOMs	100%	100%	100%	5	5	5	5.00	
	Efficient customer friendly frontline service	Zero complaint		100%	5	5	5	5.00	
Support Services									Comments & Recommendations for Development Purpose <i>Passionate! continue to monitor others.</i>
Total Over-all Rating									
Average Rating (Total Over-all rating divided by # of entries)								4.871	
Additional Points:								0.00	
Punctuality									
Approved Additional points (with copy of approval)									

Recommending Approval:

Approved by:

Evaluated & Rated by:

DANIEL LESLIE S. TAN

JAN 08 2024

N/A

DANIEL LESLIE S. TAN
President

JAN 08 2024

Immediate Supervisor

Date: _____

Date: _____

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: **DILBERTO O. FERRAREN**

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. 9, 2023 February 10, 2023 February 15, 2023 November 8, 2023 Personnel Committee Meeting August 15, 2023	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

JAN 08 2024

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **DILBERTO O. FERRAREN**

Performance Rating:

Aim: To implement on-going research projects and prepares research proposals
To perform administrative function (VP for Planning and Resource Generation and as BAC chairman)

Proposed Interventions to Improve Performance:

Date: July 1, 2023

Target Date December 31, 2023

First Step:

Implements on-going research projects
Prepares proposals for review and funding
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 professor and student adviser of Plant Breeding and Biotechnology students
 - Performed administrative function as head VP and as BAC Chairman
-

Date: Jan 1, 2024

Target Date June 30, 2024

Next Step:

Continue the implementation of research projects
Follow-up the submitted proposals
Attends capability build-up trainings

Outcome: Research projects continuously implemented
Research accomplishments subjected for review and monitoring by the funding agency
Professor and adviser to Plant Breeding and Biotechnology 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.

- MR and settle other obligations such as terminal reports and AFRs of projects in preparation for retirement.

Prepared by:


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

Conforme:


DILBERTO O. FERRAREN
Name of Ratee/Faculty/Staff

JAN 08 2024

JAN 08 2024