SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: TULIN, ANABELLA B.

| Program Involvement | Percentage | Numerical Rating | Equivalent |
|----------------------------------|-------------|--------------------------|------------|
| (1) | Weight of | (Rating x%) | Numerical |
| , , | Involvement | (3) | Rating |
| | (2) | | (2x3) |
| Instruction | | | |
| Head/Dean | | | |
| Total for Instruction | 25% | 5.00 x 25% | 1.25 |
| Research | | | |
| Client/Dir. for Research (50%) | | 5.0 x 50% = 2.50 | |
| Dept. Head/Center Director (50%) | | 5.0 x 50% = 2.50 | |
| Total for Research | 50% | 5.00 | 2.50 |
| Extension | | | |
| Client/Dir. for Extension (50%) | | 5.00 x 50% = 2.50 | |
| Dept Head/Center Director (50%) | | 5.00 x 50% = 2.50 | |
| Total for Extension | 20% | 5.00 | 1.00 |
| Production | 3 % | $5.00 \times 3\% = 0.15$ | 0.15 |
| Administration | 2 % | 5.00 x 2 % = 0.10 | 0.10 |
| TOTAL | | | 5.00 |

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

5.00

5.00

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

MARIA ELSA M. UMPAD

Administrative Officer II

Recommending Approval:

JOSE L. BACUSMO Director for Research

Approved:

VP for Res, Ext & Innovation

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

| I, ANABELLA B. TULIN, of PhilRootcrops commits t | o deliver and agree to be rated o | n the attainment of the following targets in accordance with | th |
|---|-----------------------------------|--|----|
| indicated measures for the period January 1, 2020 | to <u>June, 2020</u> . | \sim \sim | |
| ANABELLA B. POLIN | | ERLINDA A. VASQUEZ | |
| ANABELLA B. PULIN | Approved: | ERLINDA A.VASQUEX | |
| Ratee | | Head of Unit U | |

| MFO & PAPs | | | | Rating | | | | Remarks | |
|---|--|---|----------------------------------|-----------------------|------|----------------|----------------|----------------|--|
| | Success Indicators | Success Indicators Tasks Assigned | Target | Actual Accomplishment | Q¹ | E ² | T ³ | A ⁴ | |
| Advanced & Higher Education Services | FTE | To teach Soil Science and Social Science courses (face to face/on- line/modular) | 2 Soil Science subject taught | 2 | 5.00 | 5.00 | 5.00 | 5.00 | |
| | Number of Student Research Advising | To advice students in the conduct of their thesis | 5 students advisees | 5 | 5.00 | 5.00 | 5.00 | 5.00 | |
| | Number of graduate students enrolled | To campaign for more graduate students enrolled | 500 | 512 | 5.00 | 5.00 | 5.00 | 5.00 | |
| | Number of meetings with graduate students (on line/face to face) | To inform graduate students of the Graduate School Code and the various deadlines set by the graduate school | 2 | 2 | 5.00 | 5.00 | 5.00 | 5.00 | |
| | No. of webinar/virtual meetings facilitated/attended/participated | To inform graduate faculty/graduate students/graduate school staff of the latest development with the present situation | 10 | 12 | 5.00 | 5.00 | 5.00 | 5.00 | |
| | Number of graduate degree program/graduate school proposals for evaluation | To encourage academic departments /office to propose graduate curricular program/graduate school proposals | 2 | 3 | 5.00 | 5.00 | 5.00 | 5.00 | |
| Research Services | Research workload units conducted | Conduct research on root crops and other crops | 1 | 2 | 5.00 | 5.00 | 5.00 | 5.00 | |
| | Number of Outputs Presented in Regional/ National/ International Fora /Conferences | Present research results in conferences and seminars | 1 | 2 | 5.00 | 5.00 | 5.00 | 5.00 | |
| | Percentage of Research Projects Conducted and Completed on Schedule | Conduct and complete within prescribed period research projects | 2/2 | 2/2 | 5.00 | 5.00 | 5.00 | 5.00 | |

| | Amount/value of research funds/resources externally generated | Generate funds from external sources for conduct of research | PhP 500,000.00 | 600,000.00 | 5.00 | 5.00 | 5.00 | 5.00 | |
|----------------------------|--|--|----------------|--------------|------|------|------|------|--|
| | Research Awards received (international, national, local) | Submit completed research paper for presentation in national and internal fora | 1 | 1 | 5.00 | 5.00 | 5.00 | 5.00 | |
| | Number of research articles and books approved/accepted for publication | Submit research articles to refereed journals | 1 | 2 | 5.00 | 5.00 | 5.00 | 5.00 | |
| Extension Services | Number of person-days trained | To conduct training of developed technology | 50 | 55 | 5.00 | 5.00 | 5.00 | 5.00 | |
| | Technical expert service conducted as resource person | To serve as resource person in national conferences | 1 | 3 | 5.00 | 5.00 | 5.00 | 5.00 | |
| | Number of training conducted | To conduct trainings | 1 | 3 | 5.00 | 5.00 | 5.00 | 5.00 | |
| Production Services | Volume of yam produced and sold to clientele | To produce Yam with new technology | 200 kgs | 300 kgs | 5.00 | 5.00 | 5.00 | 5.00 | |
| Administrative Services | Number of new graduate curricular program proposals reviewed and endorsed for approval | To approve at Graduate School level no graduate curricular program proposals for endorsement to the University Curriculum Committee | 2 | 4 | 5.00 | 5.00 | 5.00 | 5.00 | |
| | Number of Graduate Faculty appointments reviewed | To review and approve Graduate Faculty appointments | 35 | 38 | 5.00 | 5.00 | 5.00 | 5.00 | |
| | Number of Graduate School related documents approved | To review and approve Graduate Scho- related documents | 1010 | 1029 | 5.00 | 5.00 | 5.00 | 5.00 | |
| | Number of Graduate School related meetings (Graduate School Council meetings, Graduate Faculty Meeting, Graduate Students Meetings, virtual meetings and Webinar | To conduct Graduate School related meetings | 3 | 5 | 5.00 | 5.00 | 5.00 | 5.00 | |
| | Number of approved Graduate School related policies reviewed and implemented | To review and strictly implement approved Graduate School related policies | 20 | 35 | 5.00 | 5.00 | 5.00 | 5.00 | |
| | Number of Graduate School Related memoranda, announcements issued | To issue Graduate School related memoranda and announcements | 2 | 5 | 5.00 | 5.00 | 5.00 | 5.00 | |
| | No. of Seminar-Workshop conducted | To conduct seminar-workshop for graduate faculty and students | 2 | 3 | 5.00 | 5.00 | 5.00 | 5.00 | |
| | Prompt and speedy action of Graduate School I related documents | 100% of documents processed and acted within 2 days with zero complaints | 0% complaint | 0% Complaint | 5.00 | 5.00 | 5.00 | 5.00 | |
| Total Over-all Rating | | | | | | | | 120 | |

| Average Rating (Total Over-all rating divided by 4) | 5.00 |
|---|-------------|
| Additional Points: | |
| Punctuality | |
| Approved Additional points (with copy of approval) | |
| FINAL RATING | 5.00 |
| ADJECTIVAL RATING | Outstanding |

| Evaluated & Rated by: |
|-----------------------|
| (24) 1 1 Jane 2 |
| ERLINDA A. VASQUEZ |
| Dept/Unit Head |

| Recommen | ding | App | rova | 1: |
|-----------------|------|-----|------|-----|
| 110001111111011 | amb | Whh | 000 | • • |

Approved by:

OTHELLO B. CAPUNO

| Date: | |
|-------|--|
| | |

| Date: | |
|-------|--|
|-------|--|

Date _____

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

Comments & Recommendations for Development Purpose:

Accomplished a lot of tasks inspite of COVID 19 pandemic.

To attend leadership and management skills training

To prepare terminal reports of projects

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office:

PhilRootcrops

Head of Office:

Dr. Erlinda A. Vasquez

Name of Personnel: ANABELLA B. TULIN

Faahella B. Jelin

| A ablades | | MECHAN | NISM | | |
|------------------------|--|--|--------------------------------|-----------------------|---|
| Activity Monitoring | Meeting One-on-One Group | | Memo | Others (Pls. specify) | Remarks |
| Monitoring | discussion on project / program progress/ university's concerns | Monthly PRDC meeting Jan 13, 2020 Feb 3, 2020 May 6, 2020 | Issuance of internal memoranda | aposyy | Attendance to PRDC monthly Meetings by the members of the 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:

Director

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ANABELLA B. TULIN

Performance Rating: Outstanding

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:

January 1, 2020

Target Date:

June 30, 2020

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, 2020

Target Date:

Dec 31, 2020

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:

ERLINDA A. VASQUEZ

Director

Conforme:

Name of Ratee /Faculty/Staf