

**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			
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 x 3% = 0.15	0.15
Administration	2 %	5.00 x 2 % = 0.10	0.10
TOTAL			5.00

EQUIVALENT NUMERICAL RATING: **5.00**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **5.00**

ADJECTIVAL RATING:

Outstanding

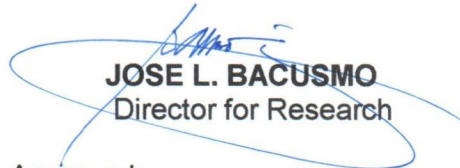
Prepared by:


MARIA ELSA M. UMPAD
Administrative Officer II


Reviewed by:


ERLINDA A. VASQUEZ
Director

Recommending Approval:



JOSE L. BACUSMO
Director for Research

Approved:



OTHELLO B. CAPUNO
VP for Res, Ext & 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 targets in accordance with the indicated measures for the period January 1, 2020 to June, 2020.


ANABELLA B. TULIN
 Ratee

Approved:


ERLINDA A. VASQUEZ
 Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	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	

[illegible]

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

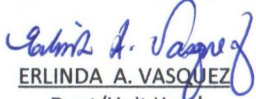
Comments & Recommendations for Development Purpose:

Accomplished a lot of tasks inspite of COVID 19 pandemic.

To attend leadership and management skills training

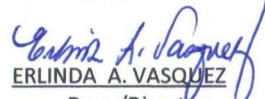
To prepare terminal reports of projects

Evaluated & Rated by:


ERLINDA A. VASQUEZ
 Dept/Unit Head


Date: _____

Recommending Approval:


ERLINDA A. VASQUEZ
 Dean/Director

Date: _____

Approved by:


OTHELLO B. CAPUNO
 VP

Date: _____

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

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: PhilRootcrops

Head of Office: Dr. Erlinda A. Vasquez

Name of Personnel: ANABELLA B. TULIN

Anabella B. Tulin

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
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		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:

Erlinda A. Vasquez
ERLINDA A. VASQUEZ

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, 2020Target 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, 2020Target 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:

Er Linda A. Vasquez
ERLINDA A. VASQUEZ
 Director

Conforme:

Anabella B. Tulin

Name of Ratee /Faculty/Staff