

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

Name of Faculty Member: **Pido, Nestor L.**

| Program Involvement<br>(1) | Percentage Weight<br>of Involvement<br>(2) | Numerical Rating<br>(Rating x %)<br>(3) | Equivalent<br>Numerical Rating<br>(2x3) |
|----------------------------|--|---|---|
| Instruction                |  |   |   |
| Head/Dean (50%)            |  |   |   |
| Students (50%)             |  |   |   |
| TOTAL for<br>Instruction   | 25%  |   |   |
| Research                   | 50%  | $5.0 \times 0.50 =$                     | 2.5                                     |
| Extension                  | 25%  | $4.67 \times 0.20 =$                    | 0.93                                    |
| TOTAL                      |  |   | <b>3.43</b>                             |

EQUIVALENT NUMERICAL RATING:

3.43

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

**3.43**

ADJECTIVAL RATING:

**Satisfactory**

Prepared by:

  
**PRECILA C. BELMONTE**  
Temp. Administrative Officer

Reviewed by:

  
**LISA I. ARCE/EDGARDO E. TULIN**  
Assistant Director/Director

Recommending Approval:

  
**ROSA OPHELIA D. VELARDE**  
Director for Research

Approved:

  
**MARIA JULIET C. CENIZA**  
VP for REI

**"Exhibit B"**

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FOR (IPCR)**

I, NESTOR L. PIDO, 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 July 1, 2021 to December 31, 2021.

  
NESTOR L. PIDO  
Ratee

Approved:   
LISA L. ARCE  
Assistant Director

Approved:   
EDGARDO E. TULIN  
Director

| MFO & PAPs                                | Success Indicators                              | Tasks Assigned                                | Target                                    | Actual Accomplishment                     | Rating         |                |                |                | Remarks |
|---|---|---|---|---|----------------|----------------|----------------|----------------|---------|
|   |   |   |   |   | Q <sup>1</sup> | E <sup>2</sup> | T <sup>3</sup> | A <sup>4</sup> |         |
| <b>Advanced Higher Education Services</b> | FTE   | No teaching load and thesis advising assigned | 0   | 0   |                |                |                |                |         |
| <b>Research Services</b>                  | Number of crop resources conserved and utilized | Manage conservation of yam germplasm          | 360 accessions                            | 360 accessions                            |                |                |                |                |         |
|   | Number of varieties evaluated in variety trials | 8 varieties                                   | 8 varieties                               | 8 varieties                               |                |                |                |                |         |
|   | Number of recommended varieties maintained      | Maintain varieties                            | 18 varieties                              | 18 varieties                              | 5              | 5              | 5              | 5              |         |
|   | Percentage of research conducted on schedule    | Conduct research                              | 100%                                      | 100%                                      |                |                |                |                |         |
|   | Number of research facilities maintained        | Oversee maintenance of research facilities    | 2 storehouses, 1 laboratory, 1 greenhouse | 2 storehouses, 1 laboratory, 1 greenhouse |                |                |                |                |         |
|   | Draft report of 2 projects                      | Write 2 draft reports                         | 2 drafts                                  | 2 drafts                                  |                |                |                |                |         |

| MFO & PAPs  | Success Indicators   | Tasks Assigned  | Target        | Actual Accomplishment | Rating         |                |                |                | Remarks |
|---|--|---|---------------|-----------------------|----------------|----------------|----------------|----------------|---------|
|   |  |   |               |                       | Q <sup>1</sup> | E <sup>2</sup> | T <sup>3</sup> | A <sup>4</sup> |         |
| <b>Extension Services</b>                           | Number of beneficiaries served                                 | Briefing, discussion and/or Lecture/demo online or by telephone | 5 indiv.,     | 3 individuals         |                |                |                |                |         |
|   | Number of technologies adopted                                 | Distribute recommended varieties                                | 2 varieties   | 1 variety             | 5              | 5              | 4              | 4.67           |         |
|   | Number of technology adoptors                                  | Provide information on technology and planting materials        | 5 individuals | 3 individuals         |                |                |                |                |         |
|   | Number of extension projects assisted within prescribed period | Provided foundation seeds                                       | 1             | 1                     |                |                |                |                |         |
|   |  |   |               |                       |                |                |                |                |         |
| Average Rating (Total Over-all rating divided by 4) |  |   | XX            |                       |                |                |                |                |         |
| Additional Points:                                  |  |   |               |                       |                |                |                |                |         |
| Punctuality   |  |   | XX            | 4.84                  |                |                |                |                |         |
| Approved additional points (with copy of approval)  |  |   | XX            | Outstanding           |                |                |                |                |         |


Comments and Recommendations for Development Purpose:  
**To organize MR's and prepare for turn-over to the Director or VSU.**

|                   |  |    |
|-------------------|--|----|
| FINAL RATING      |  | XX |
| ADJECTIVAL RATING |  |    |


Evaluated and Rated by:

Recommending Approval:

Approved by:

  
EDGARDO E. TULIN  
Dept./Unit Head

  
LISA L. ARCE  
Assistant Director

  
ROSA OPHELIA D. VELARDE  
Director for Research

  
MARIA JULIET C. CENIZA  
VP for Research, Extension & Innovation

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

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



## PERFORMANCE MONITORING &amp; COACHING JOURNAL

|   |                 |                                 |
|---|-----------------|---------------------------------|
|   | 1 <sup>st</sup> | Q<br>U<br>A<br>R<br>T<br>E<br>R |
|   | 2 <sup>nd</sup> |                                 |
| X | 3 <sup>rd</sup> |                                 |
| X | 4 <sup>th</sup> |                                 |

Name of Office: **PhilRootcrops**Head of Office: **Dr. Edgardo E. Tulin & Ms. Lisa I. Arce**Name of Personnel: **NESTOR L. PIDO**

| Activity Monitoring | MECHANISM   |   |                       |                          | Remarks  |
|---------------------|---|---|-----------------------|--------------------------|--|
|                     | Meeting   |   | Memo                  | Others<br>(Pls. specify) |  |
|                     | One-on-One  | Group   |                       |                          |  |
| Monitoring          | One-on-one discussion on project/program progress/university,s concerns | Monthly PRDC meeting<br>June 2, 2021<br>July 7, 2021<br>Oct. 7, 2021<br>Nov. 26, 2021 | 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<br><br>Group coaching during PRDC Meetings  |                       |                          | Proposal prepared and submitted to funding agencies<br><br>New proposal for evaluation |

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

   
**LISA I. ARCE / EDGARDO E. TULIN**  
 Assistant Director/Director

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **NESTOR L. PIDO**

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

Proposed Interventions to Improve Performance:

Date: July 1, 2021

Target Date December 31, 2021

First Step:

- Implements on-going research projects
- Prepares papers for publication
- Prepares terminal reports and AFRs

Result:

- Implemented scheduled activities of the research projects
- Paper for publication on progress
- Terminal reports and AFRs

Date: January 1, 2022

Target Date March 5, 2022

Next Step:

- Retirement

Final Step/Recommendation:

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

Prepared by:

  
**LISA L. ARCE/EDGARDO E. TULIN**  
Assistant Director/Director

Conforme:

  
**NESTOR L. PIDO**

Name of Ratee /Faculty/Staff