



Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ANABELLA B. TULIN

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
4. Instruction			
c. Head/Dean (50%)		5.0 x 50% = 2.50	
d. Students (50%)		5.0 x 50% = 2.50	
Total for Instruction	25%	5.00	1.25
5. Research			
c. Client/Dir. for Research (50%)		5.0 x 50% = 2.50	
d. Dept. Head/Center Director (50%)		5.0 x 50% = 2.50	
Total for Research	50%	5.00	2.50
6. Extension			
c. Client/Dir. for Extension (50%)		5.0 x 50% = 2.50	
d. Dept Head/Center Director (50%)		5.0 x 50% = 2.50	
Total for Extension	25%	5.00	1.25
TOTAL			5.00

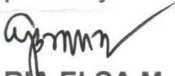
EQUIVALENT NUMERICAL RATING: 5.00

Add: Additional Points, if any:

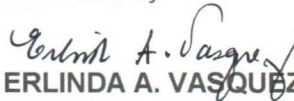
TOTAL NUMERICAL RATING: 5.00

ADJECTIVAL RATING: Outstanding

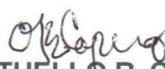
Prepared by:


MARIA ELSA M. UMPAD
Administrative Officer II

Reviewed by:


ERLINDA A. VASQUEZ
Director

Approved:


OTHELLO B. CAPUNO
VP for Res. and Ext.

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **ANABELLA B. TULIN**, Dean of the Graduate School _____ 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, 2019 to December 31, 2019

Anabella B. Tulin
ANABELLA B. TULIN
 Ratee

Approved:

Erlinda A. Vasquez
ERLINDA A. VASQUEZ
 Director, PhilRootcrops

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 courses	2 subjects taught Advanced Soil Chemistry and Geochemistry)	2	5.00	5.00	5.00	5.00	
	Number of Student Research Advising	To advise students in the conduct of their thesis	2 student advisees	6	5.00	5.00	5.00	5.00	
	Number of graduate students enrolled	To campaign for more graduate students enrolled	300	481	5.00	5.00	5.00	5.00	
	Number of meetings with graduate students	To inform graduate students of the Graduate School Code and the various deadlines set by the graduate school	1	1	5.00	5.00	5.00	5.00	
	Number of graduate degree specialization	To encourage academic departments to propose graduate curricular proposals	3	4	5.00	5.00	5.00	5.00	
Research Services	• Research workload units conducted	Conduct research on rootcrops and other crops	6	10	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	2	4	5.00	5.00	5.00	5.00	
	• Percentage of Research Projects Conducted and Completed on Schedule	Conduct within prescribed period research projects	2	3	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 1 M	PhP 1.4 M	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	3	5.00	5.00	5.00	5.00	
	• Number of research articles and	Submit research articles to	1	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		

Comments & Recommendations for Development Purpose: Outstanding performance. Efficient in performing and accomplishing the duties and responsibilities as professor, researcher and administrator.

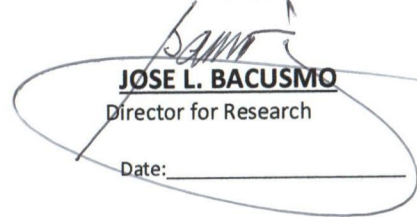
Evaluated and Rated by:


ERLINDA A. VASQUEZ
 Director

Date: _____

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

Recommending Approval:


JOSE L. BACUSMO
 Director for Research

Date: _____

Approved by:


OTHELLO B. CAPUNO
 VP for Research and Extension

Date: _____

PERFORMANCE MONITORING & COACHING JOURNAL

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

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			
3 rd & 4 th Quarter Monitoring	one-on-one discussion on project / program progress	Monthly PRDC meeting	Issuance of of internal memoranda		Attendance to PRDC monthly Meetings by the members of the Research and Development Council
Coaching	Research proposal production to DA/DA-BAR/PCAARRD /other agencies submission	one-on-one discussion on project progress Group coaching during PRDC Meetings			Proposal prepared and submitted to DA-BAR / PCAARRD /other 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: Making of Fundable Research Proposal

Proposed Interventions to Improve Performance:

Date: July 2019 Target Date: Dec 30, 2019

First Step:

Secures priority research areas from funding agencies

Writes research proposals, publish article in Journal

Implements on-going projects

Result:

Written project research proposals ready for submission to funding agencies

Written research article ready for submission to Journal

Date: Jan 2020 Target Date: June 30, 2020

Next Step:

Follow up the progress of the submitted research proposal(s)

Editing and rewriting of the submitted article

Outcome: Research proposal funded,
Published article in a reputable journal
Present research results in related scientific conferences

Final Step/Recommendation:

Monitoring and evaluation of the conducted research project, and published article and present paper in scientific conferences.

Prepared by:

Erlinda A. Vasquez
ERLINDA A. VASQUEZ
Unit Head

Conforme:

Anabella B. Tulin
Name of Ratee/ Faculty / Staff