


SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

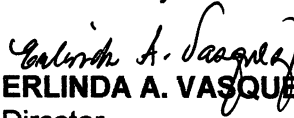
Name of Faculty Member: Dr. Dilberto O. Ferraren

Program Involvement	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2 x 3)
<b>Instruction</b>			
Head (50%)		4.50 x 0.5 = 2.25	
Students (50%)		4.50 x 0.5 = 2.25	
Total for Instruction	25%	4.50 x 0.25 =	1.13
<b>Research</b>			
Dept Head /Center Director			
Total for Research	50%	4.67 x 0.5 =	2.34
<b>Extension</b>			
Dept. Head/Center Director			
Total for Extension	20%	5.00 x 0.20 =	1.00
<b>Administration</b>	5%	4.67 x 0.05 =	0.23
<b>Total</b>	100%		<b>4.70</b>

Equivalent numerical rating 4.70  
Add: additional Points if any:  
Total Numerical Rating: 4.70

Adjectival rating: OUTSTANDING

Prepared by:  
  
MARIA ELSA M. UMPAD  
AO II

Reviewed By:  
  
ERLINDA A. VASQUEZ  
Director

Approved:

  
OTHELLO B. CAPUNO  
VP for Res. & Ext.


**"Exhibit B"**

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

I, DILBERTO O. FERRAREN, of the 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 to December, 2018.

  
DILBERTO O. FERRAREN  
Ratee

Approved:

  
ERLINDA A. VASQUEZ  
Unit Head

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 &amp; Higher Education Services</b>	FTE	Teach: Btec 110, Bio22p,	3.00	Btec 110 –MWF (109 Students) Btec 110 (TTh – (120 Students) Bio22 p (MW – 40 students)	5	5	5	5	
	Number of Approved Thesis Manuscript approved within the prescribed period	As Adviser	2	FTE = 34.86					
<b>Research Services</b>	Number of Outputs Presented in Regional/National/ International Fora/Conferences	Local	2	2	4	5	5	4.67	
	Number of crop/animal genetic resources conserved	Aroid and minor rootcrop germplasm curator	400	400					

	Number of crop/animal genetic resources utilized	Plant Breeding	5	7	5	4	4	4.67	
Extension Services	Technical Expert Services								
	- Rootcrop Technical Working Group	- Member			5	5	5	5.0	
	-Technical Consultations with farmers	-As Project Leader	2	2					
	- Distribution of planting material	Taro seedpieces	150	1000					
		Sweetpotato cuttings	20	200					
Administrative Services	Number of meetings attended	As Vice President	6	10	5	5	4	4.67	
		As Chairman of university Committees	1	5					
		As Vice president	20	30					
	Number of financial/administrative documents approved/acted upon within one day from receipt	As Research Project Leader	20	30					
Total Overall Rating								4.802	Outstanding

Evaluated and Rated by:

*Erinda A. Vasquez*  
**ERLINDA A. VASQUEZ**  
Director

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

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

Recommending Approval:

*Jose L. Bacusmo*  
**JOSE L. BACUSMO**  
Director for Research

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

Approved by:

*Othello B. Capuno*  
**OTHELLO B. CAPUNO**  
Vice President for Research and Extension

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

**Comments & Recommendations for Development Purpose:**

To prepare publication out of the results  
of the researches conducted

To prepare / write proposals for funding

PERFORMANCE MONITORING & COACHING JOURNAL

Name of Office: PhilRootcrops

Head of Office: Dr. Erlinda A. Vasquez

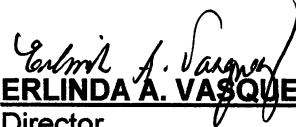
Name of Personnel: Dilberto O. Ferraren

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

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
<b>Monitoring</b>  <u>3<sup>rd</sup> Quarter</u> <u>4<sup>th</sup> Quarter</u>  a. Monitoring  August 6, 2018 Sept 3, 2018 Oct 11, 2018 Nov 5, 2018 Dec 3, 2018	One-on-one discussion on project / program activities	Monthly PRDC Meetings  Regular monthly meetings with the staff	Issuance of internal memoranda		Attendance to monthly PRDC meetings by the members of the Research and Development Council
<b>Coaching</b>	Research proposal production to DA/DA-BAR / PCAARRD / other agencies submission	One-one discussion on project progress  Group coaching during PRDC meetings  August 6, 2018 Sept 3, 2018 Oct 11, 2018 Nov 5, 2018 Dec 3, 2018			Proposal prepared and submitted to DA –BAR / PCAARRD / other agencies

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

Conducted by:

  
**ERLINDA A. VASQUEZ**  
Director

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **DILBERTO O. FERRAREN**  
Performance Rating: **Outstanding**

Aim: **Making of fundable research proposals**

Proposed Interventions to Improve Performance:

Date: **July 2018** Target Date: **December 31, 2018**

First Step:

- Secure priority research areas from different funding agencies
- Write research proposals and submit to funding agencies for evaluation
- Defend research proposals to panel reviewers
- Continue with the implementation of on-going projects
- Prepare articles for publication in refereed journals

Result:

- Research proposal ready for submission to funding agency/ies
- Project activities conducted and implemented
- Articles polished and ready for submission to journals

Date: **Jan 01, 2019** Target Date: **July 30, 2019**

Next Step:

- Follow-up progress of the submitted proposals
- Continue with the implementation of on-going projects
- Preparation of agency project reports
- Submitted articles for review by editors of the journals

Outcome:

- Agency reports submitted to funding agency
- Articles ready for publication
- Research proposals funded

Final Step / Recommendation:

- To prepare proposals ready for funding.
- To publish research article in refereed journal.

Prepared by:

  
**ERLINDA A. VASQUEZ**  
Director

Conforme:



Name of Ratee/Faculty / Staff