SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: WARREN D. COME

Program Involvement (1)		Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction			
	a. Head (50%) from IPCR	0.50	2.34	1.17
	b. Student (50%) *TPES for Year 2nd Sem., 2021-2022*	0.50	2.00	1.00
	Total for Instruction	50%	4.34	2.17
2.	Research			
	a. Client/Dir. For Research (50%)	0.50	0.00	0.00
	b. Dept Head/Center Director (50%)	0.50	0.00	0.00
	Total for Research	10%	5.00	0.50
3.	Extension			
	a. Client/Dir. For Research (50%)	0.50	0.00	0.00
	b. Dept Head/Center Director (50%)	0.50	0.00	0.00
	Total for Extension	10%	4.92	0.49
4.	Administration	10%	4.93	0.49
5	Production	20%	4.94	0.99
	TOTAL	100%		4.64

EQUIVALENT NUMERICAL RATING: | 4.64 |
Add: Additional Points, if any: | - |
TOTAL NUMERICAL RATING: | **4.64** |

ADJECTIVAL RATING: | **Outstanding** |

Prepared by: Reviewed by:

WARREN D. COME   **MANUEL D. GACUTAN, JR.**
Assistant Professor III   Head, DAS-CAFS

Recommending Approval: Approved:

VICTOR B. ASIO   **BEATRIZ S. BELONIAS**
Dean, CAFS   Vice-President for Academic Affairs

RATING SCALE: 4.6-5.0   Outstanding
                        3.8-4.5   Very Satisfactory
                        3.0-3.7   Satisfactory
                        2.2-2.9   Unsatisfactory
                        2.1- & below Poor

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **WARREN D. COME**, a faculty member of the **DEPARTMENT OF ANIMAL SCIENCE** commits to the 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, 2022.**

Approved:

_____	_____	_____
WARREN D. COME	**MANUEL D. GACUTAN, JR.**	**VICTOR B. ASIO**
Assistant Professor 3	Department Head	College Dean
Date: _____	Date: _____	Date: _____

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplish-ment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Eficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented	**A1.** Actual Faculty's FTE	Handles subjects/courses assigned	2	3.67	5	5	5	5.00	
	PI 8: Number of graduate students advised *	**A2.** Number of students advised	Acts as academic adviser to graduate students							
		A3. Number of students advised on thesis/special problem/dissertation:								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation	6	8	5	5	4	4.67	

		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	10	12	5	5	5	5.00	
	PI 9: Number of instructional materials developed *	A5. Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	5	4	5	4	4.33	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	4	5	5	5	5.00	
		A6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		A7: Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	1	4	4	4	4.00	
	PI 10. Additional outputs:	A8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented	A9. Actual Faculty's FTE	Handles and teaches courses assigned	4	16.43	5	5	5	5.00	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	5	6	5	5	4	4.67	
		A 11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	10	25	5	5	5	5.00	

		A12. Number of trainings attended related to instruction	Attend mandated trainings	2	3	5	5	4	4.67	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	6	5	5	4	4.67	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	15	5	5	4	4.67	
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5	10	5	5	5	5.00	
PI 8: Number of students advised: *		A16. Number of students advised:	Acts as academic adviser to students	50	77	5	5	5	5.00	
		A17. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	10	15	5	5	4	4.67	
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	10	11	5	5	4	4.67	
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	50	80	5	5	5	5.00	
PI 9: Number of student organizations advised/assisted*		A19. Number of Student organizations advised	Advises student organizations recognized by USOO							
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities							
PI 10: Number of instructional materials developed *		A 21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	4	4	4	4.00	

		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	10	4	4	4	4.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	6	10	5	5	5	5.00	
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	2	4	5	5	4.67	
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	1	1	5	5	5	5.00	
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1	1	4	4	4	4.00	
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries							

PI 2. Number of research outputs completed within the year *	**A 28**. Number of research outputs completed within the year *	Conducts and completes research oroject within the year							
PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	**A 29.** Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year:	Writes publishable materials out of research outputs and submits for publication	10%	15%	4	4	4	4.00	
	In refereed int'l journals								
	In refereed nat'l/regional journals								
PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	**A 30.** Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences							
	In int'l fora/conferences								
	In nat'l/regional fora/conferences		0	1	5	5	5	5.00	
PI 5. Percent of research proposals approved *	**A 31.** Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
PI 6. Additional outputs*	**A 32**. No. of research-related awards (research conducted by faculty or student w/ faculty)								
	A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper							
	A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							

		A 35.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership	1	1	5	5	5	5.00	
	PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	10	30	5	5	5	5.00	
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects							
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services	10%	15%	5	5	5	5.00	
	PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research Mentoring	Research Mentor								
	Peer reviewers/ Panelists	Peer reviewers/Panelists								
	Resource Persons	Resource Persons		1	1	5	5	5	5.00	
	Convenor/Organizer	Convenor/Organizer								

	Consultancy	*Consultant*								
	Evaluator	*Evaluator*								
	PI 8. Percent of extension proposals approved *	**A 41.** Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	PI 11. Additional outputs *	**A 42**. No. of extension-related awards (extn. conducted by faculty or student & faculty) *								
		A 43.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 4. Program and Institutional Accreditation Services									
	PI 8.Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	**A 44**. Compliance to all requirements of theQMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	100 % compliant	100 % compliant	5	5	5	5.00	
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools							
		On program accreditations	AACUP Area 4 International Linkages and Consortion Incharge (MAgDev and MS Animal Science)	1	1	5	5	5	5.00	
		On institutional accreditations								

UMFO 6. General Admin. & Support Services (GASS)									
PI 2. Zero percent complaint from clients served	**A 46**. Customerly friendly frontline services	Provides customer friendly frontline services to clients	zero % complaint	zero % complaint	5	5	5	5.00	
PI 3: Additional Outputs	**A 47**. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performfing functions resulting to best practice							
	Number of persons supervised in the project (Goat and Sheep Project)	Planning on the maintenance and productivity of the farm	2	2	5	5	5	5.00	
	Number of heads of goats maintained in the project	Planning on the maintenance and productivity of the farm	40	44	5	5	5	5.00	
	Number of heads of sheeps maintained in the project	Planning on the maintenance and productivity of the farm	20	35	5	5	5	5.00	
	Number of costumers entertained for querries regarding technical and marketing purposes of animals	Initiate/planning marketing strategies of the animals	15	30	5	5	5	5.00	
	A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
Total Overall Rating								171.67	
Average Rating								4.7685	
Adjectival Rating									**Outstanding**

Comments & Recommendations for Development Purpose:

Evaluated & Rated by:

MANUEL D. GACUTAN, JR.
Department Head

Date: _____

Recommending Approval:

VICTOR B. ASIO
Dean, CAFS

Date: _____

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

Date: _____

Rating Scale: **4.6 -5.0 Outstanding**   **3.0-3.7 Satisfactory**   **2.1 - & below Poor**
              3.8 - 4.5 Very Satisfactory   **2.2-2.9 Unsatisfactory**

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: <u>WARREN D. COME</u>
Performance Rating: <u>OUTSTANDING</u>

Aim: <u>To improve teaching effectiveness and enrich research capabilities; develop research proposals; and involve in extension works.</u>

Proposed Interventions to Improve Performance:

Date: <u>June 2022</u>   Target Date: <u>December 2022</u>

First Step:

Develop or revise OBE course syllabi for assigned graduate and undergraduate courses.

Allocate time for development of research and extension proposal.

Encourage to finish dissertation writing

Improve management of goat and sheep project

Result:

Teaching methods applied were student-centered and graduate courses were taught with higher order thinking skills

Drafted research and extension proposals

Attended several trainings related to research.

Scheduled for final defense dissertation.

Increase in sales of goat and sheep, started to repair goat and sheep house structures.

Date: <u>January, 2023</u>   Target Date: <u>June 2023</u>

Next Step:

Coaching and monitoring to improve further teaching strategies.

Submit research and extension proposals for funding.

Engage in extension proposals development and submit for funding.

Continue professional development related to instruction, research, and extension.

Improve further management of goat and sheep project

Finish PhD degree

Present scientific papers in conferences and publish articles in peer-reviewed journals

Outcome:_____

FinalStep/Recommendation:_____

Prepared by:

MANUEL D. GACUTAN JR
Unit Head

Conforme:

WARREN D. COME
Name of Ratee Faculty/Staff