

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/Dean (50%)		4.9x50%= 2.45	
b. Students (50%)		4.6x50% = 2.3	
Total for Instruction	50%	4.75	2.37
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	5%	4.67	.23
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	5%	4.7	.23
4. Administration	40%	4.9	1.96
5. Production			
TOTAL	100%		4.8

EQUIVALENT NUMERICAL RATING: 4.8
 Add: Additional Points, if any: _____
 TOTAL NUMERICAL RATING: 4.8

ADJECTIVAL RATING: **Outstanding**

Prepared by:

WARREN D. COME
 Assistant Professor IV

Reviewed by:

MANUEL D. GACUTAN, Jr.
 Department Head

Recommending Approval:

SUZETTE B. LINA
 Dean/Director

Approved:

ROTACIO S. GRAVOSO
 Vice President

"Exhibit B"

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 **Jan 2024** to **June, 2024**.

Approved:

WARREN D. COME

Assistant Professor IV

Date: 7/22/2024

MANUEL D. GACUTAN JR.

Department Head

Date: July 23, 2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (I	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	1	2.78	5	5	5	5.00	
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	2	4	5	5	5	5.00	
		A3. Number of students advised on thesis/special problem/dissertation:								
		As GAC Chairman	Advises and corrects re- search outline and thesis/SP/ dissertation							
		AS GAC Member	Advises and corrects re- search outline and thesis/SP/ dissertation	3	6	5	5	5	5.00	

		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	10	15	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	3	3	5	5	5	5.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	8	5	5	5	5.00	
		A 6 : 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 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	2	2	5	5	5	5.00	
	PI 10. Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
		Number of student online queries read and replied	Replied student academic queries thru e-mails, facebook, SMS, and other online platforms	10	20	5	5	5	5.00	
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	10	14.8	5	5	5.0	5.00	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before	2	11	5	5	5.0	5.00	

		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	2	4	5	5	5	5.00	
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	1	5	4	5.0	4.67	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	12	5	5	5.00	5.00	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	15	5	5	5.00	5.00	
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	6	16	5	5	5.00	5.00	
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	20	173	5	5	5	5.00	
		A17. Number of students advised on thesis/ field practice/special problem:								
		As Adviser	Advises, and corrects research outline and	8	23	5	5	5	5.00	
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	5	10	5	5	5	5.00	
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	3	8	5	5	5	5.00	
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	20	30	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							

	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							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	7	5	5	5	5.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	15	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 Moodle or Google Classroom	1	1	5	5	4	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							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1	1	5	5	4	4.67	
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new							
UMFO 3 . RESEARCH SERVICES										

	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other	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 or project within the year							
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within	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	20%						
		In refereed int'l journals		10%	10%	5	5	4	4.67	
		In refereed nat'l/regional journals		10%						
	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 scientific fora/conferences							
		In int'l fora/conferences		1						
		In nat'l/regional fora/conferences		1						
	PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	10%	10%	5	5	4	4.67	
	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	4	4.67	
	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	Implements 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%	50%	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		2	1	4	4	4	4.00	
	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	10%	10%	5	5	4.5	4.83	
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. 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 the QMS 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							
		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								
		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							
	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 performing functions resulting to best practice							

	Goat and Sheep Project Manager	Number of persons supervised in the project	Planning on the maintenance and productivity of the farm	2	2	5	5	4.5	4.83	
		Number of heads of goats maintained in the project	Planning on the maintenance and productivity of the farm	15	17	5	5	5	5.00	
		Number of customers entertained for queries regarding technical and marketing purposes of animals	Initiate/planning marketing strategies of the animals	10	10	5	5	4.5	4.83	
		Number of heads of sheep maintained in the project	Planning on the maintenance and productivity of the farm	15	32	5	5	5	5.00	
		Number of students assisted during the conduct of thesis experiment in the project	Assists students in the implementation of their research experiment	2	9	5	5	5	5.00	
		<u>A 48</u> .Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
Total Over-all Rating									176.50	
Average Rating									4.90	
ADJECTIVAL RATING									Outstanding	

Comments & Recommendations for Development Purpose:

Submit research and extension proposals

Evaluated & Rated by:



MANUEL D. GACUTAN JR.

Department Head

Date: July 23, 2024

Recommending Approval:



SUZETTE B. LINA

Dean, CAFS

Date: 7-25-24

Approved by:



ROTACIO S. GRAVOSO

Vice President for Academic Affairs

Date: 7-26-24

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

PERFORMANCE MONITORING FORM

Name of Employees: Julius V. Abela, Warren D. Come, Jade Dhapnee Z. Compendio, Manuel D. Gacutan, Jr., Michael Dominic M. Garrido, Ronel B. Geromo, Roy C. Limpangog, Joycee S. Mandia and Ginas Aurea A. Villagonzalo (Faculty).

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Conduct on-line classes (lec/ lab), give examinations, submit grades and provide assistance to students during consultation	Learning and development of student is achieved	As scheduled in the Academic Calendar	Within the duration of the semester	Within the duration of the semester	Very Impressive	Very Satisfactory	None
2	Manage/supervise animal caretakers and oversee the smooth operation/implementation of various animal project activities	Smooth operation of the animal projects	January-June, 2024	January-June, 2024	January-June, 2024	Very Impressive	Very Satisfactory	None
3	Attend to department/ university meetings (on-line: google / webinar)	Successful meetings/ activities	As scheduled, as the need arise	As scheduled, as the need arise	As scheduled, as the need arise	Impressive	Outstanding	None
4	Prepare instructional materials e.g. online ready courseware, flexible instructional materials, assessment tools and etc..	Online IMs and Modules	As scheduled	As scheduled	As scheduled	Impressive	Outstanding	None

* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

MANUEL D. GACUTAN, Jr.

Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **WARREN D. COME**

Performance Rating: **OUTSTANDING**

Aim: To continuously improve teaching effectiveness and enrich research capabilities; develop research and extension proposals; and convert tangible results into product or policy for the end users.

Proposed Interventions to Improve Performance:

Date: January 2024

Target Date: June 2024

First Step: Finish my PhD degree

Attend trainings, seminars and conferences to improve further teaching strategies.

Draft and submit research and extension proposals to funding agencies.

Continue professional development related to instruction, research and extension

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

Continuously improve the overall operations of the Goat and Sheep Project.

Result: Favorable time and resources management to address all targets in instruction, research, extension and production development.

Date: July 2024

Target Date: December 2024

Next Step: Utilization of various technology options, connect to students.

Consider new learning methods and collaborations with other faculty.


Participation in agricultural webinars and trainings online

Outcome: Update the teaching guide, references of subjects and teaching strategies to be used in classes.

Final Step/Recommendation:

Enhance the learning materials used in the classes, and collaborate other departments/ agencies for possible research and extension capabilities.

Prepared by:


MANUEL D. GACUTAN, JR.
Head, DAS CAFS

Conformer:


WARREN D. COME

Name of Ratee Faculty/Staff

TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: COME, WARREN D.

Department: Dept. of Animal Science

College: College of Agriculture & Food Sciences

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
AnSc 164	ANIMAL PARASITOLOGY	LEC	5.00	Outstanding	100.0%
AnSc 164	ANIMAL PARASITOLOGY	LAB	5.00	Outstanding	100.0%
AnSc 164	ANIMAL PARASITOLOGY	LEC	5.00	Outstanding	100.0%
AnSc 164	ANIMAL PARASITOLOGY	LAB	5.00	Outstanding	100.0%
ANSC253	ENDOCRINOLOGY	LEC	5.00	Outstanding	100.0%
ANSC299	GRADUATE SEMINAR	LEC	5.00	Outstanding	100.0%
ANSC245e	PASTURE AND FORAGE UTILIZATION	LEC	4.00	Very Satisfactory	80.0%
ANSC253e	ENDOCRINOLOGY	LEC	3.00	Satisfactory	60.0%
Average Rating			4.62	Outstanding	92.50%

Source: Results of Teaching Performance Evaluation by Students filed at ODIE

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory (S)

3.50 – 4.49 Very Satisfactory (VS)

4.50 – 5.00 Outstanding (O)

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: May 02, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: May 02, 2024

Received by:

COME, WARREN D.

Name and Signature of Faculty

Date: May 21, 2024

Distribution of copies: ODIE, College, Department, Faculty

Vision: A globally competitive university for science, technology, and environmental conservation.

Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

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