SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **RIC-AN ARTEMIO S. GADIN**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head (50%) from IPCR	100%	4.38x 100% = 4.38	
b. Student (50%) from Teaching Performance Eval'n. By-			
Total for Instruction	100%		4.38
1. Research			
a. Client/Dir. for Research (50%)		.0 x 100% = .0	
b. Dept. Head/Center Director (50%)	0%	0	0
Total for Research			
2. Extension		0 x 100% = .0	
a. Client/Dir. for Extension (50%)	0%	0	0
b. Dept Head/Center Director (50%)	0%	0	0
	0%	0	0
2. Total for Extension			0
3. Administration			
4. Production			
TOTAL	100%		4.38

EQUIVALENT NUMERICAL RATING: 4.38

Add: Additional Points, if any: -

TOTAL NUMERICAL RATING: 4.38

ADJECTIVAL RATING: Very Satisfactory

Prepared by:

RIC-AN ARTEMIO S. GADIN
Name of Faculty

Reviewed by:

N/A
Department Head

Recommending Approval:

CHRISTIAN VIE P. BALDONADO
Dean/Director

Approved:

ROTACIO S. GRAVOSO
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, __RIC-AN ARTEMIO S. GADIN__ , a faculty member of the COLLEGE OF NURSING commit to the deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period JANUARY-JUNE 2024

Approved:

__RIC-AN ARTEMIO S. GADIN__
Instructor
Date: 7/30/24

__CHRISTIAN VIE P. BALDONADO__
Dean
Date: 7/30/2024

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MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Q1	E2	T3	A4	
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							
	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 manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							

		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
	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							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		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 Moddle or Google Classroom							
	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							
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	18	5	5	5	5.00	NuCM 108, NuCM 112r

		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	1		3	4	4	5	4.33	NuCM 108, NuCM 112r
		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								
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1		3	4	4	5	4.33	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	1		2	4	4	5	4.33	NuCM 108, NuCM 112r
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	1		4	5	5	4	4.67	NuCM 108, NuCM 112r
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required								
PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviserto students									
		A17. Number of students advised on thesis/ field practice/special problem:		1		1	4	4	4	4.00	NuCM 108, NuCM 112r
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript								
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript								
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	1		1	4	5	5	4.67	

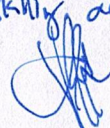| PI	Activity	Description							Remarks
PI 9: Number of student organizations advised/ assisted *	*A19 . Number of Student organizations advised*	Advises student organizations recognized by USOO							
	A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	2	4.7	4.7	4.8	4.73	Nursing days and Solidarity Night ,100th VSU Founding Anniversary
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	1	1	4	4	4	4.00	Powerpoint presentation in all concepts discussed. Review self directed Learning notebooks in assigned concepts.
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	10	4	4	5	4.33	quizzes, long exams and term exams for the entire semester (Jan-May)
	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							
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								
	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 project 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								
	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									
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							
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							
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							

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							
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		zero non-conformity					
	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		100% compliant					
	On program accreditations								
	On institutional accreditations								

UMFO 6. General Admin. & Support Services

PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint					
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							

		A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal								Comments & Recommendation for Development Purpose:
	Total Over-all Rating									44.40	
	Average Rating									4.38	
	Adjectival Rating							Very Satisfactory			

Evaluated & Rated by:

CHRISTIAN VIE P. BALDONADO
Department Head
Date: 7/30/2024

Recommending Approval

CHRISTIAN VIE P. BALDONADO
Dean, College of Nursing
Date: 7/30/2024

Approved by:

ROTACIO S. GRAVOSO
Vice President for Academic Affairs
Date: 12/09/2024

PERFORMANCE MONITORING & COACHING JOURNAL

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

QUARTER

Name of Office: <u>COLLEGE OF NURSING</u>

Head of Office: <u>CHRISTIAN VIE P. BALDONADO</u>

Number of Personnel: 17

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring Review and Finalization of the CON Individual Targets (January – December 2024) and Accomplishments (January – June 2024)		Faculty Meeting May 28, 2024 Consolidation of IPCR Accomplishments July 2024			All personnel provided their accomplishments and reviewed the feasibility of obtaining the targets for the rest of the year (January – June 2024)
Coaching Reviewed the need support to facilitate the attainment of the office targets and improvement of individual personnel performance		Faculty Meeting May 28, 2022 Consolidation of IPCR Accomplishments July 2024			Submitted list if support needed to attain targets.

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

Conducted by: Noted by:

CHRISTIAN VIE P. BALDONADO   **ROTACIO S. GRAVOSO**
Dean, College of Nursing   *Vice President for Academic Affairs*

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Ric-An Artemio S. Gadin
Performance Rating: 4.69

Aim: Establish IPCR targets related to research and extension by 2025

Proposed Interventions to Improve Performance: Send the faculty to RDE upskilling activities

Date: July 2024   Target Date: December 2024

First Step: Send faculty to research and extension upskilling activities

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Result: Faculty agreed to engage in research and extension activities

Date: July 2024   Target Date: December 2024

Next Step: Identify research and extension upskilling activities provided by the university or external agencies where the faculty member may engage in.

Outcome: Identification of IPCR targets related to research and extension by January 2025
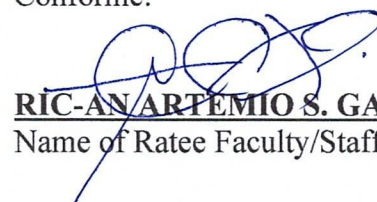
Final Step/Recommendation:

Send faculty to research and extension upskilling activities.

Prepared by:

CHRISTIAN VIE P. BALDONADO
Unit Head

Conforme:

RIC-AN ARTEMIO S. GADIN
Name of Ratee Faculty/Staff