

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	4.72	2.36
	b. Student (50%) from Teaching Performance Eval'n. By-Student	0.50	3.54	1.77
Total for Instruction		70%	4.13	2.89
2.	Research	5%	4.47	0.22
3.	Extension	5%	4.73	0.24
4.	Administrative Support Services	20%	4.77	0.95
TOTAL		100%	TOTAL EQUIVALENT NUMERICAL RATING	4.30

EQUIVALENT NUMERICAL RATING: 4.30

Add: Additional Points, if any: -

TOTAL NUMERICAL RATING: 4.30

ADJECTIVAL RATING:

VERY SATISFACTORY

Prepared by:

Reviewed by:

WARREN D. COME
Assistant Professor 2

MANUEL D. GACUTAN, JR.
Head, DAS-CAFS

Recommending Approval:

Approved:

VICTOR B. ASIO
Dean, CAFS

BEATRIZ S. BELONIAS
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

"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: January, 2021 to June, 2021.

WARREN D. COME

Asst. Prof. 2

Date: July 13, 2021

Approved:

MANUEL D. GACUTAN, JR.

Department Head

Date: July 13, 2021

VICTOR B. ASIO

College Dean

Date: 23 July 2021

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	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	0	0.33	4.8	4.8	4.8	4.80	
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	2	5	4.8	4.8	4.9	4.83	Mena, M., Dumlao, L., Fajardo, R. Vacio, J., Bais, L.
		A3. Number of students advised on thesis/special problem/dissertation:								
		As GAC Chairman	Advises and corrects re- search outline and thesis/SP/ dissertation manuscript	-	-	-	-	-	-	
		AS GAC Member	Advises and corrects re- search outline and thesis/SP/ dissertation manuscript	1	4	4.7	4.6	4.8	4.70	Parilla, Valderama, Palma, Bautista

		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	5	10	4.8	4.7	4.5	4.67	
	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	5	5	4.8	4.7	4.8	4.77	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	3	4.7	4.6	4.6	4.63	
		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	4.8	4.7	4.7*	4.73	AnSc 21, AnSc 164
	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	15	30	4.9	4.9	4.9	4.90	
		Number of Graduate Study admission application evaluated	Students admission evaluated	5	10	4.9	4.9	4.8	4.87	
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	15	21.4	5	5	5.0	5.00	

		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	3	4.8	4.9	4.6	4.77	
		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	1	4.6	4.6	4.4	4.53	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	4	4.7	4.6	4.6	4.63	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	15	4.6	4.5	4.5	4.53	
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5	10	4.5	4.4	4.3	4.40	
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic advisor to students	30	70	4.9	4.9	4.9	4.90	
		A17. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	5	12	4.9	4.9	4.9*	4.90	
		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	20	70	4.9	4.9	4.9	4.90	
	PI 9: Number of student organizations advised/assisted*	A19. Number of Student organizations advised	Advises student organizations recognized by USQO	-	-	-	-	-	-	
		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	1	1	4.7	4.6	4.6	4.63	AnSc 21

		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	4.6	4.6	4.6	4.60	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	3	4.6	4.6	4.6	4.60	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	4	4.6	4.6	4.6	4.60	
		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	1	3	4.7	4.7	4.6	4.67	AnSc 21, AnSc 164, AnSc 299
	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	0	1	4.6	4.7	4.8	4.70	PhD Level II AACUP Area V (Reseach)
		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-referred 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 scientific 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	0	1	4.4	4.5	4.5	4.47	DA Biotech
	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	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	-	-	-	-	-	-	
	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	-	-	-	-	-	-	
	<i>Research Mentoring</i>	<i>Research Mentor</i>		-	-	-	-	-	-	
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>		1	1	4.6	4.7	4.9	4.73	Journal in Organic Agriculture
	<i>Resource Persons</i>	<i>Resource Persons</i>		-	-	-	-	-	-	
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>		-	-	-	-	-	-	
	<i>Consultancy</i>	<i>Consultant</i>		-	-	-	-	-	-	
	<i>Evaluator</i>	<i>Evaluator</i>		1	1	4.6	4.7	4.9	4.73	
	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 (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 (As manager of Goat & Sheep Projs. selling animal products).	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 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	3	3	4.9	4.6	4.6	4.70	
		Number of heads of goats maintained in the project	Planning on the maintenance and productivity of the farm	30	32	4.6	4.6	4.6	4.60	
		Number of monthly reports made, evaluated and submitted	Evaluation, monitoring, making of reports	0	6	4.6	4.7	4.8	4.70	
		Number of customers entertained for queries regarding technical and marketing purposes of animals	Initiate/planning marketing strategies of the animals	10	12	4.7	4.8	4.9	4.80	
		Number of heads of sheep maintained in the project	Planning on the maintenance and productivity of the farm	20	23	4.8	4.8	4.8	4.80	
		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 Over-all Rating									155.80	

Average Rating		4.72
Additional Points:		
Approved Additional Points (with copy of approved)	0	
FINAL RATING		4.72
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose:

Finish doctoral degree and be part of the department's graduate and undergraduate programs implementation and improvement.

Evaluated & Rated by:

MANUEL D. GACUTAN, JR.

Department Head

Date: July 13, 2021

Recommending Approval:

VICTOR B. ASIO

Dean, CAFS

Date: 23 July 2021

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 7/20/21

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

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: WARREN D. COME
Performance Rating: OUTSTANDING

Aim: To improve the performance and output related outcomes in instruction, research, extension, and production.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: January, 2021

Target Date: June, 2021


First Step: Planning and outlining the different targets set for the specified period. Prioritizing the important tasks assigned in instruction, research, extension and production. Improve knowledge in module preparation and use of e-learning platform. Collaborate with other units of the university and national agencies through attendance to workshops and seminars in research and extension.

Result: Planned and outline targets for the specific period with prioritization on the implementation of specific tasks. Improved and prepared modules and e-learning platform used in instruction. Attended virtual workshops related to research and extension fostering possible collaborations.

Final Step/Recommendation:

Finish doctoral degree and be part of the department's graduate and undergraduate programs implementation and improvement.

Prepared by:


MANUEL D. GACUTAN, JR.
Unit Head

Conforme:


WARREN D. COME
Name of Ratee Faculty/Staff