

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS
(January-March 2021)**

Name of Faculty: Henry Y. Goltiano

Associate Professor V

Program Improvement (1)	Percentage Weight of Involvement (2)	Numerical Rating [Rating x %] (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head (50%)	50%	.5x5=2.5	
b. Students (handled 1 BS rated VS, 4 MS and 1 PhD courses all rated by students as outstanding except or 1)	50%	.5x4.57=2.29	
Total for Instruction	.55	4.79	2.63
2. Research			
a. Client/Dir. For Research (50%)			
b. CAFS Dean/Center Director (50%)			
Total for Research	.15	5	0.75
3. Extension			
a. Client/Dir. For Extension (50%)			
b. Dept Head/CAFS Dean			
Total for Extension	.05	5	0.25
4. Administration (until new dept head designated)	.25	5	1.25
5. Production			
TOTAL			4.86

EQUIVALENT NUMERICAL RATING:

Add: Additional points, if any:

TOTAL NUMERICAL RATING:

4.88

ADJECTIVAL RATING:

OUTSTANDING


Prepared by:

Reviewed by:


HENRY Y. GOLTIANO
Name of Faculty


KAREN LUZ Y. TEVES
Department Head

Recommending Approval:


VICTOR B. ASIO
CAFS Dean

Approved:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs

"Exhibit B"
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **HENRY Y. GOLTIANO**, of the **Department of Agricultural Education and Extension**, accomplished the following for the period **January to June 2021**.

HENRY Y. GOLTIANO
Associate Prof V (Ratee)
Date: July 21, 2021

Approved:

KAREN LUZY. TEVES
DAEEx Head
Date: July 22, 2021

VICTOR B. ASIO
CAFS Dean
Date: 03 Aug 2021

MFO No.	Description of MFOs/PAPs	Success/Performance Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks (Indicators in percentage should be supported w/ numerical values in numerators & denominators)
						Quality	Efficiency	Timeliness	Average	
UNFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored	A 1. Actual Faculty's FTE	Continue handling up to February 2021 1stsem AY 2020-21 graduate courses: AgEx217 Teaching farmers class AgEx246 Organizational leadership AgEx244 Evaluation in adult educn AgDv202 Problems & issues in agriculture & rural devt AgEd313 Info mgt for teaching & learning	5						No FTE for 2 nd Semester AY 20-21 (on sabbatical Leave)
	PI 8: No. of graduate students advised	A 2. Number of students advised	Acts as academic adviser to graduate students							
		A 3. No. of students advised on thesis/special problems/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		1	5	5	5	5.00	ACRegina
		A 4. No. of students entertained for consultation purposes	Entertain students seeking consultation with faculty		30 students	5	5	5	5.00	30/10=300%
	PI 9: No. of instructional materials developed	A 5. No. of online ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							
		Online ready courseware	Prepares instructional module/laboratory guide/workbook or a combination thereof	5	4	5	5	5	5.00	100% (Agex217, 246, 244, AgEd313)
		Supplemental learning resources	Prepares PowerPoint presentation, video clips, movie clip[s], reading assignments depending on courses taught	5	12	5	5	5	5.00	12/10=120% AgEx217 (5), 246 (2), 244 (2), AgEd313 (2)
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problem sets, etc.	5	40	5	5	5	5.00	400%
		A 6: No. of online courseware reviewed by TRP & edited by MMDC	Submits the courseware duly reviewed by TRP for editing by MMDC editor							

		A 7: No. of virtual classroom created & operational	Creates virtual classroom using either Moodle or Google Classroom	2	4	5	4	4	4.67	continue handing 1 st sem AY2020-21 courses up to February 2021
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented & monitored	A9: Actual Faculty's FTE	1 st sem actually ran from Oct 2020 to Feb 2021 AgEx141 Planning & implementing agricultural extension program/project	2.0						No FTE for 2 nd Semester AY 20-21 (on sabbatical Leave)
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	10	5	5	5	5.00	Undergrad. & Grad. Subjects (continue handing 1 st sem AY2020-21 courses up to February 2021)
		A11. 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		1	5	5	4	4.67	
		A12. Number of trainings attended related to instruction	Attend mandated trainings		1	5	5	5	5.00	Online
		A13. Number of long examinations administered & checked	Administers & checks long examination for subjects taught		1	5	5	5	5.00	
		A14. Number of quizzes administered & checked	Prepares & checks quizzes for lec & lab		2	5	5	5	5.00	
		A15. No. of lab reports & term papers checked & graded	Checks lab reports & term papers submitted as required							
	PI 8: No. of students advised:*	A16. Number of students advised	Acts as academic adviser to students		5	5	5	5	5.00	
		A17. Number of students advised on thesis/field practice/special problem:								
		As Field Practice Supervisor/adviser	Advises, and corrects research outline and thesis/SP manuscript							
		As Field practice 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 & grades		15	5	5	4	4.67	
	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: No. of instructional materials developed*	A 21: No. of online courseware developed and submitted:	Prepares & submits for review by the Technical Review Panel							
		Online ready courseware	Prepares instructional module/laboratory guide/workbook or a combination thereof	5	5	5	5	5	5.00	
		Supplemental learning resources	Prepares PowerPoint presentation, video clips, movie clips, reading assignments depending on course taught	5	5	5	5	5	5.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problem sets, etc.	5	5	5	5	5	5.00	
		A 23. Number of online courseware reviewed by TRP & edited by MMDC editor	Submits the courseware duly reviewed by TRP for editing by MMDC editor							continue handing 1 st sem AY2020-21 courses up to February 2021

		A 24. Number of virtual classrooms created & operational	Creates virtual classroom using either Moodle or Google Classroom	1	1	5	5	5	5.00	
	PI 11: Additional outputs	A 25. Number of additional outputs accomplished								
		Program accreditation/evaluation	Prepares documents and/or program profile & other materials required during program/institutional accreditation and/or evaluation							
		Agency/firm/industry linkages	Coordinates with potential firms & 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 & other outputs to implement new normal		2	5	5	5	5.00	
UMFO 3. RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three years utilized by the industry or by other beneficiaries*	A 27. No. of research outputs in the last three years utilized by the industry or by other beneficiaries*	Conducts research for possible utilization by industry or other beneficiaries		1	5	5	5	5.00	Findings of NGP study in Biliran presented to DENR national officials
	PI 2. No. of research outputs completed within the year	A28. No. of research outputs completed within the year*	Conducts & completes research project within the year		1	5	5	5	5.00	1/1=100%
	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							
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>								
	PI 4. Number of research outputs presented in regional/nat'l/int'l fora/conferences	A30. No. of research outputs presented in reg'l/nat'l/int'l fora/conferences	Prepares, submits & presents research paper in scientific fora/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/reg'l fora/conferences</i>								
	PI 5. Percent of research proposals approved*	A 31. Percentage of research proposals prepared, submitted & approved	Prepares research proposals, submits & 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. No. of journal articles/scientific paper received & reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper		3	5	5	5	5.00	1/3=300%
		A 34. No. of UMs submitted to ITSO, VSU	Prepares & 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 & other outputs to implement new normal							
UMFO 4. EXTENSION SERVICES										
	PI 1. No. of active partnerships with LGUs, industries, NGOs, NGAs,	A 36. No. of active partnerships w/ LGUs, industries, NGOs, NGAs,	Identifies & links w/ probable partners for extension activities & maintains this active partnership		1	5	5	5	5.00	1/1=100%

	SMEs & other stakeholders as a result of extension activities	SMEs & other stakeholders facilitated & maintained								
	PI 2. No. of trainees weighted by the length of training	A 37. No. of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	PI 3. No. of extension programs organized & supported consistent with the SUC's mandated & priority programs	A 38. No. of extension programs/projects implemented	Implements duly approved extension projects							
	PI 4. Percentage of beneficiaries who rated the training course/s & advisory services as satisfactory or higher in terms of quality & relevance	A 39. Percentage of beneficiaries who rated the training course/s & advisory services as satisfactory or higher in terms of quality & relevance	Provides quality & relevant training courses & advisory services							
	PI 5. No. of technical/expert services	A 40. No. of technical/expert services as/in:	Provides the technical & expert services requested by beneficiaries							
	Research mentoring	Research mentor								
	Peer reviewer/panelist	Peer reviewer/panelist								
	Resource Person	Resource person								
	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 & 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 & other outputs to implement new normal							
UMFO 5. SUPPORT TO OPERATIONS										
OVPI MFO 4. Program & Institutional Accreditation Services										
	PI 8. Compliance to all requirements thru the establishment, adequate implementation, maintenance & 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		Zero non-conformity	5	5	5	5.00	
		A 45. Compliance to all requirements of the program & institutional accreditations:	Prepares required documents & complies all requirements as prescribed in the accreditation tools		100% complaint	5	5	5	5.00	100%
		On program accreditations								
		On institutional accreditations								
UMFO 6. GENERAL ADMIN. & SUPPORT SERVICES										

	PI 2. Zero percent complaint from clients served	A 46. Customer friendly frontline services	Provides customer friendly frontline services to clients		Zero complaint	5	5	5	5.00	100%
	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 practices							
		A 48. Other outputs implementing the new normal due to Covid 19	Designs administration/management related activities & other outputs to implement new normal		1	5	5	5	5.00	Requiring faculty/staff who got sick to get swab test/quarantine before reporting back to office
Total Overall Rating				129.01		Comments & Recommendations for Development Purpose: <i>Faculty & staff in the department have learned a lot from you! Thank you for your dedication, sir!</i>				
Average Rating				4.96						
Adjectival Rating				Outstanding						

Evaluated and Rated by:


KAREN LUZ Y. TEVES

Department Head

Date: *July 22, 2021*

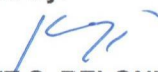
Recommending Approval:


VICTOR B. ASIO

CAFS Dean

Date: *07 Aug 2021*

Approved by:


BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: *8/4/2021*

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Henry Y. Goltiano

Performance Rating: Outstanding

Aim: To send Dr. Goltiano to an international conference/virtual conference as oral paper presenter

Proposed Interventions to Improve Performance:

Date: Jan-June. 2021 Target Date: Jan-June 2021

First Step: Dr. Goltiano searches for prestigious international conferences (virtual) in his area of expertise.

Result: Dr. Goltiano is accepted to present his paper in the international conference. He is then recommended by the departments personnel committee to the university scholarship committee.

Date: Jan-June 2021 Target Date: August – Dec. 2021


Next Step: Dr. Goltiano attends the international conference; establishes linkages in some international partners.

Outcome: Paper is published in the conference proceedings & other referred publications.

Final Step/Recommendation:

He prepares his travel report, incorporate his experience in his teaching materials.

Prepared by:


KAREN LUZ Y. TEVES
DAEEEx Head

Conforme:


HENRY Y. GOLTIANO
Name of Ratee Faculty/Staff