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 (100%) from IPCR	1.00	4.87	4.87
b. Student (0%) **No TPES for Year 2020**	0	0	0
Total for Instruction	70%	4.87	3.41
2. Research	15%	4.83	0.73
3. Extension	15%	4.87	0.73
4. Administrative Support Services	-	-	-
TOTAL	100%	TOTAL EQUIVALENT NUMERICAL RATING	4.87

EQUIVALENT NUMERICAL RATING:　　4.87

Add:　Additional Points, if any:　　-

TOTAL NUMERICAL RATING:　　**4.87**

ADJECTIVAL RATING:　　**OUTSTANDING**

Prepared by:

WARREN D. COME
Asst. Prof. 2

Recommending Approval:

VICTOR B. ASIO
Dean, CAFS

Reviewed by:

JULIUS V. ABELA
Department/Office Head

Approved:

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

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**, 20**20** to **June**, 20**20**.

Approved:

WARREN D. COME	**JULIUS V. ABELA**	**VICTOR B. ASIO**
Asst. Prof. 2	Department Head	College Dean
Date: 10/7/2020	Date: 10/13/2020	Date: 16/19/2020

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 & 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 re-search outline and thesis/SP/ dissertation	-	-	-	-	-	-	
		AS GAC Member	Advises and corrects re-search outline and thesis/SP/ dissertation	-	-	-	-	-	-	
		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	15	43.4	4.8	4.9	5.0	4.90
	A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	5	4.9	4.9	5.0	4.93
	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	2	4	4.8	4.8	4.8	4.80	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	6	4.9	4.9	4.80	4.87	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	20	40	4.9	4.9	5.00	4.93	
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	50	88	4.9	4.8	5.00	4.90	
PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	1	1	4.9	4.8	4.9	4.87	
	A17. Number of students advised on thesis/ field practice/special problem:									
	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	20	40	4.8	4.8	4.9	4.83	
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	1	1	4.8	4.8	4.8	4.80	
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	3	4.9	4.9	4.9	4.90	

		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	10	4.9	4.9	4.9	4.90	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	10	4.9	4.9	4.9	4.90	
		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	4.9	4.9	4.8	4.87	
	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 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	-	-	-	-	-	-	
		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	1	1	4.8	4.8	4.9	4.83	
	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		1	1	4.9	4.8	4.9	4.87	
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 (GASS)

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	-	-	-	-	-	-	
				Total Over-all Rating					73.10	

Average Rating		4.87	**Comments & Recommendations for Development Purpose:**
Additional Points:			
Approved Additional Points (with copy of approved)	0		*Needs to publish papers in peer-reviewed journals.*
FINAL RATING		4.87	
ADJECTIVAL RATING		OUTSTANDING	

Evaluated & Rated by:

JULIUS V. ABELA
Department Head
Date: 1/12/2020

Recommending Approval:

VICTOR B. ASIO
Dean, CAFS
Date: 1/19/2020

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 1/19/2020

Rating Scale:
4.6 -5.0 Outstanding
3.8 - 4.5 Very Satisfactory

3.0-3.7 Satisfactory
2.2-2.9 Unsatisfactory

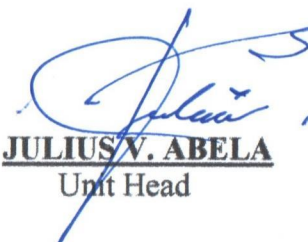2.1 - & below Poor

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employees: **Ma. Rosa De Lima G. Beato, Roger Roque E. Bustamante, Warren D. Come and Michael Dominic M. Garrido (Junior 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/ Recommen-dation
1	Conduct 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	Impressive	Outstanding	None
2	Manage/supervise animal caretakers and oversee the smooth operation/implementa-tion of various animal project activities	Smooth operation of the animal projects	January-June, 2020	June, 2020	June, 2020	Impressive	Outstanding	None
3	Attend to department/ university meetings and activities	Successful meetings/ activities	As sche-duled, as the need arise	As scheduled, as the need arise	As scheduled, as the need arise	Impressive	Outstanding	None
4	Prepare instructional ma-terials 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:

JULIUS V. ABELA
Unit Head

Exhibit L

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 2020   Target Date: March 2020

First Step: Planning and outlining the tasks stated in the workload to achieve the targeted outcomes.   Proper scheduling of work related to instruction and other departmental functions.

Result: Properly arranged schedules of lecture and laboratory classes. Students were guided in their lectures and laboratory classes.   Updated lecture and laboratory materials were given during the lecture and laboratory classes. Coordinated with the committee members with regards to the different functions assigned by the Chairman of the different department committees.

        Date: April 2020   Target Date: June 2020

Next Step: Finish the planned tasks and activities stated in the workload and evaluate if target outcomes were met.   Attend to students who did not meet the requirements   set in the course.   Active involvement in the different departmental committees in planning and target outcome set.   Work to finish the doctoral dissertation.   Attend conferences and seminars.

Outcome: Carried out responsibilities

Final Step/Recommendation:

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                      Prepared by:

                                     JULIUS V. ABELA
                                     Unit Head

Conforme:

              WARREN D. COME
         Name of Ratee Faculty/Staff