SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **NELLO D. GORNE (Asst. Prof. IV)**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	30	4.29	1.29
b. Students	30	4.50	1.35
Total for Instruction	60		2.64
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director	10	3.50	0.35
Total for Research	10		0.35
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director	15	3.50	0.53
Total for Extension	15		0.53
4. Administration	15	4.58	0.69
5. Production			
TOTAL	100		4.20

EQUIVALENT NUMERICAL RATING: **4.20**
Add: Additional Points, if any:
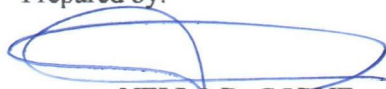TOTAL NUMERICAL RATING: **4.20**

ADJECTIVAL RATING: **VERY SATISFACTORY**

Prepared by: Reviewed by:

NELLO D. GORNE   ULYSSES A. CAGASAN
Name of Faculty   Department Head

Recommending Approval:

VICTOR B. ASIO
Dean, College of Agriculture and Food Science

Approved by:

BEATRIZ S. BELONIAS
Vice President, Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, NELLO D. GORNE, a faculty member of the DEPARTMENT OF AGRONOMY commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January 1 - June 30, 2021.

Approved:

NELLO D. GORNE
Asst. Prof. IV
Date: 27 Dec.'21

ULYSSES A. CAGASAN
Department Head
Date: 7/21/2021

VICTOR B. ASIO
College Dean
Date: _____

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)
						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	0.25	0.5	4.5	4.5	4.5	4.50	
	PI 8. Number of graduate students advised *	**A2**. Number of students advised	Acts as academic adviser to graduate students	1	8	5	5	5	5.00	
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	2	4.5	4.5	4.5	4.50	
		As GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	0					Not a GAC member
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	2	5	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	1	1	3.5	3.5	3.5	3.50	
		Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	1	3.5	3.5	3.5	3.50	
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	4	5	5	5	5.00	
		A6. 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	1	0	2	2	2	2.00	Not yet submitted to MMDC editor
		A7. Number of virtual classroom created and operational		Creates virtual classroom using either Moddle or Google Classroom	1	1	3.5	3.5	3.5	3.50	
	PI 10. Additional outputs:	A8. Other outputs implementing the new normal due to covid 19		Designs experiential learning activities and other outputs to implement new normal	1	2	4.5	4.5	4.5	4.50	
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	23.35	5	5	5	5.00	
		A10. Number of grade sheets submitted within prescribed period		Prepares gradesheet and submits on or before deadline	2	6	5	5	5	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	1	0					No students applied for completion of grades
		A12. Number of trainings attended related to instruction		Attend mandated trainings	1	1	3.5	3.5	3.5	3.50	
		A13. Number of long examinations administered and checked		Administers and checks long examination for subjects taught	4	4	3.5	3.5	3.5	3.50	
		A14. Number of quizzes administered and checked		Prepares and checks quizzes for lec and lab	10	16	5	5	5	5.00	
		A15. Number of lab reports and term papers checked and graded		Checks lab reports and term papers submitted as required	5	12	5	5	5	5.00	

	PI	A	Description							Remarks
	PI 8. Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	2	8	5	5	5	5.00	
		A17. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	2	4	5	5	5	5.00	
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	1	2	2	2	2.00	
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	4	8	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 related activities							
	PI 10. Number of instructional materials developed *	A21. 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	1	4	5	5	5	5.00	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	3	4	4.5	4.5	4.5	4.50	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	12	5	5	5	5.00	
		A23. 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	1	0	2	2	2	2.00	Not yet submitted to MMDC editor
		A24. Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	7	5	5	5	5.00	
	PI 11. Additional outputs	A25. 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							
		A26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	8	5	5	5	5.00	
	Average								4.29	
	TPES rating								4.50	
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 *	**A28.** 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%) *	**A29.** 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		1	1	3.5	3.5	3.5	3.50	Paper under review
		In refereed nat'l/regional journals								
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	**A30.** Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic fora /conferences							
		In int'l fora/conferences								
		In nat'l/regional fora/conferences								
	PI 5. Percent of research proposals approved *	**A31.** Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	1	3.5	3.5	3.5	3.50	Still awaiting feedback to submitted proposal

PI 6. Additional outputs*	A32. No. of research-related awards (research conducted by faculty or student w/ faculty)								
	A33. 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	2	2	3.5	3.5	3.5	3.50	
	A34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
	A35.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
Average								3.50	
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	A36. 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	A37. 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	A38. Number of extension programs/projects implemented	Implementes duly approved extension projects	1	1	3.5	3.5	3.5	3.50	
PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A39. 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	A40. 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 *	A41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
PI 11. Additional outputs *	A42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *								
	A43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
Average								3.50	
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*	A44. 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	
	A45. 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	5	5	5	5.00	
	On program accreditations								
	On institutional accreditations								
UMFO 6. GENERAL ADMIN. & SUPPORT SERVICES (GASS)									
PI 2. Zero percent complaint from clients served	A46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint	5	5	5	5.00	

PI 3: Additional Outputs	**A47.** 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							
	A48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
	A49. Involvement in department committees		3	4	4.5	4.5	4.5	4.50	
	A50. Project manager DASS		1	1	4	4	4	4.00	
	A51. Member, BAC TWG		1	1	4	4	4	4.00	
Average								4.58	
Total Over-all Rating									
Average Weighted Rating								4.20	
Adjectival Rating							**VERY SATISFACTORY**		

Comments + Recommendations for Development Purpose:
maintain the outstanding rating and Publish articles in refereed

Evaluated & Rated by:

ULYSSES A. CAGASAN
Department Head

Recommending Approval:

VICTOR B. ASIO
Dean, College of Agriculture and Food Science

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
8/13/21

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: NELLO D. GORNE
Performance Rating: VERY SATISFACTORY

Aim: To sustain the outstanding rating

Proposed Interventions to Improve Performance

Date: January 2021   Target Date: December 2021

First Step:
To attend trainings and seminar and present paper in scientific conferences
Update instructional materials/syllabus

Result:
Presented research results in conference; attended trainings & seminars; submitted extension proposals for evaluation and funding

Target Date: December 2022

Next Step:
To write scientific articles for publications; research proposals for funding

Outcome: Have scientific paper published; research proposal funded

Final Step/Recommendation:

Maintain outstanding rating and publish research paper in refereed journals

Prepared by:

ULYSSES A. CAGASAN
Unit Head

Conforme:

NELLO D. GORNE
Name of Ratee Faculty/Staff