SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS
(January - June)

Name of the Faculty Member: HENRY Y. GOLTIANO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
16. Instruction			
g. Head/Dean (50%)		5.0x50% = 2.5	
h. Students (50%)		5.0x50% = 2.5	
Total for Instruction	60%	5.0	3
17. Research			
g. Client/Dir. for Research (50%)			
h. Dept. Head/Center Director (50%)			
Total for Research	25%	5	1.25
18. Extension			
g. Client/Dir. for Extension (50%)			
h. Dept. Head/Center Director (50%)			
Total for Extension	15%	5	0.75
19. Administration			
20. Production			
TOTAL			5.0

EQUIVALENT NUMERICAL RATING: 5.0
Add: Additional Points, if any: 0.0
TOTAL NUMERICAL RATING: 5.0

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by: Reviewed by:

HENRY Y. GOLTIANO   **ANNA MARTHA C. MONSANTO**
Name of Faculty   Department Head

Recommending Approval:

VICTOR B. ASIO
Dean, CAFS

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

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-JUNE 2023**.

Approved:

HENRY Y. GOLTIANO
Professor IV
Date: 7/26/23

ANNA MARTHA C. MONSANTO
Department Head
Date: 7/26/23

VICTOR B. ASIO
CAFS Dean
Date: _____

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	**Handled the following courses January-June 2023** (due to retirement by March 2023, was assigned only two graduate courses. After March 30, 2023 retirement continued teaching as adjunct) AgEd 305 Institutional evaluation of agro tech schools AgEd316 Policy & program devt in ag edcn	.25 (1 student) .25 (1 student)	.25 (1 student) .25 (1 student)	5	5	5	5	For number of courses, accomplishment was 100%
	PI 8: No. of graduate students advised	**A 2.** Number of students advised	Acts as academic adviser to graduate students	1	2	5	5	5	5	
		A 3. No. of students advised on thesis/special problems/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript			5	5	5	5	
		As GAC member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	2	5	5	5	5	
		A 4. No. of students entertained for consultation purposes	Entertain students seeking consultation with faculty	3	10	5	5	5	5	
	PI 9: No. of	**A 5.** No. of online ready	Converts the existing instructional							

instructional materials developed		coursewares developed and submitted for review	materials into flexible learning systems							
		Online ready courseware	Prepares instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares PowerPoint presentation, video clips, movie clip[s, reading assignments depending on courses taught							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problem sets, etc.							
		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 Moddle or Google Classroom							
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented & monitored	**A9:** Actual Faculty's FTE	Handled the following undergraduate courses: AgEx 200n Undergraduate thesis AgEx 200B OJT		.9 (5 students) = 5x2/20=.5 .45 (3 students) = 3x6/20=.9 **FTE = 1.4**	5	5	5	5	Accomplishment is 100%
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	4	5	5	5	5	
		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							
		A12. Number of trainings attended related to instruction	Attend mandated trainings							
		A13. Number of long examinations administered & checked	Administers & checks long examination for subjects taught							
		A14. Number of quizzes administered & checked	Prepares & checks quizzes for lec & lab							

PI	Activity	Description							
	A15. No. of lab reports & term papers checked & graded	Checks lab reports & term papers submitted as required	2	12	5	5	5	5	
PI 8: No. of students advised:*	A16. Number of students advised	Acts as academic adviser to students							
	A17. Number of students advised on thesis/field practice/special problem:		1	2	5	5	5	5	
	As Field Practice Supervisor/adviser	Advises, and corrects research outline and thesis/SP manuscript	2	7					
	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	2	10	5	5	5	5	
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							
	Supplemental learning resources	Prepares PowerPoint presentation, video clips, movie clips, reading assignments depending on course taught	1	1	5	5	5	5	
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problem sets, etc.	1	1	5	5	5	5	
	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							
	A 24. Number of virtual classrooms created & operational	Creates virtual classroom using either Moddle or Google Classroom	1	1	5	5	5	5	
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	1	1	5	5	5	5	
		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	1	1	5	5	5	5	
	Average for Instruction					5	5	5	5	
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	1	5	5	5	5	Social impact of carp/cbfm-supported livelihood projects
	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							
	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		1	3	5	5	5	5	300% over target
		In refereed nat'l/regional journals								
	PI 4. Number of research outputs presented in regional/nat'l/int'l for a/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							
		In int'l fora/conferences								
		In nat'l/reg'l fora/conferences								
	PI 5. Percent of research proposals	A 31. Percentage of research proposals	Prepares research proposals, submits & follows up its approval for immediate	1	1	5	5	5	5	

approved*	prepared, submitted & approved	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 s peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	1	2	5	5	5	5	2/1=200%
	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	1	1	5	5	5	5	
Average for research					5	5	5	5	
UMFO 4. EXTENSION SERVICES									
PI 1. No. of active partnerships with LGUs, industries, NGOs, NGAs, SMEs & other stakeholders as a result of extension activities	A 36. No. of active partnerships w/ LGUs, industries, NGOs, NGAs, SMEs & other stakeholders facilitated & maintained	Identifies & links w/ probable partners for extension activities & maintains this active partnership	1	1	5	5	5	5	1/1=100%
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	1	2	5	5	5	5	
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	1	2	5	5	5	5	

PI	Activity	Description							
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		1	3	5	5	5	5	3/1=300%
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							
Average for Extension					5	5	5	5	

UMFO 5. SUPPORT TO OPERATIONS

OVPI MFO 4. Program & Institutional Accreditation Services

PI	Activity	Description							
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	100%
	A 45. Compliance to all requirements of the program & institutional accreditations:	Prepares required documents & complies all requirements as prescribed in the accreditation tools							
	On program accreditations		1	1	5	5	5	5	

					1	1	5	5	5	5	1/1=100%
		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								
	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								

Total Overall Rating		155	**Comments & Recommendations for Development Purpose:**
Average Rating		5	Good Job!
Adjectival Rating		Outstanding	

Evaluated and Rated by:

ANNA MARTHA C. MONSANTO
Department Head
Date: 7/26/23

Recommending Approval:

VICTOR B. ASIO
Dean, CAFS
Date:

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date:

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Henry Y. Goltiano
Performance Rating: Outstanding

Aim: Re-hire Dr. Goltiano as Adjunct Professor for another semester.

Proposed Interventions to Improve Performance: Attend relevant international trainings/conferences and seek sponsorship.

Date: July 2023   Target Date:Aug-Dec 2023

First Step: Approved by the department's personnel committee.

Result: Dr. Goltiano to seek for relevant scientific conference where he can present a paper and publish it.

Date: July 2023   Target Date: Aug-Dec 2023

Next Step: Echo to the department colleagues the learnings from attendance to the conference.

Outcome: Increased publication and networks or linkages with other agencies or institutions.

Final Step/Recommendation:

The College and DPC to strongly recommend Dr. Goltiano to attend international conference.

Prepared by:

ANNA MARTHA C. MONSANTO
DAEEx Head

Conforme:

HENRY Y. GOLTIANO
Name of Ratee Faculty/Staff