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 (2)	Numerical Rating (3)	Equivalent Numerical (2x3)
1. Instruction			
a. Head/Dean (100%)	60%	4.22	2.53
b. Students			
Total for Instruction	60%	4.22	2.53
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director	10%	4.75	0.48
Total for Research	10%	4.75	0.48
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director	15%	3.00	0.45
Total for Extension	15%	3.00	0.45
4. Administration	15%	4.50	0.68
5. Production			
TOTAL	**100%**	**16.47**	**4.13**

EQUIVALENT NUMERICAL RATING: **4.13**
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: **4.13**

ADJECTIVAL RATING: **VERY SATISFACTORY**

Prepared by: Reviewed by:

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

Recommending Approval:

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

Approved by:

BEATRIZ S. BELONIAS
Vice President for 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 July 1 - December 31, 2020.

Approved:

NELLO D. GORNE
Asst. Prof. IV
Date: 12-18-20

ULYSSES A. CAGASAN
Department Head
Date: Dec. 22, 2020

VICTOR B. ASIO
College Dean
Date: _____

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
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	1	0.25	1	1	1	1.00	
	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	2	4.5	4.5	4.5	4.50	
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	5	8	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	2	0					No graduate course assigned this semester
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	0					No graduate course assigned this semester
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	0					No graduate course assigned this semester
	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								
	A7. Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom								
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								

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	to	12	24.6	5	5	5	5.00	
	A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	5	0					No midterm gradesheets due to COVID-19 pandemic
	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		3	5	5	5	5.00	Two for 1st sem. 2019-20 and one for 2nd sem. 2019-20
	A12. Number of trainings attended related to instruction	Attend mandated trainings							
	A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	5	2	2	2	2	2.00	Assigned only to one lecture class but have six laboratory classes
	A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	13	15	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	6	19	5	5	5	5.00	
PI 8. Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	5	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	5	7	5	5	5	5.00	
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	5	7	5	5	5	5.00	
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	5	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	5	4	2	2	2	2.00	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	4	2	2	2	2.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	17	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								
	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							
									2.53	
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 oroject 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		2	3	4.5	4.5	4.5	4.50	One 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							
	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	5	5	5	5	5.00	
		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							

								0.48	

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	3	3	3.00	
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							
								0.45	

UMFO 5. SUPPORT TO OPERATIONS

OVPI MFO 4. Program and Institutional Accreditation Services

PI	Activity	Description		Target	Q	E	T	Avg	
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 CRC/LRP/RFP project		1	1	3	3	3	3.00	
								0.68	
Total Over-all Rating								4.13	
Average Rating									
Adjectival Rating							**VERY SATISFACTORY**		

Comments and Recommendations for Development Purpose:

Publish research articles in refereed journals.

1- Quality
2- Efficiency
3- Timeliness
4- Average

Evaluated & Rated by:

ULYSSES A. CAGASAN
Department Head
Date: Dec. 22, 2020

Recommending Approval:

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

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: _____

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