

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

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

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	40	4.90	1.96
b. Students	50	5.00	2.50
Total for Instruction	90		4.46
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director	6	4.70	0.28
Total for Research	6		0.28
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director	4	4.70	0.19
Total for Extension	4		0.19
4. Administration	-		
5. Production	-		
TOTAL	100		4.93

EQUIVALENT NUMERICAL RATING: 4.93

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.93

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

  
NELLO D. GORNE  
Name of Faculty


Reviewed by:

  
BERTA C. RATILLA  
Head, Department of Agronomy

Recommending Approval:

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


Approved by:

  
BEATRIZ S. BELONIAS  
Vice President, Instruction

Visayas State University  
College of Agriculture Food and Science  
**DEPARTMENT OF AGRONOMY**  
Visca, Baybay City, Leyte

### INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, NELLO D. GORNE, Asst. Prof. III 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 to December 31, 2018.

  
**NELLO D. GORNE**  
Asst. Prof. III  
Date: January 28, 2019

  
**BERTA C. RATILLA**  
Head, Department of Agronomy  
Date: \_\_\_\_\_

MFO No.	MFO Description	Success Indicator (SI)	%	Task Assigned	Target	Actual Accomplishment	Rating				Remark
							Quality	Efficiency	Timeliness	Average	
UMFO 1. Advanced Education Services											
	OVPI MFO 1. Graduate Degree Program Management Services										
1.5 - 2.0 = 4.8		PI 2: Total FTE monitored		Total FTE	10	15.11	5	5	5	5.00	
	OVPI MFO 2. Graduate Student Management Services										
UMFO 2. Higher Education Services											
	OVPI MFO 1. Curriculum Program Management Services										
		PI 1: Total FTE monitored		Total FTE	25	23.55	5	5	5	5.00	
		PI 7: No. of students graduated within the prescribed period			2	0	3.5	3.5	3.5	3.50	In Progress
	OVPI MFO 2. Student Management Services										
UMFO 3. Research Services											
		PI 1. Number of published papers in internationally indexed journals <i>In refereed int'l journals</i>			1	0	3.5	3.5	3.5	3.50	In Progress
		PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences <i>In int'l fora/conferences</i>			1	1	5	5	5	5.00	
		PI 4. Number of research proposals submitted			1	1	4.9	5	5	4.97	

<b>UMFO 4. Extension Services</b>										
	PI 2. Number of IEC materials/technoguides developed/used			1	1	5	5	5	5.00	
	PI 5. Number of extension proposals submitted			1	1	5	5	5	5.00	
<b>UMFO 5. Support to Operations (STO)</b>										
	OVPI MFO 1. Faculty Development Services									
	OVPI MFO 2. Faculty Recruitment/Hiring Services									
	OVPI MFO 3. Faculty Evaluation Services									
	OVPI MFO 4. Admission & Registration Services									
	OVPI MFO 5. Guidance and Counselling & Support to Students Services									
	OVPI MFO 6. Library Services									
	OVPI MFO 7. Distance Education Services									
	OVPI MFO 8. Program and Institutional Accreditation Services									
	OVPI MFO 9. Development Broadcasting & Communication Services									
<b>UMFO 6. General Administration and Support Services (GASS)</b>										
	OVPI MFO 1. Administrative and Facilitative Services									
	OVPI MFO 2. Frontline Services									
Total Over-all Rating						36.90	37.00	37.00	36.97	
Average Rating						4.61	4.63	4.63	4.62	
Adjectival Rating									OUTSTANDING	

**Comments and Recommendations for Development Purpose:**

*Publish and present papers to scientific journals/conferences.*

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

Evaluated and Rated by:



**BERTA C. RATILLA**

Head, Department of Agronomy

Date: \_\_\_\_\_

Recommending Approval:



**VICTOR B. ASIO**

Dean, College of Agriculture and Food Science

Date: \_\_\_\_\_

Approved by:



**BEATRIZ S. BELONIAS**

Vice President, Instruction

Date: \_\_\_\_\_



Exhibit L

**EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: NELLO D. GORNE

Performance Rating: OUTSTANDING

Aim: To sustain the outstanding rating

Proposed Interventions to Improve Performance:

Date: August 2018

Target Date: December 2018

First Step:

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To attend trainings and seminar and present paper in scientific conferences

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Result:

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Presented research results during AAACU conference; attended trainings & seminars; submitted extension proposals for evaluation and funding

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Date: January 2019

Target Date: Dec. 2019

Next Step:

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To write scientific articles for publications; research proposals for funding


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Outcome: Have scientific paper published; research proposal funded

Final Step/Recommendation:

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Prepared by:

  
**BERTA C. RATILLA**  
Unit Head