

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 (50%) from IPCR	0.50	4.92	2.46
	b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	4.40	2.20
Total for Instruction		70%	4.66	3.26
2.	Research	10%	4.89	0.49
3.	Extension	10%	5.00	0.50
4.	Administration	5%	5.00	0.25
5.	Production	5%	4.67	0.23
TOTAL		100%	TOTAL	4.73

EQUIVALENT NUMERICAL RATING:

4.73

Add: Additional Points, if any:

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TOTAL NUMERICAL RATING:

4.73

ADJECTIVAL RATING:

Outstanding


Prepared by:

Reviewed by:


WARREN D. COME
Instructor I


DINAH M. ESPINA
Department Head

Approved:


EDGARDO E. TULIN
President

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 AND REVIEW FORM (IPCR)

I, **WARREN D. COME**, of the **Department of Animal Science**, 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, 2016 to June, 2016**.

WARREN D. COME
Ratee

Approved: **DINAH M. ESPINA**
Head of Unit

MFO & PAPS	Success Indicators	Task Assigned	Targets	Actual Accomplishment	Rating				Remark(s)
					Q ¹	E ²	T ³	A ⁴	
Advanced Education Services	Full Time Equivalent (FTE)	Instruction (Sick-Vacation Leave Status)	-	-					
Higher Education Services	Full Time Equivalent (FTE)	Instruction (Sick-Vacation Leave Status)	15	38.18	5	5	5	5.00	
	Student Advising and Consultation Services:								
	Number of organizations advised	Christian Brotherhood International (CBI)	1	2	5	5	5	5.00	
		Adviser of Association of Rodeo Enthusiast in Visca							
Research Services	Awards/Honors received by students/faculty:								
	Number of Outputs Published in CHED accredited journals/internationally indexed journals:	Submitted and accepted article in the ATR Journal, " Characterization of Ruminant Husbandry Systems in the Protected Landscapes and Seascapes of Batanes Islands, Philippines"	1	1	5	5	5	5.00	
	Number of Outputs Presented in Regional/National/International Fora/Conference:								
	In National Fora/Conferences	Attend national fora/conferences	1	Attended the 2nd National Organic Agriculture Conference	5	5	5	5.00	
	Research Awards received (international, national, local):								
Production Services	Group	Outstanding RDE Project (Extension Category)	1	1	4	5	5	4.67	
	Number of STF projects developed/ improved or maintained	Develop, maintain, and improve the facilities of DAS Goat and Sheep Project (STF)	1	1	4	5	5	4.67	
	Percentage increase in inventory value and/or income of STF projects relative to previous year	As Project Manager - Increase the population of the animals in the project	15%	15%	5	5	4	4.67	

	Percentage of STF projects supporting instruction, research, and extension	To manage the DAS Cattle Project for instruction, research, and extension services	50%	50%	5	4	5	4.67	
Extension Services	Number of persons-days trained	Resource Person (ATI)	25	30	5	5	5	5.00	
	Number of trainings conducted	Resource Person (ATI)	1	1	5	5	5	5.00	
	Number of project visitors entertained (Goat and Sheep Project)	Project Manager	60	50	5	5	5	5.00	
Administrative Support Services	Percentage of faculty/staff attending department meetings	Faculty member	10	12	5	5	5	5.00	
	Number of paddocks of pasture established and/or maintained	To establish additional paddocks of pasture and maintained (Project Manager)	12	12	5	5	5	5.00	
	Number of students seek guidance and facilitated regarding their studies	Department Based Guidance Facilitator	10	20	5	5	5	5.00	
	Assisted the students during tree planting	Tree Planting Coordinator-DAS	50	70	5	5	5	5.00	
	Number of animal facilities and equipment repaired and/or maintained	As DAS Goat and Sheep Project Manager - instruct the foreman and laborers for the maintainance and repair of facilities and equipment	5	8	5	5	5	5.00	
Total Over-all Rating								78.67	

Average Rating (Total Over-all Rating/No. of A ⁴ Entries)	4.92
Additional Points:	
Punctuality	0
Approved Additional points (with copy of approval)	0
FINAL RATING	4.92
ADJECTIVAL RATING	Outstanding

Comments & Recommendation for Development Purpose:

Reviewed by:

DINAH M. ESPINA

Head, DAS-CAFS

Received by:

[Signature]

PRPEO Office

Date: _____

Calibrated by:

REMBERTO A. PATINDOL

Chairman, PMT

Date: _____

Recommending Approval:

BEATRIZ S. BELONIAS

Vice-President for Instruction

Date: _____

Approved by:

EDGARDO E. TULIN

President

Date: _____

Legend:

Q¹ - Quality
E² - Efficiency
T⁴ - Timeliness
A⁴ - Average

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