## SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member:

CYRILL JOHN P. GODINEZ

|    | Program Involvement (1)                       | Percentage<br>Weight of<br>Involvement<br>(2) | Numerical<br>Rating<br>(Rating x %)<br>(3) | Equivalent Numerical Rating (2x3) |
|----|---|---|--|-----------------------------------|
| 1. | Instruction                                   | (-)   | (0)  | (2/(0))                           |
|    | a. Head from IPCR                             | 1.00  | 4.64                                       | 4.64                              |
|    | b. Student, TPES for Year 2nd Sem., 2021-2022 | NA  | NA   | NA                                |
|    | Total for Instruction                         | 70%   | 4.64                                       | 3.25                              |
| 2. | Research                                      |   |  |                                   |
|    | a. Client/Dir. For Research (50%)             | 0.50  | 0.00                                       | 0.00                              |
|    | b. Dept Head/Center Director (50%)            | 0.50  | 0.00                                       | 0.00                              |
|    | Total for Research                            | 15%   | 5.00                                       | 0.75                              |
| 3. | Extension                                     |   |  |                                   |
|    | a. Client/Dir. For Research (50%)             | 0.50  | 0.00                                       | 0.00                              |
|    | b. Dept Head/Center Director (50%)            | 0.50  | 0.00                                       | 0.00                              |
|    | Total for Extension                           | 5%  | 0.00                                       | 0.00                              |
| 4. | Administration                                | 10%   | 4.89                                       | 0.49                              |
| 5  | Production                                    | 0%  | 4.00                                       | 0.00                              |
|    | TOTAL   | 100%  |  | 4.48                              |

**EQUIVALENT NUMERICAL RATING:** 

Add: Additional Points, if any: TOTAL NUMERICAL RATING:

4.48 -**4.48** 

ADJECTIVAL RATING:

Prepared by:

CYRILL JOHN P. GODINE

Instructor 1

Recommending Approval:

VICTOR B. ASIO

Dean, CAFS

**Very Satisfactory** 

Reviewed by:

MANUEL D. GACUTAN, JR.

Head, DAS-CAFS

Approved:

BEATRIZ S. BELONIAS

Vice-President for Academic Affairs

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

"Exhibit B"

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, CYRILL JOHN P. GODINEZ, a faculty member of the <u>DEPARTMENT OF ANIMAL SCIENCE</u> commits to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>July to December</u>, 2022.

Approved:

| CYRILL JOHN P. GODINEZ | MANUEL D. GACUTAN, JR. |
| Instructor | Department Head | College Dean |
| Date: \_\_\_\_ | Date: \_\_\_\_ |

|            |                           |  |  |        |                               |         | R         | Rating     |         | REMARKS   |
|------------|---------------------------|--|--|--------|-------------------------------|---------|-----------|------------|---------|---|
| MFO<br>No. | Description of MFO's/PAPs | Success/ Performance Indicators (PI)                                   | Tasks Assigned   | Target | Actual<br>Accomplish-<br>ment | Quality | Eficiency | Timeliness | Average | (Indicators in percentage should be supported with numerical values in numerators and denominators) |
|            | 1. ADVANCED EDUCAT        |  |  |        |                               |         |           |            |         |   |
| OVPI MI    | FO 2. Graduate Student M  | anagement Services   |  |        |                               |         |           |            |         |   |
|            | PI 4: Total FTE           | A1. Actual Faculty's FTE   | Handles subjects/courses   |        |                               |         |           |            |         |   |
|            | coordinated, implemented  |  | assigned   |        |                               |         |           |            |         |   |
|            | PI 8: Number of graduate  | A2. Number of students advised   | Acts as academic adviser to                                      |        |                               |         |           |            |         |   |
|            | students advised *        |  | graduate students  |        |                               |         |           |            |         |   |
|            |                           | A3. Number of students advised on thesis/special problem/dissertation: |  |        |                               |         |           |            |         |   |
|            |                           | As GAC Chairman  | Advises and corrects research outline and thesis/SP/dissertation |        |                               |         |           |            |         |   |
|            |                           | AS GAC Member  | Advises and corrects research outline and thesis/SP/dissertation |        |                               |         |           |            |         |   |

| Entertains students seeking consultation with faculty consultation with grade submitted within prescribed period consultation with grade within prescribed period consultation with grade submits on with grade submits completed or consultation within prescribed period consultation provided and consultation within prescribed period consultation within prescribed period consultation provided and consultation within prescribed period consultation within prescribed period consultation provided and consultation provided and consultation within prescribed period consultation within prescribed period consultation consultation within prescribed period consultation within pres |         |                            |  |                                  |   |       |   |   |   |      |              |
|--|---------|----------------------------|--|----------------------------------|---|-------|---|---|---|------|--------------|
| P19: Number of instructional materials developed and submitted for review developed and submitted for review developed. **  On-line ready courseware developed and submitted for review developed and submitted for review developed. **  On-line ready courseware developed and submitted for review developed and submitted for review developed. **  On-line ready courseware developed and submitted for review developed and submitted for review developed and submitted for review developed. **  On-line ready courseware developed and submitted for review developed prior developed plants for a combination thereof.  Prepares prover Point prepares assessment tools such as long exam, quizzes, problems sets, etc.  Submitted course ware duly reviewed by TRP for editing by MMDC editor well-by Reviewed by TRP for editing by MMDC editor developed by Reviewed by TRP for editing by Reviewed by TRP fo |         |                            | <u>A4</u> . Number of students entertained for | Entertains students seeking      |   |       |   |   |   |      |              |
| A5. Number of on-line ready course ware reviewed by TRP & edited by MMDC editor  A7. Number of virtual classroom created and operational operational vibrational toperational vibrational operational vibrational displacements and vibrational vibrat |         |                            | consultation purposes                          | consultation with faculty        |   |       |   |   |   |      |              |
| Instructional materials developed * developed and submitted for review flexible learning systems  On-line ready courseware prepares Instructional module/flaboratory guide/morkbook or a combination thereof  Supplemental learning resources or combination thereof presentation, video clips, moving clips, reading assignments depending on course taught presentation, video clips, moving clips, reading assignments adepending on course taught prepares assessment tools such as long exam, quizzes, problems sets, etc.  A6: Number of on-line course ware reviewed by TRP & edited by MMDC editor problems sets, etc.  A7: Number of virtual classroom created and operational  A7: Number of virtual classroom created and operational  A8. Other outputs implementing the new normal use to covid 19  Designs experiential learning either education Management Services  A8. Other outputs implementing the new normal  Designs experiential learning classroom using either Moddle or Google  P10: Total FTE, coordinated, implemented  A10. Number of grade sheets submitted within prescribed period submits on or before deadline  A11. Number of INC forms with grade submitted within prescribed period submits completion forms with some of the subject and submits completion forms with some of the subject and submits completion forms with some of the fore deadline completion of the subject and submits completion forms with some of the subject and submits completion forms with some of the fore deadline completion of the subject and submits completion forms with some of the fore deadline completion of the subject and submits completion forms with some of the fore deadline completion of the subject and submits completion forms with subject and submits completion forms w |         | PI 9: Number of            | A5 Number of on-line ready coursewares         |                                  |   |       |   |   |   |      |              |
| Prepares Instructional module/laboratory guide/workbook or a combination thereof   |         |                            |  |                                  |   |       |   |   |   |      |              |
| On-line ready courseware    ModuleAlboratory guide/workbook or a combination thereof   |         | developed *                | developed and submitted for feview             | flexible learning systems        |   |       |   |   |   |      |              |
| Supplemental learning resources  Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught  Prepares assessment tools such as long exam, quizzes, problems sets, etc.  A8: Number of on-line course ware reviewed by TRP & edited by MMDC editor  A7: Number of virtual classroom created and operational  A8: Other outputs implementing the new normal due to covid 19  Designs experiential learning activities and other outputs to implement new normal  P10: Additional outputs:  A9: Actual Faculty's FTE  Handles and teaches courses assigned  A11: Number of INC forms with grade submitted within prescribed period  A11: Number of INC forms with grade submitted within prescribed period  Path on the ready course ware of course have equity presented by the course ware duly previewed by TRP for editing by MMDC editor  Creates virtual classroom using either Moddle or Google Classroom  Designs experiential learning activities and other outputs to implement new normal  Designs experiential learning activities and other outputs to implement new normal  Designs experiential learning activities and other outputs to implement new normal  Designs experiential learning activities and other outputs to implement new normal  Designs experiential learning activities and other outputs to implement new normal  Designs experiential learning activities and other outputs to implement new normal  Designs experiential learning activities and other outputs to implement new normal  Designs experiential learning activities and other outputs to implement new normal  Designs experiential learning activities and other outputs to implement new normal  Designs experiential learning activities and other outputs to implement new normal  Designs experiential learning activities and other outputs to implement new normal  Designs experiential learning activities and other outputs to implement new normal  Designs experiential learning activities and other outputs to implement new normal  Designs experiential learn |         |                            |  | Prepares Instructional           |   |       |   |   |   |      |              |
| Supplemental learning resources  Supplemental learning resources  Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught Prepares assessment tools such as long exam, quizzes, problems sets, etc.  A6: Number of on-line course ware reviewed by TRP & edited by MMDC editor  A7: Number of virtual classroom created and operational  A7: Number of virtual classroom created and operational  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  P15: Total FTE, coordinated, implemented  A10. Number of grade sheets submitted within prescribed period  A11. Number of INC forms with grade submitted within prescribed period  A11. Number of INC forms with grade submitted within prescribed period  Pack of the property of the property of the publication of the subject and submits completion forms with  |         |                            | On line ready coursewers                       | module/laboratory                |   |       |   |   |   |      |              |
| Supplemental learning resources clips, movie |         |                            | On-line ready courseware                       | guide/workbook or a              |   |       |   |   |   |      |              |
| Supplemental learning resources of presentation, video clips, movie clips, reading assignments depending on course taught depending on course taught and prepares assessment tools such as long exam, quizzes, problems sets, etc.  A6: Number of on-line course ware reviewed by TRP and edited by MMDC editor of problems sets, etc.  Submits the course ware duly reviewed by TRP for editing by MMDC editor operational operational operational operational outputs:  A7: Number of virtual classroom created and operational operatio |         |                            |  | combination thereof              |   |       |   |   |   |      |              |
| Supplemental learning resources   clips, reading assignments   depending on course taught  |         |                            |  | Prepares Power Point             |   |       |   |   |   |      |              |
| Assessment tools  Assessment tools  Assessment tools  Assessment tools  Assessment tools  Assessment tools  Such as long exam, quizzes, problems sets, etc.  Assessment tools  Such as long exam, quizzes, problems sets, etc.  Assessment tools  Submits the course ware duly reviewed by TRP for editing by MMDC editor  Ar. Number of virtual classroom created and operational  Ar. Number of virtual classroom created and operational  Creates virtual classroom using either Moddle or Google  Classroom  PI 10. Additional outputs:  Assessment tools  Assessment tools  Assessment tools  Assessment tools  Submits the course ware duly reviewed by TRP for editing by MMDC editor  MMDC editor  Creates virtual classroom using either Moddle or Google  Classroom  Pation. Additional outputs:  Assessment tools  Assessment tools  Assessment tools  Assessment tools  Assessment tools  Submits each stught  Assessment tools  Ass |         |                            | Our also as a tall is a min a mass unas        | presentation, video clips, movie |   |       |   |   |   |      |              |
| Assessment tools  Submits the course ware duly reviewed by TRP for editing by MMDC editor  AZ: Number of virtual classroom created and operational  AZ: Number of virtual classroom created and operational  AB: 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  P15: Total FTE, coordinated, implemented  A2: Number of grade sheets submitted within prescribed period  A11. Number of INC forms with grade submitted within prescribed period  A11. Number of INC forms with grade submitted ormpletion for the subject and submits completion forms with  |         |                            | Supplemental learning resources                | clips, reading assignments       |   |       |   |   |   |      |              |
| Assessment tools  Such as long exam, quizzes, problems sets, etc.  Last Number of on-line course ware reviewed by TRP & edited by MMDC editor  AZ: Number of virtual classroom created and operational  Creates virtual classroom using either Moddle or Google Classroom  Designs experiential learning activities and other outputs to implement new normal  UMFO 2. HIGHER EDUCATION SERVICES  OVPI UMFO 3. Higher Education Management Services  P15: Total FTE, coordinated, implemented  A10. Number of grade sheets submitted within prescribed period  A11. Number of INC forms with grade submitted within prescribed period  A11. Number of INC forms with grade submitts completion forms with submits completion forms with  |         |                            |  |                                  |   |       |   |   |   |      |              |
| problems sets, etc.  A6: Number of on-line course ware reviewed by TRP & edited by MMDC editor  A7: Number of virtual classroom created and operational  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  P1:5: Total FTE, coordinated, implemented  A9: Actual Faculty's FTE  A9: Actual Faculty's FTE  A10: Number of grade sheets submitted within prescribed period  A11: Number of INC forms with grade submitted within prescribed period  A11: Number of INC forms with grade submitted outputs in or before deadline submitts completion of the subject and submits completion forms with  |         |                            |  |                                  |   |       |   |   |   |      |              |
| A6: Number of on-line course ware reviewed by TRP & edited by MMDC editor  A7: Number of virtual classroom created and operational  A7: Number of virtual classroom created and operational  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  P15: Total FTE, coordinated, implemented  A9: Actual Faculty's FTE  Handles and teaches courses assigned  A10. Number of grade sheets submitted within prescribed period  A11. Number of INC forms with grade submitted within prescribed period  A11. Number of INC forms with grade submitted within prescribed period  A7: Number of on-line course ware dulty reviewed by TRP for editing by MMDC editor  Creates virtual classroom using either Moddle or Google Classroom  Designs experiential learning activities and other outputs to implement new normal  Designs experiential learning activities and other outputs to implement new normal  B48. Other outputs implement new normal  Designs experiential learning activities and other outputs to implement new normal  Designs experiential learning activities and other outputs to implement new normal  Designs experiential learning activities and other outputs to implement new normal  Designs experiential learning activities and other outputs to implement new normal  Designs experiential learning activities and other outputs to implement new normal  Designs experiential learning activities and other outputs to implement new normal  Designs experiential learning activities and other outputs to implement new normal  Designs experiential learning activities and other outputs to implement new normal  Designs experiential learning activities and other outputs to implement new normal  Designs experiential learning activities and other outputs to implement new normal  Designs experiential learning activities and other outputs to implement new normal  Designs experiential learn |         |                            | Assessment tools                               | such as long exam, quizzes,      |   |       |   |   |   |      |              |
| AB: Number of on-line course ware reviewed by TRP for editing by MMDC editor  A7: Number of virtual classroom created and operational  A8: Number of virtual classroom created and operational  A7: Number of virtual classroom created and operational  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  P15: Total FTE, coordinated, implemented  A10. Number of grade sheets submitted within prescribed period  A11. Number of INC forms with grade submitted within prescribed period  A11. Number of INC forms with grade submitted within prescribed period  A11. Number of INC forms with grade submitted within prescribed period  A12. Number of INC forms with grade submitted within prescribed period  A13. Number of INC forms with grade submitted within prescribed period  A14. Number of INC forms with grade submitted outputs to implement new normal  A15. Number of INC forms with grade submitted within prescribed period  A16. Number of INC forms with grade submitted within prescribed period  A17. Number of INC forms with grade submitted within prescribed period  A18. Other outputs to include activities and other outputs to implementing the new normal activities and other outputs to implement new normal  A18. Other outputs to include activities and other outputs to implement new normal  A19. A10. Number of grade sheets submitted within prescribed period  A10. Number of INC forms with grade submitted within prescribed period   |         |                            |  | problems sets, etc.              |   |       |   |   |   |      |              |
| Designs experiential learning activities and other outputs to implement new normal   PI 5: Total FTE, coordinated, implemented   Ag. Number of INC forms with grade submitted within prescribed period   AT. Number of INC forms with grade submitted within prescribed period   AT. Number of INC forms with grade submitted within prescribed period   AT. Number of Inc forms with grade submitts on or before deadline   AT. Number of Inc forms with grade submits completion forms with submit   |         |                            | A6 : Number of an line course were reviewed    |                                  |   |       |   |   |   |      |              |
| A7: Number of virtual classroom created and operational  A7: Number of 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  A10. Number of grade sheets submitted within prescribed period  A10. Number of INC forms with grade submitted within prescribed period  A11. Number of INC forms with grade submitted within prescribed period  A11. Number of INC forms with grade submits completion forms with submits completion forms with  |         |                            |  |                                  |   |       |   |   |   |      |              |
| Af: Number of virtual classroom created and operational operationa |         |                            | by TRP & edited by MINDC editor                | MMDC editor                      |   |       |   |   |   |      |              |
| either Models 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  A9. Actual Faculty's FTE  Handles and teaches courses assigned  A10. Number of grade sheets submitted within prescribed period  A11. Number of INC forms with grade submits on or before deadline  A11. Number of INC forms with grade submits completion of the subject and submits completion forms with   |         |                            | A7: Number of virtual classroom created and    |                                  |   |       |   |   |   |      |              |
| PI 10  |         |                            |  |                                  |   |       |   |   |   |      |              |
| PI 10. Additional outputs:  A8. Other outputs implementing the new normal 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  A9. Actual Faculty's FTE  Handles and teaches courses assigned  Prepares gradesheet and submits on or before deadline  A10. Number of grade sheets submitted within prescribed period  A11. Number of INC forms with grade submits of the subject and submits completion of the subject and submits completion forms with   |         |                            | l perational                                   | Classroom                        |   |       |   |   |   |      |              |
| UMFO 2. HIGHER EDUCATION SERVICES  OVPI UMFO 3. Higher Education Management Services  PI 5: Total FTE, coordinated, implemented  Ag. Actual Faculty's FTE  Handles and teaches courses assigned  Prepares gradesheet and within prescribed period  A10. Number of grade sheets submitted within prescribed period  A11. Number of INC forms with grade submitted within prescribed period  A11. Number of INC forms with grade submitted within prescribed period  A11. Number of INC forms with grade submitted within prescribed period  A12. Number of INC forms with grade submitted within prescribed period  A13. Number of INC forms with grade submitted within prescribed period  A15. Number of INC forms with grade submitted of the subject and submits completion forms with  |         |                            | A9 Other outputs implementing the new          |                                  |   |       |   |   |   |      |              |
| UMFO 2. HIGHER EDUCATION SERVICES  OVPI UMFO 3. Higher Education Management Services  PI 5: Total FTE, coordinated, implemented  A9. Actual Faculty's FTE  Handles and teaches courses assigned  Prepares gradesheet and submits on or before deadline  A10. Number of INC forms with grade submitted within prescribed period  A11. Number of INC forms with grade submits of the subject and submits completion forms with   |         | PI 10. Additional outputs: |  |                                  |   |       |   |   |   |      |              |
| OVPI UMFO 3. Higher Education Management Services    PI 5: Total FTE, coordinated, implemented   A9. Actual Faculty's FTE   Handles and teaches courses assigned   5   10.65   5   5   5   5.00   see workload   |         |                            | Hornal due to covid 19                         | implement new normal             |   |       |   |   |   |      |              |
| PI 5: Total FTE, coordinated, implemented  A9. Actual Faculty's FTE  Handles and teaches courses assigned  5 10.65 5 5 5.00 see workload  A10. Number of grade sheets submitted within prescribed period  Prepares gradesheet and submits on or before deadline  A11. Number of INC forms with grade submitted within prescribed period  Facilitates students in their completion of the subject and submits completion forms with   | UMFO 2  | 2. HIGHER EDUCATION        | SERVICES                                       |                                  |   |       |   |   |   |      |              |
| A10. Number of grade sheets submitted within prescribed period  A11. Number of INC forms with grade submitted within prescribed period  A11. Number of INC forms with grade submitted within prescribed period  A12. Number of INC forms with grade submitted within prescribed period  A13. Number of INC forms with grade submitted submits completion of the subject and submits completion forms with  | OVPI UN | MFO 3. Higher Education M  | Management Services                            |                                  |   |       |   |   |   |      |              |
| coordinated, implemented assigned  A10. Number of grade sheets submitted within prescribed period submits on or before deadline  A11. Number of INC forms with grade submitted within prescribed period submits completion of the subject and submits completion forms with  |         | PI 5: Total FTE,           | A9. Actual Faculty's FTE                       | Handles and teaches courses      | 5 | 10.65 | 5 | 5 | 5 | 5.00 | see workload |
| within prescribed period submits on or before deadline  A 11. Number of INC forms with grade submitted within prescribed period completion of the subject and submits completion forms with  |         | coordinated, implemented   |  |                                  | 5 | 10.00 | 5 | 5 | 3 | 5.00 | See Workload |
| within prescribed period submits on or before deadline  A 11. Number of INC forms with grade submits extracted period submitted within prescribed period completion of the subject and submits completion forms with   |         |                            |  |                                  | 2 | 3     | 5 | 4 | 4 | 4 33 |              |
| submitted within prescribed period completion of the subject and submits completion forms with   |         |                            | within prescribed period                       | submits on or before deadline    | 2 | 3     |   | _ | 7 | 4.00 |              |
| submits completion forms with  |         |                            |  |                                  |   |       |   |   |   |      |              |
|  |         |                            | submitted within prescribed period             |                                  |   |       |   |   |   |      |              |
| grade within prescribed period   |         |                            |  | ·                                |   |       |   |   |   |      |              |
|  |         |                            |  | grade within prescribed period   |   |       |   |   |   |      |              |

4)

|   | <u>A12</u> . Number of trainings attended related to instruction            | Attend mandated trainings  | 1  | 1  | 5 | 5 | 5 | 5.00 |              |
|---|---|--|----|----|---|---|---|------|--------------|
|   | A13. Number of long examinations administered and checked                   | Administers and checks long examination for subjects taught              | 2  | 3  | 5 | 5 | 4 | 4.67 |              |
|   | A14. Number of quizzes administered and checked                             | Prepares and checks quizzes for lec and lab                              |    |    |   |   |   |      |              |
|   | A15. Number of lab reports and term papers checked and graded               | Checks lab reports and term papers submitted as required                 |    |    |   |   |   |      |              |
| PI 8: Number 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:   |  |    |    |   |   |   |      |              |
|   | As Adviser  | Advises, and corrects research outline and thesis/SP manuscript          | 1  | 3  | 5 | 5 | 4 | 4.67 | see workload |
|   | As SRC Chairman   | Advises, and corrects research outline and thesis/SP manuscript          | 2  | 4  | 5 | 5 | 4 | 4.67 | see workload |
|   | As SRC Member   | Advises and corrects research outline and thesis/SP manuscript           | 2  | 4  | 5 | 5 | 4 | 4.67 | see workload |
|   | A18. Number of students entertained for consultation purposes               | Entertains students consulting on subject taught, thesis and grades      | 20 | 30 | 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 *    | A 21 : 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 | 1 | 4 | 4 | 4 | 4.00 | AnSc 199c |
|                |   | Supplemental learning resources  | Prepares Power Point<br>presentation, video clips, movie<br>clips, reading assignments<br>depending on course taught                 | 3 | 5 | 5 | 4 | 4 | 4.33 | AnSc 199c |
|                |   | Assessment tools   | Prepares assessment tools such as long exam, quizzes, problems sets, etc.  | 4 | 6 | 5 | 5 | 4 | 4.67 | AnSc 199c |
|                | -                                       | A 23 : 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-                                      | A 24 : Number of virtual classroom created and operational                   | Creates virtual classroom using either Moddle or Google Classroom  |   |   |   |   |   |      |           |
| PI 11. Addi    | , | A 25. Number of Additional outputs accomplished:                             |  |   |   |   |   |   |      |           |
|                | F                                       | Program accreditation/evaluation   | Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation |   |   |   |   |   |      |           |
|                | A                                       | Agency/firm/Industry linkages  | Coordinates with potential firms and 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 and other outputs to implement new normal   |   |   |   |   |   |      |           |
| UMFO 3 . RESEA | RCH SERVICES                            | 3  |  |   |   |   |   |   |      |           |

|                              |  |                                  |      |      |   | _ |   |      |                    |
|------------------------------|--|----------------------------------|------|------|---|---|---|------|--------------------|
| <br>                         | A27. Number of research outputs in the last    | Conducts research for possible   |      |      |   |   |   |      |                    |
|                              | three (3) years utilized by the industry or by | utilization by industry or other |      |      |   |   |   |      |                    |
| (3) years utilized by the    | other beneficiaries *                          | beneficiaries                    |      |      |   |   |   |      |                    |
| industry or by other         |  |                                  |      |      |   |   |   |      |                    |
| beneficiaries *              |  |                                  |      |      |   |   |   |      |                    |
| PI 2. Number of research     | A 28. Number of research outputs completed     | Conducts and completes           |      |      |   |   |   |      |                    |
| outputs completed within     | within the year *                              | research oroject within the year |      |      |   |   |   |      |                    |
| the year *                   |  |                                  |      |      |   |   |   |      |                    |
| PI 3. Percentage of          | A 29. Percentage of research outputs           | Writes publishable materials out |      |      |   |   |   |      |                    |
| research outputs             | published in internationally-refereed or CHED  | of research outputs and submits  |      |      |   |   |   |      |                    |
| published in internationally | recognized journal within the year:            | for publication                  |      |      |   |   |   |      |                    |
| referred or CHED             |  |                                  |      |      |   |   |   |      |                    |
| recognized journal within    |  |                                  |      |      |   |   |   |      |                    |
| the year (2%) *              |  |                                  |      |      |   |   |   |      |                    |
|                              |  |                                  |      |      |   |   |   |      |                    |
|                              | In refereed int'l journals                     |                                  | 50%  | 100% | 5 | 5 | 5 | 5.00 | see 2 publications |
|                              |  |                                  | 3070 | 100% | 5 | 3 | 5 | 3.00 | see 2 publications |
|                              | In refereed nat'l/regional journals            |                                  |      |      |   |   |   |      |                    |
| PI 4. Number of research     | A 30. Number of research outputs presented     | Prepares, submits and presents   |      |      |   |   |   |      |                    |
| outputs presented in         | in regional/national/ int'l fora/conferences * | research paper in scienfic for   |      |      |   |   |   |      |                    |
| regional/national/ int'l     |  | a/conferences                    |      |      |   |   |   |      |                    |
| fora/conferences             |  |                                  |      |      |   |   |   |      |                    |
|                              | In int'l fora/conferences                      |                                  | 2    | 3    | 5 | 5 | 5 | 5.00 |                    |
|                              | In nat'l/regional fora/conferences             |                                  |      |      |   |   |   |      |                    |
|                              |  | Prepares research proposals,     |      |      |   |   |   |      |                    |
| PI 5. Percent of research    | A 31. Percentage of of research proposals      | submits and follows up its       | 0    | 1    | - | _ | 5 | E 00 | Coo onnointment    |
| proposals approved *         | prepared, submitted and approved               | approval for immediate           | U    | 1    | 5 | 5 | D | 5.00 | See appointment    |
|                              |  | implementation                   |      |      |   |   |   |      |                    |
| PI 6. Additional outputs*    | A 32. No. of research-related awards           |                                  |      |      |   |   |   |      |                    |
|                              | (research conducted by faculty or student w/   |                                  |      |      |   |   |   |      |                    |
|                              | faculty)                                       |                                  |      |      |   |   |   |      |                    |
|                              | ,,   |                                  |      |      |   |   |   |      |                    |

4.4

|      |   | A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer                                       | Acts as peer reviewer of journal<br>articles/scientific papers, reviews<br>the paper received and returns<br>duly reviewed paper | 0 | 1                                     | 5 | 5 | 5 | 5.00 | Scientific Reports   |
|------|---|--|--|---|---------------------------------------|---|---|---|------|----------------------|
|      |   | A 34. Number of UMs submitted to ITSO, VSU   | Prepares and 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 and other outputs to implement new normal  |   |                                       |   |   |   |      |                      |
|      |   | Number of training/seminars attended related to research   | Attends seminar/trainings related to research  | 2 | 8                                     | 5 | 5 | 5 | 5.00 | see annual<br>report |
|      |   | Number of services/technical expertise rendered as panelist for research   | Evaualuate research paper for competition  | 0 | 1                                     | 5 | 5 | 5 | 5.00 | PSAS                 |
| UMFO | 4. EXTENSION SERVICE  | is .   |  |   |                                       |   |   |   |      |                      |
|      | PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities | A 36. 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                       |   |                                       |   |   |   |      |                      |
|      |   | <u>A 37</u> . Number of trainees weighted by the length of training  | Conducts trainings among beneficiaries of technologies for transfer  |   |                                       |   |   |   |      |                      |
|      |   | <u>A 38</u> . Number of extension programs/projects implemented  | Implementes duly approved extension projects   |   | , , , , , , , , , , , , , , , , , , , |   |   |   |      |                      |

|                             |   | In                               | <br> |          |        | <br>T |
|-----------------------------|---|----------------------------------|------|----------|--------|-------|
|                             | A 39. Percentage of beneficiaries who rated   | Provides quality and relevant    |      |          |        |       |
|                             | the training course/s and advisory services   | training courses and advisory    |      |          |        |       |
| ū                           | as satisfactory or higher in terms of quality | services                         |      |          |        |       |
|                             | and relevance                                 |                                  |      |          |        |       |
| satisfactory or higher in   |   |                                  |      |          |        |       |
| terms of quality and        |   |                                  |      |          |        |       |
| relevance                   |   |                                  |      |          |        |       |
| PI 5. Number of             | A 40 . Number of technical/expert services    | Provides the technical and       |      |          |        |       |
| technical/expert services   | as/in:  | expert services requested by     |      |          |        |       |
|                             |   | beneficiaries                    |      |          |        |       |
| Research Mentoring          | Research Mentor                               |                                  |      |          |        |       |
| Peer reviewers/             | Peer reviewers/Panelists                      |                                  |      |          | T      |       |
| Panelists                   |   |                                  |      |          |        |       |
| Resource Persons            | Resource Persons                              |                                  |      |          |        |       |
| Convenor/Organizer          | Convenor/Organizer                            |                                  |      |          |        |       |
| Consultancy                 | Consultant                                    |                                  |      |          |        |       |
| Evaluator                   | Evaluator                                     |                                  |      |          |        |       |
|                             |   | Prepares extension project       |      |          |        |       |
| PI 8. Percent of extension  | A 41. Percent of extension proposals          | proposals, submits and follow up |      |          |        |       |
| proposals approved *        | approved *                                    | 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       | Designs extension related        |      | $\neg$   | $\top$ |       |
|                             | normal due to covid 19                        | activities and other outputs to  |      |          |        |       |
|                             |   | implement new normal             |      |          |        |       |
| NFO 5. SUPPORT TO OPERA     | TIONS   |                                  |      |          |        |       |
| OVPI MFO 4. Program an      | d Institutional Accreditation Services        |                                  |      | $\dashv$ | +      | -     |
|                             | a management / tool out out the out the out   |                                  |      |          |        |       |

|      | 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* | A 44. Compliance to all requirements of theQMS 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 | 100 % compliant  | 100 %<br>compliant  | 5 | 5 | 5 | 5.00  |              |
|------|--|---|---|------------------|---------------------|---|---|---|-------|--------------|
|      |  | A 45. Compliance to all requirements of the program and institutional accreditations:                                   | Prepares required documents and complies all requirements as prescribed in the accreditation tools                                    |                  |                     |   |   |   |       |              |
|      |  | On program accreditations   | AACUP(MAgDev and MS<br>Animal Science)  |                  |                     |   |   |   |       |              |
|      |  | On institutional accreditations   |   |                  |                     |   |   |   |       |              |
| UMFO | 6. General Admin. & Suj  | oport Services (GASS)   |   |                  |                     |   |   |   |       |              |
|      | PI 2. Zero percent complaint from clients served   | A 46. Customerly friendly frontline services  | Provides customer friendly frontline services to clients  | zero % complaint | zero %<br>complaint | 5 | 5 | 5 | 5.00  |              |
|      | PI 3: Additional Outputs   | A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies * | Initiates/introduces<br>improvements in performfing<br>functions resulting to best<br>practice  |                  |                     |   |   |   |       |              |
|      |  | Number of Department/College Based<br>Committee as Chairman/Member  | Plans and implements activities expected of the committee assignment  | 5                | 8                   | 5 | 5 | 4 | 4.67  | see workload |
|      |  | A 48.Other outputs implementing the new normal due to covid 19  | Designs administration/management related activities and other outputs to implement new normal  |                  |                     |   |   |   |       |              |
|      | Total Overall Rating   |   |   |                  |                     |   |   |   | 95.67 |              |

| Average Rating    | 4.78        |
|-------------------|-------------|
| Adjectival Rating | Outstanding |

Comments & Recommendations for Development Purpose: Dr. Godinez should develop more research and extension proposal. Also, he has to expedite development of learning materials assigned to him.

| Evaluated & Rated by:  | Recommending Approval: | Approved by:                        |
|------------------------|------------------------|-------------------------------------|
| Cal                    | M                      | Kar                                 |
| MANUEL D. GACUTAN, JR. | VICTOR B. ASIO         | BEATRIZ S. BELONIAS                 |
| Department Head        | Dean, CAFS             | Vice President for Academic Affairs |
| Date:                  | Date:                  | Date:                               |

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

## Exhibit L

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: CYRILL JOHN P. GODINEZ Performance Rating: VERY SATISFACTORY Aim: To improve teaching effectiveness and enrich research capabilities; develop research proposals; and involve in extension works Proposed Interventions to Improve Performance: Date: October 2022 Target Date: December 2022 First Step: Develop or revise OBE course syllabi for assigned graduate and undergraduate courses. Allocate time for development of research proposal. Attend to relevant trainings for research. Result: Approved OBE course syllabi for assigned courses. Submitted research proposal and approved by the University. Attended several trainings related to research. Date: January, 2023 Target Date: June 2023 Next Step: Coaching and monitoring to improve further teaching strategies. Submit more research proposals for funding. Develop extension proposals for funding. Continue professional development related to instruction, research, and extension. Present scientific papers in conferences and publish articles in peer-reviewed journals Outcome: FinalStep/Recommendation:

Prepared by:

MANUEL D. GACUTAN JR

Unit Head

Conforme:

Name of Ratee Faculty/Staff