## 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 b. Student (50%)	0.50 0.50	4.92 4.00	2.46
	Total for Instruction	70%	4.46	3.12
2.	Research	5%	4.90	0.25
3.	Extension	5%	4.84	0.24
4.	Administrative Support Services	20%	5.00	1.00
	TOTAL	100%	TOTAL EQUIVALENT NUMERICAL RATING	4.61

**EQUIVALENT NUMERICAL RATING:** 

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

4.61

4.61

Reviewed by:

ADJECTIVAL RATING:

**OUTSTANDING** 

MANUEL D. GACUTAN, JR.

Department/Office Head

Prepared by:

WARREN D. COME

Asst. Prof. 2

Approved:

Recommending Approval:

VICTOR B. ASIO

Dean, CAFS

REATRIZ S RELIGINAS

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, WARREN D. COME, a faculty member of the DEPARTMENT OF ANIMAL SCIENCE 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 July, 2021 to December, 2021.

Approved:

WARREN D. COME

Asst. Prof. 2

Date: 1/19/222

MANUEL D. GACUTAN, JR.

Department Head
Date: Jan 24,2000

College Dean

							R	lating		REMARKS (Indicators in
MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplish- ment	Quality	Eficiency	Timeliness	Average	percentage should be supported with numerical values in numerators and denominators)
UMFO 1	I. ADVANCED EDUCAT	ON SERVICES			and conference and a second of the second of			Ť	htidassitatan yan isan ay, manayagan,	The state of the s
OVPI MF	O 2. Graduate Student Ma	anagement Services		Philiphical Public Annical Control of Security of the American American Age - Acceptance to the control and American Age of the American Age of th	professional for cold to internal discourse on our overclosure and an early of post colours y beautiful.			D-11/4/00/0-/hepsilpto/covege	Bankington, Hitmanusea, avegause	Amelikkus vietelustissus eteiteteistissississississississississississus eteima et
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	0	0.66	4.9	4.9	4.9	4.90	
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	2	4	4.9	5	4.9	4.93	photomore and common from the common of the
		A3. Number of students advised on thesis/special problem/dissertation:			Bahdundi Bahdun - Galler Bahannan (Bahannan (Bahdun) - Bahdun - Ba					
		As GAC Chairman	Advises and corrects re- search outline and thesis/SP/ dissertation	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	anderstanden framerina en	w	**	49	Section of the sectio	Matthews in the matter file of the file of the matter and the matt
			Advises and corrects re- search outline and thesis/SP/ dissertation	5	7	4.9	4.9	4.9	4.90	entificia di discrisso fina della propieta della con a avasso coppeta en
Marine and Australia and Austr		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	15	20	5	5	5	5.00	

	PI 9: Number of	AP himsels on E and I are the	Converts the existing			-	T		1	1
	instructional materials developed *	A5. Number of on-line ready coursewares developed and submitted for review	instructional materials into flexible learning systems	-	-			-	*	
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	4.9	4.8	4.8	4.83	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	5	4.9	4.8	4.8	4.83	
pro. A 600 de Naciona - construente cuiva cui		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	6	5	5	5	5.00	
		A 6 : 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	*	a a constant and a co	-	-	**		
most field frequency from consensation of company property.		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	2	4.9	4.9	4.8	4.87	genterten er erforgen er egenterten genterten genter
a.45000ideng-renuels-towngoong	Pl 10. Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	nemining pending and a series of the series		78	-	Marie American Propagation States Company	-	
IMPA A		Number of student online querries read and replied	Replied student academic querries thru e-mails, facebook, SMS, and other online platforms	15	25	5	5	5	5.00	hereten o segui mena hereten garangan
	HIGHER EDUCATION FO 3. Higher Education M						ATTOON, AMERICAN SERVINGS	Ma-Majard-shidhi Maga-dambada sa kala		
	PAY HOUSE VEHICLE AND ME CONTROL OF THE PROPERTY OF THE PARTY OF THE P	A9. Actual Faculty's FTE	Handles and teaches courses assigned	10	10	4.9	4.9	4.9	4.90	er ferende en
		within prescribed period	Prepares gradesheet and submits on or before deadline	2	7	5	4.9	4.9	4.93	nillipperio-ytropeca in Proper opsid intervenia

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	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		maken ma	-	4	del	~	
	A12. Number of trainings attended related to instruction	Attend mandated trainings	2	3	4.9	4.9	4.9	4.90	
	A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	6	4.8	4.9	4.9	4.87	
	A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	12	4.8	4.9	4.9	4.87	
	A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	*			to anterespite statement	*	₩	
PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviserto students	30	70	5	5	5	5.00	
	<u>A17</u> . Number of students advised on thesis/ field practice/special problem:			Miller (Edit v der verver verkund verein) und verderen verzus eine Gebende			diracitizanya kalapunyakan ekspera er		
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	5	5	4.9	4.9	4.9	4.90	manar viden productivi digita ili giriya yayaya yaya yaya ya
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	*		-	ari	*	metten den die menseur-deuen jeweig-voor	eptom-transfellatiotististististististististististististist
		Entertains students consulting on subject taught, thesis and grades	20	30	5	5	5	5.00	metali elektrologia elektrologia elektrologia elektrologia elektrologia elektrologia elektrologia elektrologia
	advised	Advises student organizations recognized by USOO		eta era era era era era era era era era er	-	~			metin-distribution entrad sid-use Septempe Agentam
	assisted on student related activities	Assists student organizations in implementing student related activities	*			-	44	Marie Anni Barra (Marie Anni Galleyn Legal) An	erienin (territoria) en de esta esta esta esta esta esta esta est

AND STATE

PI 10: Number of instructional mater developed *	A 21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel		engen artifation and investment parties of the state of the section require state in the section of the section	34		n filmanosmorponoscocco	er janearonen er en en en en en	
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof		#	-	-	***		
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	10	4.9	4.9	4.8	4.87	
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	6	4.9	4.9	4.9	4.90	
	A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware	-	*	-			and the second s	Marin Ton Marin (Marin (Ma
	A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	2	4.8	4.8	4.9	4.83	
Pl 11. Additional ou	tputs A 25. Number of Additional outputs accomplished:		обото било навинения <del>в поч</del> от от нето отверен надаменных законирования учественнях по	ndin degleren en minuten er enne id meh y gelde udgeve op gler og ge			estri il Messidoli propinto contanque en	Benneser und reine er de souwege upon	addin-delectricites flat restates staylari satra addinastricines in compunda
	Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	~	**			89.	-	
	Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU		**	36	-	A	wennessentalment in produce standing speed	MANOREN MANOREN SERVICE SERVICE SERVICE AND
	A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal		W.	An	-	-		ett der

AND STREET

0 3 . RESEARCH SERVICE					-				Mary and delicity in the organization of the o
PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries	-	-	-	*	*	~	
PI 2. Number of research * outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	are a second and a		-	49	-	A A	
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-refereed or CHED recognized journal within the year:	Writes publishable materials out of research outputs and submits for publication	-	-	~	-	***	-	
Mention of the control of the contro	In refereed int'l journals	den men han dikan semurusi hadan dan dan dan dan dan dan dan dan dan			-	<del> </del>	<del> </del> -	-	and the second s
т обителя (вы техностичностично и со изомице бизократов и до не на очено очено очено не недостично в возращени	In refereed nat'l/regional journals		indining till in skip still state flatter flats. Harmaninen skelnhörme hall, skaper medle skepeel der		1	+	-		er commercial de la com
1	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences	-		-	-	- ,		
тели (и по на	In int'l fora/conferences	миникон болдония, честому теребательного предела поторы полького начинального поря, направания рас		Marchalland Colleges Marchallance rest restorment and colleges of personality replacements and colleges of the	<del>  -</del>	<del>  -</del>			****
	In nat'l/regional fora/conferences		от до на при	anticoment que la presidente de comercia de dendere esta, reducione de la presidente de la presidente de la pr Jak	-	-	*	BELOGRESON STREET, STR	
	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation			-		-		Anthropological Administration (September 1994)
	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		es.	рабособо перено почено пород и посточно почено багара и подочено и чене	~		-	ale	peliment repulsed segmentarische sechelbergebregen
	A 33. 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	1	1	4.9	4.9	4.9	4.90	овного технического почения домуческого домуческого

impets a

		A. 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output			-	an.			
		A 35.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal			70		ara gilat que asser inicipações destrutur	900 Marie (1900 - 1900 Marie (1900 - 1900 Marie (1900	
UMF	O 4. EXTENSION SERVICE	İs	дэгт элдэг. У осно дайн хом үндэг үйн айн айхаараан байлаараан осой уусуулсан ахтаан адаан адаан уулаараан осо					-	1	***************************************
	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	1	1	4.8	4.8	4.8	4.80	
au - mandad deline e e maner	PI 2. Number of trainees weighted by the length of training		Conducts trainings among beneficiaries of technologies for transfer	***	-		-	***	50 St.	
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs		Implementes duly approved extension projects	-			**	T	**	
	PI 4. 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	as/in:	Provides the technical and expert services requested by beneficiaries	1	1	4.9	4.8	4.9	4.87	medicinina indica mis sia mangana sa mangana
latinopopologico especim	Research Mentoring	Research Mentor	dendalisa turkirilan kesasaka kensi ilikuwanaka antaksiakiri denunina wattalishi selashiran ketalishiran katal	pla Nacionale Ball Ball Ball And Ball Ball Ball Ball Ball Ball Ball Bal		-	-	-	V-	
	Peer reviewers/ Panelists	Peer reviewers/Panelists	,	*	•	-		**	-	

Resource Persons	Resource Persons	month provided in the Contract of the Contract	1		4.9	4.8	4.9	4.87	The same to the sa
Convenor/Organizer	Convenor/Organizer	and programmy sequences to the description of the d			7.3	4.0	4.5	4.07	mar allowards is the motor a microsophic representation and the second
Consultancy	Consultant	and annually familiarity. For equality for property that the experience of the contract of the			-	+			THE PERSON NAMED IN COLUMN TO PE
Evaluator	Evaluator			-	-	-	Apt Services (Appelois) Appelois	*	AND CONTRACTOR OF THE CONTRACT
PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	-	***	-		16		
PI 11. Additional	A 42. No. of extension-related awards (extn			THE RESIDENCE OF THE PARTY OF THE PARTY OF			n-rounnet people de la constitue de la constit		
outputs *	conducted by faculty or student & faculty) *								
	A 43.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal			709	ar	der sakkentelde van des genegas oppsykle		
O 5. SUPPORT TO OPERA	TIONS			and the second s			n-freterine nampraysploates	Монтород 100 I «Маста алека Антирияры	The second of th
OVPI MFO 4. Program an	d Institutional Accreditation Services						My franchische handelenge dwei		
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		zero non- conformity	~			~	
	program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	-	100% compliant	A-0		~	*	
		2				1	1	-	
	On program accreditations		терина систем намери и чен поставления при	processing and an extension of the second se	-	-			

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47. Number of /new initiatives introduced esulting to best practice eplicated/benchmarked by other lepts/agencies *	Provides customer friendly frontline services to clients (As manager of Goat & Sheep Projs. selling animal products).  Initiates/introduces improvements in performfing functions resulting to best practice  Planning on the maintenance and		Zero % complaint	5	5	5	5.00	
esulting to best practice eplicated/benchmarked by other lepts/agencies *  Jumber of persons supervised in the	improvements in performfing functions resulting to best practice Planning on the			-	~	***************************************		and the commission of the comm
vollect		and the second control of the second control of the second control of the second second control of the second seco	ation and the control was tred - who entering an industrial, in proposition in com-	THE PROPERTY AND ADDRESS OF	8			
	productivity of the farm	2	2	5	5	5	5.00	and the contract of the contra
roject	Planning on the maintenance and productivity of the farm	30	39	5	5	5	5.00	generative variante en uniques vuega card
uerries regarding technical and marketing	Initiate/planning marketing strategies of the animals	10	20	5	5	5	5.00	men nerte nerte var forenst pre emparagemen
ne project	maintenance and	20	40	5	5	5	5.00	meditimatika, ingkatanaga tapana mengangkan pengawan
ormal due to covid 19	administration/management related activities and other outputs to implement new	n		•	AN.	ne interestro i nerritori apresa	-	entre en estado en estado de especia en estado de especia en estado de especia en estado de especia en estado d
	implementation of University	0	4	5	5	5	5.00	e designi ng engli-ng-maja-ng-maja-ng-maja-ng-maja-ng-maja-ng-maja-ng-maja-ng-maja-ng-maja-ng-maja-ng-maja-ng-
lu ulu lu	mber of custumers entertained for erries regarding technical and marketing rooses of animals  mber of heads of sheep maintained in project  8. Other outputs implementing the new mal due to covid 19  9. Number of virtual meetings attended	minter of fleads of goals maintained in the maintenance and productivity of the farm  mber of custumers entertained for erries regarding technical and marketing strategies of the animals  mber of heads of sheep maintained in project  Planning on the maintenance and productivity of the farm  Planning on the maintenance and productivity of the farm  Designs  administration/management related activities and other outputs to implement new normal	militaries of fleads of goals maintained in the productivity of the farm  maintenance and productivity of the farm  Initiate/planning marketing strategies of the animals  maintenance and productivity of the farm  Initiate/planning marketing strategies of the animals  Planning on the maintenance and productivity of the farm  Planning on the maintenance and productivity of the farm  Designs administration/management related activities and other outputs to implement new normal  Participate in planning and implementation of University  O	maintenance and productivity of the farm  maintenance and productivity of the farm  maintenance and productivity of the farm  Initiate/planning marketing strategies of the animals  mber of heads of sheep maintained in project  Planning on the maintenance and productivity of the farm  Planning on the maintenance and productivity of the farm  Designs administration/management related activities and other outputs to implement new normal  Participate in planning and implementation of University Health Protocols  Maintenance and productivity of the farm  Designs administration/management related activities and other outputs to implement new normal  Participate in planning and implementation of University Health Protocols	maintenance and productivity of the farm  maintenance and productivity of the farm  maintenance and productivity of the farm  Initiate/planning marketing strategies of the animals  maintenance and productivity of the farm  Planning on the maintenance and productivity of the farm  Planning on the maintenance and productivity of the farm  B.Other outputs implementing the new mal due to covid 19  Designs administration/management related activities and other outputs to implement new normal  Participate in planning and implementation of University Health Protocols  maintenance and productivity of the farm  20 40 5  40 5  Animal dealth Protocols	minter of reads of goals maintained in the productivity of the farm  more of custumers entertained for erries regarding technical and marketing proses of animals  miber of heads of sheep maintained in project  maintenance and productivity of the farm  Planning on the maintenance and productivity of the farm  Planning on the maintenance and productivity of the farm  Designs  administration/management related activities and other outputs to implement new normal  Participate in planning and implementation of University Health Protocols  30 39 5 5 5 5 6 7 7 8 7 8 8 8 9 8 9 8 8 9 8 8 9 8 8 9 8 8 9 8 8 9 8 8 8 8 8 9 8	miber of related of godes maintained in the productivity of the farm  mober of custumers entertained for entries regarding technical and marketing proses of animals  miber of heads of sheep maintained in project  Planning on the maintenance and productivity of the farm  Planning on the maintenance and productivity of the farm  Planning on the maintenance and productivity of the farm  B.Other outputs implementing the new mail due to covid 19  Designs administration/management related activities and other outputs to implement new normal  Participate in planning and implementation of University  O 4 5 5 5	mber of custumers entertained for erries regarding technical and marketing poses of animals  mber of heads of sheep maintained in project  minute of the farm  Initiate/planning marketing strategies of the animals  Planning on the maintenance and productivity of the farm  Planning on the maintenance and productivity of the farm  Planning on the maintenance and productivity of the farm  Designs administration/management related activities and other outputs to implement new normal  Participate in planning and implementation of University Health Protocols  30 39 5 5 5 5 5.00  20 5 5 5 5 5.00  20 40 5 5 5 5 5.00  21 22 23 25 5 5 5.00  22 33 26 5 5 5 5.00  23 26 5 5 5 5 5.00

Average Rating		4.92
Additional Points:		
Approved Additional Points (with copy of approved)	0	
FINAL RATING		4.92
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose:

Finish doctoral degreee and be part of the departments graduate and undergraduate progroms implementation and improvement.

Evaluated & Rated by:

Recommending Approval:

Approved by:

MANUEL D. GACUTAN, JR.

Department Head

Date: Jan w. ww

VICTOR B. ASIO

Dean, CARS

Date

BEATRIZ S. BELONIA

Vice President for Academic Affairs

Date: 1/2

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

## **EMPLOYEE DEVELOPMENT PLAN**

Name of Employee:

WARREN D. COME

Performance Rating:

**OUTSTANDING** 

Aim:

To improve the performance and output related outcomes in instruction,

research, extension, and production.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July, 2021

Target Date: December, 2021

Planning and outlining the different targets set for the specified period. Prioritizing the important tasks assigned in instruction, research, extension and production. Improve knowledge in module preparation and use of e-learning platform. Collaborate with other units of the university and national agencies through attendance to workshops and seminars in research and extension.

Result:

Planned and outline targets for the specific period with prioritization on the implementation of specific tasks. Improved and prepared modules and elearning platform used in instruction. Attended virtual workshops related to research and extension fostering possible collaborations.

Final Step/Recommendation:

Finish doctoral degree and be part of the department's graduate and undergraduate programs implementation and improvement.

Prepared by:

MANUEL D. GACUTAN, JR.

Unit Head

Conforme:

WARREND. COME Name of Ratee Faculty/Staff