

# 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%)	0.50	4.00	2.00
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:

4.61

Add: Additional Points, if any:

-


TOTAL NUMERICAL RATING:

4.61

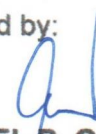
ADJECTIVAL RATING:

OUTSTANDING


Prepared by:

  
**WARREN D. COME**  
Asst. Prof. 2


Reviewed by:

  
**MANUEL D. GACUTAN, JR.**  
Department/Office Head

Recommending Approval:

  
**VICTOR B. ASIO**  
Dean, 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, 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.

  
**WARREN D. COME**  
Asst. Prof. 2  
Date: 1/19/22

Approved:  
  
**MANUEL D. GACUTAN, JR.**  
Department Head  
Date: Jan 24, 2022

  
**VICTOR B. ASIO**  
College Dean  
Date: 1/25/22

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplish-ment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
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	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	
		A3. Number of students advised on thesis/special problem/dissertation:								
		As GAC Chairman	Advises and corrects re- search outline and thesis/SP/ dissertation	-	-	-	-	-	-	
		AS GAC Member	Advises and corrects re- search outline and thesis/SP/ dissertation	5	7	4.9	4.9	4.9	4.90	
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	15	20	5	5	5	5.00	



	<b>PI 9:</b> Number of instructional materials developed *	<b>A5.</b> 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	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	
		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 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	2	2	4.9	4.9	4.8	4.87	
	<b>PI 10.</b> 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	-	-	-	-	-	-	
		Number of student online queries read and replied	Replied student academic queries thru e-mails, facebook, SMS, and other online platforms	15	25	5	5	5	5.00	
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	<b>A9.</b> Actual Faculty's FTE	Handles and teaches courses assigned	10	10	4.9	4.9	4.9	4.90	
		<b>A10.</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	7	5	4.9	4.9	4.93	

		<b>A11.</b> 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	-	-	-	-	-	-	
		<b>A12.</b> Number of trainings attended related to instruction	Attend mandated trainings	2	3	4.9	4.9	4.9	4.90	
		<b>A13.</b> 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	
		<b>A14.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	12	4.8	4.9	4.9	4.87	
		<b>A15.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	-	-	-	-	-	-	
	<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	Acts as academic advisor to students	30	70	5	5	5	5.00	
		<b>A17.</b> Number of students advised on thesis/field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	5	5	4.9	4.9	4.9	4.90	
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	-	-	-	-	-	-	
		<b>A18.</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	20	30	5	5	5	5.00	
	<b>PI 9:</b> Number of student organizations advised/assisted*	<b>A19.</b> Number of Student organizations advised	Advises student organizations recognized by USOO	-	-	-	-	-	-	
		<b>A20.</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	-	-	-	-	-	-	



	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21 :</b> 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	-	-	-	-	-	-	
		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	
		<b>A 23 :</b> 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	-	-	-	-	-	-	
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	2	4.8	4.8	4.9	4.83	
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> 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	-	-	-	-	-	-	
		<b>A 26.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	-	-	-	-	-	-	

**UMFO 3 . RESEARCH SERVICES**

	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> 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	-	-	-	-	-	-	
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research project within the year	-	-	-	-	-	-	
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year:	Writes publishable materials out of research outputs and submits for publication	-	-	-	-	-	-	
		In refereed int'l journals		-	-	-	-	-	-	
		In refereed nat'l/regional journals		-	-	-	-	-	-	
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences	-	-	-	-	-	-	
		In int'l fora/conferences		-	-	-	-	-	-	
		In nat'l/regional fora/conferences		-	-	-	-	-	-	
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	-	-	-	-	-	-	
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)		-	-	-	-	-	-	
		<b>A 33.</b> 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	



		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	-	-	-	-	-	-	
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	-	-	-	-	-	-	
<b>UMFO 4. EXTENSION SERVICES</b>										
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> 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	
	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	-	-	-	-	-	-	
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A 38.</b> Number of extension programs/projects implemented	Implements duly approved extension projects	-	-	-	-	-	-	
	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<b>A 39.</b> 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	-	-	-	-	-	-	
	<b>PI 5.</b> Number of technical/expert services	<b>A 40.</b> 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	
	<i>Research Mentoring</i>	<i>Research Mentor</i>		-	-	-	-	-	-	
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>		-	-	-	-	-	-	

	Resource Persons	Resource Persons		1	1	4.9	4.8	4.9	4.87	
	Convenor/Organizer	Convenor/Organizer		-	-	-	-	-	-	
	Consultancy	Consultant		-	-	-	-	-	-	
	Evaluator	Evaluator		-	-	-	-	-	-	
	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	-	-	-	-	-	-	
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. 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	-	-	-	-	-	-	
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
	<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>									
	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 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	-	-	-	-	
		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	-	100% compliant	-	-	-	-	
		On program accreditations		-	-	-	-	-	-	
		On institutional accreditations		-	-	-	-	-	-	



UMFO 6. General Admin. & Support Services (GASS)										
	<u>PI 2.</u> Zero percent complaint from clients served	<u>A 46.</u> Customerly friendly frontline services	Provides customer friendly frontline services to clients (As manager of Goat & Sheep Projs. selling animal products).	Zero % complaint	Zero % complaint	5	5	5	5.00	
	<u>PI 3:</u> Additional Outputs	<u>A 47.</u> Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice	-	-	-	-	-	-	
	Goat and Sheep Project Manager	Number of persons supervised in the project	Planning on the maintenance and productivity of the farm	2	2	5	5	5	5.00	
		Number of heads of goats maintained in the project	Planning on the maintenance and productivity of the farm	30	39	5	5	5	5.00	
		Number of customers entertained for queries regarding technical and marketing purposes of animals	Initiate/planning marketing strategies of the animals	10	20	5	5	5	5.00	
		Number of heads of sheep maintained in the project	Planning on the maintenance and productivity of the farm	20	40	5	5	5	5.00	
		<u>A 48.</u> Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	-	-	-	-	-	-	
	Dept. Health Coordinator	<u>A 49.</u> Number of virtual meetings attended	Participate in planning and implementation of University Health Protocols	0	4	5	5	5	5.00	
Total Over-all Rating									147.67	

**Total Over-all Rating**

147.67

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


Comments & Recommendations for  
Development Purpose:


*Finish doctoral degree and be part of the  
departments graduate and undergraduate  
programs implementation and improvement.*


Evaluated & Rated by:

Recommending Approval:

Approved by:

  
**MANUEL D. GACUTAN, JR.**  
Department Head  
Date: Jan 24, 2022

  
**VICTOR B. ASIO**  
Dean, CAPS  
Date: 1/25/22

  
**BEATRIZ S. BELONIAS**  
Vice President for Academic Affairs  
Date: 1/25/22

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

First Step: 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.


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Result: Planned and outline targets for the specific period with prioritization on the implementation of specific tasks. Improved and prepared modules and e-learning 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:

  
WARREN D. COME  
Name of Ratee Faculty/Staff