SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member:

ROGER ROQUE E. BUSTAMANTE

	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	4.86	2.43
-	b. Student (.50%)	0.50	4.17	2.09
almanaga na	Total for Instruction	70%	4.51	3.16
2.	Research	**		100
3.	Extension	10%	4.83	0.48
4.	Administrative Support Services	20%	5.00	1.00
	TOTAL	100%	TOTAL EQUIVALENT NUMERICAL RATING	4.64

EQUIVALENT NUMERICAL RATING:

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

4.64

4.64

Reviewed by:

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

ROGER ROQUE E. BUSTAMANTE

Instructor 1

MANUEL D. GACUTAN, JR.

Department/Office Head

Vice-President for Academic Affairs

Recommending Approval:

VICTOR B. ASIO

Dean, CAFS

Approved:

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, <u>ROGER ROQUE E. BUSTAMANTE</u>, 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</u>, 20<u>21</u> to <u>December</u>, 20<u>21</u>.

ROGER ROQUE E. BUSTAMANTE
Instructor 1
Date: 199 WW

Approved:

MANUEL D. GACUTAN, JR.
Department Head
Date: 199 WW

Date: 199 WW

Date: 199 WM

Date: 199 W

							R	ating	Видонформация	REMARKS
MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplish- ment	Quality	Eficiency	Timeliness	Average	(Indicators in percentage should be supported with numerical values in numerators and denominators)
UMFO 1	. ADVANCED EDUCATION	ON SERVICES								
OVPI MF	O 2. Graduate Student Ma	nagement Services								
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	2	4.83	4.5	5	5	4.83	
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students			-	-	-	-	
		A3. Number of students advised on thesis/special problem/dissertation:		*	es,	-		**	-	
		As GAC Chairman	Advises and corrects re-search outline and thesis/SP/dissertation manuscript	*	-	•	ş	-	-	
		AS GAC Member	Advises and corrects re- search outline and thesis/SP/ dissertation manuscript	•	-		**	**	~	

Ban októrnosou rozerówia za baskoko		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	9	11	5	5	5	5.00	од наста Анадонтин, изрезий он надружения прособорожного бак незавленная
	PI 9: Number of instructional materials developed *	A5. Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems		Anna Anna Anna Anna Anna Anna Anna Anna	**	-		-	Andrew version of the section of the
	9	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	5	5	5	5.00	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	3	5	5	5	5.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	2	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		~		er .	44		jamaken mili kineda. sajaka alah pejaka pida paga pida kapita di kapita di kapita da kapita da kapita da kapit
gan diestrophieren graum der ein der eine der		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	1	5	5	5	5.00	
and the control of th	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		-	-	-	interneter very access communication		
UMFO 2	. HIGHER EDUCATION	SERVICES		российский насти в насти в пости в пости на насти	And an extension to the extension of the			I redicionali de la principio		
OVPI UM	FO 3. Higher Education Ma	anagement Services		di ordigi ranga kalansa arew ilan ilay kanadi bana, yang palang pasa salaga a sisala den amana ana	AND STATE OF THE S			ergettfisitii-Nacatosaturug		en finder tallet till en er efter av hallet blidten statut statut statut vikken sensen en er efter statut som e
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	10	16.18	5	5	5	5.00	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	5	17	5	5	5	5.00	

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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	8	43	5	5	5	5.00	
	A12. Number of trainings attended related to instruction	Attend mandated trainings	5	8	4	5	5	4.67	grandskriversen ryds sejester kleste die derde se deur als der der en
	A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	7	10	4	5	5	4.67	
	A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	5	15	5	4	5	4.67	Description make insure that an element of the Additional Association and the section requires the Additional Association in the section requires t
	A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	8	10	5	4	5	4.67	enderfield of the consistence of the confidence of the consistence of
PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	75	90	5	5	5	5.00	Millio Millio Millio del Primi primo Parte Pa
	A17. Number of students advised on thesis/ field practice/special problem:								h ballet enclaire i den sette (spirit de seur le propagner au sous equisió ha revietat à au des que
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	memerininin katalangi supuksian disapanjan parasahanya pin awasin, mbakan Se	August and	4	sa garifatantenego	ds 🏗		hvill 1460-für für stölle 1660 für schlade glade ihr vir amandater verhirm minhasse
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript		generatiges visible und Professionen eine eine eine eine eine eine eine	*		29 es		unkendilanin Australiera (antaria da
	A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	26	356	5	5	5	5.00	ing datah dan sebagai dan sebagai dan sebagai dan sebagai dan sebagai sebagai sebagai sebagai sebagai sebagai
PI 9: Number of student organizations advised/assisted*	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	4.5	5	5	4.83	angan mengan di dianggan danggan di dianggan di dianggan di dianggan di dianggan di dianggan di dianggan di di
	A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	1	4.5	5	5	4.83	uddiggreen di besterneddin and internet ver-Nexes en and heliopre verbennessen

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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	1	1	4	5	5	4.67	
2	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	3	5	5	4.5	4.83	
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	4	4.5	5	4.5	4.67	
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	4	5	4.5	5	4.83	
	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		ya arahan aranutuu dan	4	~	da da	-	
	A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	3	4	5	4	5	4.67	ter den til det for det for den ste den til den ste den til den ste den ste den ste den ste den ste den ste de
PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:		annangan, mandaran diakaran diangkunkangan gila gadamparan umani nembuhan	amenininan sakala azari gan-darrikan baharan pelajungan mener					n specimilation have not the net deleteration in policy to the color of process consenses.
	Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	**************************************	-	-	-	and the second s	-	army in distribution to the distribution of the second
	Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	-	and the second s	~	-54	-da	#F	kaphoke igitari ane 66.60 dagani unyakik u dinasare
	A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	1	4.5	5	5	4.83	epitte der Principal der Germanne von der

O 3 . RESEARCH SERVICE									
PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other	A27. 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	-	34	-	**	***		
Pl 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	nad franklikten kom kom kom kom kom på et se		*	•		74	
PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year	CHED recognized journal within the year:	Writes publishable materials out of research outputs and submits for publication	*	**	-		No. of Concession,		
	In refereed int'l journals		to		-		-		
DIA Almos and	In refereed nat'l/regional journals		*	VA	-	-	-		The Property Control of the Control
PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	presented in regional/national/ int'l	Prepares, submits and presents research paper in scienfic for a/conferences		76	-		-	The state of the s	от о
	In int'l fora/conferences		Militari dan sa silan u samatan sa matan sa	and the second of the second o	-	-	-		
	In nat'l/regional fora/conferences	Person of the Control	Alastika nikalasa na kunu-kalasa niman agan sa gabantan napusuudi kususi abanda sa sa sa sa sa Yu	antilinet menny hans meteropistera victoretra, meteropistera pilotopista Am			meterores de la constitue de l	-	menticonstruction of a reference of a reservoir of the second of the sec
	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	*	Pa .	NI.	V	**	*	and the matter and the part of
	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)			овите и меня бинит с на предвател и од раборат во извори од от орган од од От	-	s.	Marana magniyayanga M	antinidistriki katu anturungsayun	meteria manta mana haripanga mga nga nga nga nga galaga kang ga nga nga nga nga nga nga nga nga n
	A 33. Number of journal articles/scientific paper received and reviewed as peer-	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper		ng n		-	***	No.	antala rista tala salah pila rista kalandara mahapula ma
	VSU	Prepares and submits application for UM of technology generated out of research output			-	*	•		erminer in Statische retjam die ermitgliche Gesten der erwische Versenze er

	.0									
		A 35.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	delle serenta victoria victoria contenta della della della contenta della della della contenta della d	ang pantum makan sa sa matau sa makan mengenkankan		\$A	Pileg y r dominingou, for de poude de	no constituti de la con	Philosophia destrutada integracia inspecto
UMFO 4	I. EXTENSION SERVICES	S	от при	Printer har har franchischen der von der Könne jeder, in die bij blade flooren bliebe der der bestellt der begen der bestellt der begen der bestellt der begen der bestellt de				-	-	The Astronomy of Chicago and C
	Pl 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	5	5	4.5	4.83	
		A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	1	1	4.5	5	5	4.83	
		A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects	1	1	4.5	5	5	4.83	
	beneficiaries who rated the training course/s and		Provides quality and relevant training courses and advisory services		-	*	MA.	7	*	
1		as/in:	Provides the technical and expert services requested by beneficiaries			-	-	•	Minasificiliari i i i popularia più m	eriaritis metrolitis sudicimos succeptiones
ng musik yang ki a ang mga kan Magda yang	Research Mentoring	Research Mentor			ngarang andakana ke-apara-abbaka kapanjabaka rassiga-aparang-apapa Ing			10	E-BOUMPS-1000-191-0	Andrea and Albert Sentence (Sentence)
	Peer reviewers/ Panelists	Peer reviewers/Panelists			na n	-	-			andarinin relation between displacement and the section of the sec
	Resource Persons	Resource Persons		the deleteration to the control of t	nakan antukan manatu apotendaran mejeran yan kalkurangan dapan pul-sasar ma	-	-	**	#*************************************	an ayann ayann an
	Convenor/Organizer	Convenor/Organizer	THE PROPERTY OF THE BETTON THE PROPERTY OF T		na	-		~	~	metalistas (bahrilos balgos magintzanis rispoje nggrayata
By decident men enum employe	Consultancy	Consultant	TOTAL PORT OF THE PROPERTY OF	of history between the contract or the contract of the contrac						Apple tologists to the contrate of the last

	Evaluator	Evaluator		-	_	-	-	T -	T -	
	Pl 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 (extr. 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	1	1	4.5	5	5	4.83	
UMFO 5	SUPPORT TO OPERAT	TIONS								
	OVPI MFO 4. Program and	d Institutional Accreditation Services							-	
	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	•	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. & Supp	port Services (GASS)		•	*	-	-		-	
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients (as Duck/Poultry & Swine Projects Manager selling animal	One % complaint	Zero % complaint	5	5	5	5.00	

	resulting to best practice replicated/benchmarked by other	Initiates/introduces improvements in performfing functions resulting to best practice	-	•	-		•	,	
1	normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	•	-	,		•		
Bergani (1)	*			Total Ove	r-all	Rati	ing	136	

Average Rating		4.86
Additional Points:		
Approved Additional Points (with copy of approved)	0	
FINAL RATING		4.86
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose:

Further improvement of teaching capabilities by pursuing a PhD Study.

Evaluated & Rated by:

Recommending Approval:

Approved by:

MANUEL D. GACUTAN, JR.

Head, DAS-CAFS

Date: Pun My 2000

VICTOR B. ASIO

Dean, CAFS

Date

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 1/49 7

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: ROGER ROQUE E. BUSTAMANTE OUTSTANDING
Aim: To further improve teaching strategies on on-line and virtual classes during this pandemic.
Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:
Date: July 2021 Target Date: December 2021
First Step Collection of references from various sources and attendance to trainings (virtual) for the teaching strategies for online classes.
Result: Students will be able to learn new trend and strategies on poultry production through on-line classes. Outcome: Update and functional teaching guide for poultry production and management.
Final Step/Recommendation:
Further improvement of teaching capabilities by pursuing a PhD study.
Prepared by: MANUEL D. GACUTAN, JR.
Conforme: ROGER ROQUE E. BUSTAMANTE
Name of Pates (Faculty)