SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS
(January – June)

Name of the Faculty Member: <u>HENRY Y. GOLTIANO</u>

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
16. Instruction			
g. Head/Dean (50%)		5.0x50% = 2.5	
h. Students (50%)		5.0x50% = 2.5	
Total for Instruction	60%	5.0	3
17. Research			
g. Client/Dir. for Research (50%)			
h. Dept. Head/Center Director (50%)			
Total for Research	25%	5	1.25
18. Extension			
g. Client/Dir. for Extension (50%)			
h. Dept. Head/Center Director (50%)			
Total for Extension	15%	5	0.75
19. Administration			
20. Production			
TOTAL			5.0

EQUIVALENT NUMERICAL RATING: <u>5.0</u>
Add: Additional Points, if any: <u>0.0</u>
TOTAL NUMERICAL RATING: <u>5.0</u>

ADJECTIVAL RATING: **OUTSTANDING**
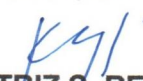
Prepared by:

HENRY Y. GOLTIANO
Name of Faculty

Reviewed by:

MILAGROS C. BALES
Department Head

Recommending Approval:

VICTOR B. ASIO
Dean, CAFS

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, <u>HENRY Y. GOLTIANO</u>, of the <u>Department of Agricultural Education and Extension,</u> accomplished the following targets for the period <u>JANUARY - JUNE 2022</u>.

Approved:

HENRY Y. GOLTIANO
Associate Professor V
Date:

MILAGROS C. BALES
Department Head
Date:

VICTOR B. ASIO
College Dean
Date:

MFO No.	Description of MFOs/PAPs	Success/Performance Indicators	Tasks Assigned	Target	Actual Accomplishment	Quality	Efficiency	Timeliness	Average	Remarks (Indicators in percentage should be supported w/ numerical values in numerators & denominators)
							Rating			
UNFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored	A 1. Actual Faculty's FTE	Handled the following courses March-June 2022 (2ⁿᵈ semester AY2021-22) Targeted AgEx216 Farmers education program AgEx244 Evaluation in adult educn AgEd306 Advances in teaching vocational edcn AgEd312 Sociology of educn Untargeted AgEx216 Farmers education program (extram) AgEd314 History of agri'l educn AgEd316 Policy & program devt for agri'l educn	.75 (3 students) .25 (1 student) .25 (1 student) .25 (1 student) **Total: 6 students**	2.25 (9 students) 1.00 (4 students) 0.25 (1 student) 0.50 (2 students) 1.00 (4 student) 0.25 (1 student) 0.25 (1 student) **Total: 22 students**	5	5	5	5	22/6=366% In terms of targeted number of students, accomplishment exceeded by about 166% For number of courses, accomplishment also exceeded by 75% (7/4=175%)
	PI 8: No. of graduate students advised	A 2. Number of students advised	Acts as academic adviser to graduate students							Reinstated from sabbaical March 14, 2022
		A 3. No. of students advised on thesis/special problems/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		As GAC member	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		A 4. No. of students entertained for consultation purposes	Entertain students seeking consultation with faculty							
	PI 9: No. of instructional materials developed	A 5. No. of online ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							
		Online ready courseware	Prepares instructional module/laboratory guide/workbook or a combination thereof							

		Supplemental learning resources	Prepares PowerPoint presentation, video clips, movie clip[s, reading assignments depending on courses taught							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problem sets, etc.							
		A 6: No. of online courseware reviewed by TRP & edited by MMDC	Submits the courseware duly reviewed by TRP for editing by MMDC editor							
		A 7: No. of virtual classroom created & operational	Creates virtual classroom using either Moddle or Google Classroom							
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented & monitored	**A9:** Actual Faculty's FTE								
		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 grade within prescribed period							
		A12. Number of trainings attended related to instruction	Attend mandated trainings							
		A13. Number of long examinations administered & checked	Administers & checks long examination for subjects taught							
		A14. Number of quizzes administered & checked	Prepares & checks quizzes for lec & lab							
		A15. No. of lab reports & term papers checked & graded	Checks lab reports & term papers submitted as required							
	PI 8: No. 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:		1	2	5	5	5	5	
		As Field Practice Supervisor/adviser	Advises, and corrects research outline and thesis/SP manuscript							
		As Field practice Member	Advises and corrects research outline and thesis/SP manuscript							
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis & grades	2	5	5	5	5	5	
	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: No. of instructional materials developed*	**A 21:** No. of online courseware developed and submitted:	Prepares & submits for review by the Technical Review Panel							
		Online ready courseware	Prepares instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares PowerPoint presentation, video clips, movie clips, reading assignments depending on course taught	1	1	5	5	5	5	

		Assessment tools	Prepares assessment tools such as long exam, quizzes, problem sets, etc.	1	1	5	5	5	5	
		A 23. Number of online courseware reviewed by TRP & edited by MMDC editor	Submits the courseware duly reviewed by TRP for editing by MMDC editor							
		A 24. Number of virtual classrooms created & operational	Creates virtual classroom using either Moddle or Google Classroom	1	1	5	5	5	5	
	PI 11: Additional outputs	A 25. Number of additional outputs accomplished								
		Program accreditation/evaluation	Prepares documents and/or program profile & other materials required during program/institutional accreditation and/or evaluation	1	1	5	5	5	5	
		Agency/firm/industry linkages	Coordinates with potential firms & 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 & other outputs to implement new normal	1	1	5	5	5	5	
	Average for Instruction									
UMFO 3. RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three years utilized by the industry or by other beneficiaries*	A 27. No. of research outputs in the last three years utilized by the industry or by other beneficiaries*	Conducts research for possible utilization by industry or other beneficiaries	1	1	5	5	5	5	Social impact of denr-supported livelihood projects
	PI 2. No. of research outputs completed within the year	A28. No. of research outputs completed within the year*	Conducts & completes research project within the year							
	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-referred or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
		In refereed int'l journals		1	2	5	5	5	5	12/1=200%
		In refereed nat'l/regional journals								
	PI 4. Number of research outputs presented in regional/nat'l/int'l for a/conferences	A30. No. of research outputs presented in reg'l/nat'l/int'l fora/conferences	Prepares, submits & presents research paper in scientific fora/conferences							
		In int'l fora/conferences								
		In nat'l/reg'l fora/conferences								
	PI 5. Percent of research proposals approved*	A 31. Percentage of research proposals prepared, submitted & approved	Prepares research proposals, submits & follows up its approval for immediate implementation	1	1	5	5	5	5	
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)								
		A 33. No. of journal articles/scientific paper received & reviewed as peer-reviewer	Acts s peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	1	2	5	5	5	5	2/1=200%
		A 34. No. of UMs submitted to ITSO, VSU	Prepares & 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 & other outputs to implement new normal	1	1	5	5	5	5	
Average for research									

UMFO 4. EXTENSION SERVICES

PI 1. No. of active partnerships with LGUs, industries, NGOs, NGAs, SMEs & other stakeholders as a result of extension activities	A 36. No. of active partnerships w/ LGUs, industries, NGOs, NGAs, SMEs & other stakeholders facilitated & maintained	Identifies & links w/ probable partners for extension activities & maintains this active partnership	1	1	5	5	5	5	1/1=100%
PI 2. No. of trainees weighted by the length of training	A 37. No. of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
PI 3. No. of extension programs organized & supported consistent with the SUC's mandated & priority programs	A 38. No. of extension programs/projects implemented	Implements duly approved extension projects							
PI 4. Percentage of beneficiaries who rated the training course/s & advisory services as satisfactory or higher in terms of quality & relevance	A 39. Percentage of beneficiaries who rated the training course/s & advisory services as satisfactory or higher in terms of quality & relevance	Provides quality & relevant training courses & advisory services							
PI 5. No. of technical/expert services	A 40. No. of technical/expert services as/in:	Provides the technical & expert services requested by beneficiaries							
Research mentoring	*Research mentor*								
Peer reviewer/panelist	*Peer reviewer/panelist*		1	3	5	5	5	5	3/1=300%
Resource Person	*Resource person*								
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 & follow up 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 normal due to Covid 19	Designs extension related activities & other outputs to implement new normal							
Average for Extension									

UMFO 5. SUPPORT TO OPERATIONS

OVPI MFO 4. Program & Institutional Accreditation Services

PI 8. Compliance to all requirements thru the establishment, adequate implementation, maintenance & 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	5	5	5	5	100%

		A 45. Compliance to all requirements of the program & institutional accreditations:	Prepares required documents & complies all requirements as prescribed in the accreditation tools								
		On program accreditations		1	2	5	5	5	5	2/1=200%
		On institutional accreditations		1	1	5	5	5	5	1/1=100%
UMFO 6. GENERAL ADMIN. & SUPPORT SERVICES											
PI 2. Zero percent complaint from clients served	**A 46.** Customer friendly frontline services	Provides customer friendly frontline services to clients								
PI 3. Additional outputs	**A 47.** Number of new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies*	Initiates/introduces improvements in performing functions resulting to best practices								
	A 48. Other outputs implementing the new normal due to Covid 19	Designs administration/management related activities & other outputs to implement new normal								
Total Overall Rating			90			**Comments & Recommendations for Development Purpose:**
Average Rating			5			
Adjectival Rating			Outstanding			

Keep up the good work!

Evaluated and Rated by:

MILAGROS C. BALES
Department Head
Date:

Recommending Approval:

VICTOR B. ASIO
Dean, CAFS
Date:

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date:

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Henry Y. Goltiano
Performance Rating: Outstanding

Aim: Send Dr. Goltiano to an international scientific conference to present paper of his research.

Proposed Interventions to Improve Performance: Attend relevant international training.

Date: July 2022   Target Date:Aug-Dec 2022

First Step: Approved by the department's personnel committee.

Result: Dr. Goltiano to seek for relevant scientific conference where he can present a paper and publish it.

Date: July 2022   Target Date: Sept-Dec 2022

Next Step: Echo to the department colleagues the learnings from attendance to the conference.

Outcome: Increased publication and networks or linkages with other agencies or institutions.

Final Step/Recommendation:
The College and DPC to strongly recommend Dr. Goltiano to attend international conference.

Prepared by:

MILAGROS C. BALES
DAEEx Head

Conforme:

HENRY Y. GOLTIANO
Name of Ratee Faculty/Staff