

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS
(July – December)**

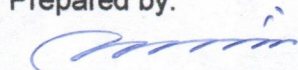
Name of the Faculty Member: HENRY Y. GOLTIANO

| 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: 5.0
 Add: Additional Points, if any: 0.0
 TOTAL NUMERICAL RATING: 5.0

ADJECTIVAL RATING: OUTSTANDING

Prepared by:



HENRY Y. GOLTIANO

Name of Faculty

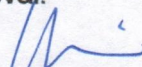
Reviewed by:



MILAGROS C. BALES

Department Head

Recommending Approval:



VICTOR B. ASIO

Dean, CAFS

Approved:





BEATRIZ S. BELONIAS

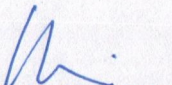
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, HENRY Y. GOLTIANO, of the Department of Agricultural Education and Extension, accomplished the following for the period JULY-DECEMBER 2022.


HENRY Y. GOLTIANO
 Professor IV
 Date: 01/05/23

Approved: 
MILAGROS C. BALES
 Department Head
 Date: 01/06/23


VICTOR B. ASIO
 CAFS Dean
 Date: _____

| MFO No. | Description of MFOs/PAPs | Success/Performance Indicators | Tasks Assigned | Target | Actual Accomplishment | Rating | | | | Remarks (Indicators in percentage should be supported w/ numerical values in numerators & denominators) |
|--|--|--|---|---|--|---------|------------|------------|---------|---|
| | | | | | | Quality | Efficiency | Timeliness | Average | |
| 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 Sep 2022-Jan 2023 (1stsem AY2022-23) <u>Targeted</u> AgEx217 Teaching farmers class AgEd313 Info mgt for teaching & learning AgEd303 Theory bldg... <u>Untargeted</u> AgEx216 Farmers Educntl Program AgEx217 Teaching Farmers Classes extram AgEd311 Educn ethics public policy | 1.10 (5 students) .25 (1 student) .25 (1 student) Total: 7 students | 2.00 (8 students) .50 (2 students) .25 (1 student) Total: 11 students 1.75 (7 students) 2.50 (10 students) 2.00 (4 students) Total: 21 students | 5 | 5 | 5 | 5 | 11/7=157% In terms of targeted number of students, For number of courses, accomplishment also exceeded by 100% (6/3 = 200%) |
| | PI 8: No. of graduate students advised | A 2. Number of students advised | Acts as academic adviser to graduate students | 1 | 2 | 5 | 5 | 5 | 5 | |
| | | A 3. No. of students advised on thesis/special problems/dissertation | | | | | | | | |
| | | As GAC Chairman | Advises and corrects research outline and thesis/SP/dissertation manuscript | 1 | 3 | 5 | 5 | 5 | 5 | |

| | | | | | | | | | | |
|--|--|--|---|--|---|---|---|---|---|------------------------------------|
| | | <i>As GAC member</i> | Advises and corrects research outline and thesis/SP/dissertation manuscript | 1 | 4 | 5 | 5 | 5 | 5 | |
| | | A 4. No. of students entertained for consultation purposes | Entertain students seeking consultation with faculty | 3 | 20 | 5 | 5 | 5 | 5 | |
| | 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 | | | | | | | |
| | | <i>Online ready courseware</i> | Prepares instructional module/laboratory guide/workbook or a combination thereof | | | | | | | |
| | | <i>Supplemental learning resources</i> | Prepares PowerPoint presentation, video clips, movie clip[s], reading assignments depending on courses taught | | | | | | | |
| | | <i>Assessment tools</i> | 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 Moodle 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 | Handled the following undergraduate courses: AgEx197 Methods of agrl rsrch lec AgEx197 Methods of... lab AgEx122 Tech'l writing... 2:30-4pm TTh 14 studes | 2.00 (10 students) 2.00 (10 students) 2.00 (10 students) Total: 30 students | 3.5 (14 students) 3.5 (14 students) 3.5 (14 students) Total: 42 students | 5 | 5 | 5 | 5 | Accomplishment over target is 140% |
| | | A10. Number of grade sheets submitted within prescribed period | Prepares gradesheet and submits on or before deadline | 2 | 6 including summer practicum | 5 | 5 | 5 | 5 | |
| | | 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 | Administers & checks long examination for subjects taught | | | | | | | |

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|--|--|--|--|---|----|---|---|---|---|--|
| | | administered & checked | | | | | | | | |
| | | A14. Number of quizzes administered & checked | Prepares & checks quizzes for lec & lab | | 2 | 5 | 5 | 5 | 5 | |
| | | A15. No. of lab reports & term papers checked & graded | Checks lab reports & term papers submitted as required | 2 | 5 | 5 | 5 | 5 | 5 | |
| | 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 | |
| | | <i>As Field Practice Supervisor/adviser</i> | Advises, and corrects research outline and thesis/SP manuscript | 2 | 7 | | | | | |
| | | <i>As Field practice Member</i> | 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 | 15 | 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 | | | | | | | |
| | | <i>Online ready courseware</i> | Prepares instructional module/laboratory guide/workbook or a combination thereof | | | | | | | |
| | | <i>Supplemental learning resources</i> | Prepares PowerPoint presentation, video clips, movie clips, reading assignments depending on course taught | 1 | 1 | 5 | 5 | 5 | 5 | |
| | | <i>Assessment tools</i> | 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 Moodle or Google Classroom | 1 | 1 | 5 | 5 | 5 | 5 | |


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|----------------------------------|--|--|---|---|---|---|---|---|---|---|
| | 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 | | | | | 5 | 5 | 5 | 5 | |
| 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 | | | | | | | |
| | | <i>In refereed int'l journals</i> | | 1 | 3 | 5 | 5 | 5 | 5 | 300% over target |
| | | <i>In refereed nat'l/regional journals</i> | | | | | | | | |
| | PI 4. Number of research outputs presented in regional/nat'l/int'l fora/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 | | | | | | | |
| | | <i>In int'l fora/conferences</i> | | | | | | | | |
| | | <i>In nat'l/reg'l</i> | | | | | | | | |

| | | | | | | | | | | |
|-----------------------------------|--|---|--|---|---|---|---|---|---|----------|
| | | <i>fora/conferences</i> | | | | | | | | |
| | 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 | | | | | 5 | 5 | 5 | 5 | |
| 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 | 1 | 2 | 5 | 5 | 5 | 5 | |
| | 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 | A 39. Percentage of beneficiaries who rated the training course/s & advisory services as satisfactory or higher in | Provides quality & relevant training courses & advisory services | 1 | 2 | 5 | 5 | 5 | 5 | |


| | | | | | | | | | | |
|---|--|--|---|---|---------------------|---|---|---|---|----------|
| | satisfactory or higher in terms of quality & relevance | terms of quality & relevance | | | | | | | | |
| | PI 5. No. of technical/expert services | A 40. No. of technical/expert services as/in: | Provides the technical & expert services requested by beneficiaries | | | | | | | |
| | <i>Research mentoring</i> | <i>Research mentor</i> | | | | | | | | |
| | <i>Peer reviewer/panelist</i> | <i>Peer reviewer/panelist</i> | | 1 | 3 | 5 | 5 | 5 | 5 | 3/1=300% |
| | <i>Resource Person</i> | <i>Resource person</i> | | | | | | | | |
| | <i>Convenor/organizer</i> | <i>Convenor/organizer</i> | | | | | | | | |
| | <i>Consultancy</i> | <i>Consultant</i> | | | | | | | | |
| | <i>Evaluator</i> | <i>Evaluator</i> | | | | | | | | |
| | 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 (extrn 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 | | | | | 5 | 5 | 5 | 5 | |
| 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 | Prepares required documents & complies all requirements as prescribed in the accreditation tools | | | | | | | |

| | | | | | | | | | | |
|---|--|---|--|-------------|---|---|---|---|---|----------|
| | | accreditations: | | | | | | | | |
| | | 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 | | | 155 | | Comments & Recommendations for Development Purpose: <i>Good Job!</i> | | | | |
| | Average Rating | | | 5 | | | | | | |
| | Adjectival Rating | | | Outstanding | | | | | | |

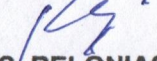
Evaluated and Rated by:


MILAGROS C. BALES
 Department Head
 Date: 01/06/23

Recommending Approval:


VICTOR B. ASIO
 Dean, CAFS
 Date:

Approved by:


BEATRIZ S. BELONIAS
 Vice President for Academic Affairs
 Date:

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Henry Y. Goltiano

Performance Rating: Outstanding

Aim: Hire Dr. Goltiano as Adjunct Professor since he will be retiring in mid March this 2023.

Proposed Interventions to Improve Performance: Attend relevant international trainings/conferences and seek sponsorship.

Date: July 2023 Target Date: Aug-Dec 2023

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: May 2023 Target Date: June-Dec 2023

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