## SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member:

**DINAH M. ESPINA** 

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction	P		
a. Head (50%) from IPCR	0.50	4.82	2.41
b. Student (50%)	0.50	3.33	1.67
Total for Instruction	70%	4.07	2.85
2. Research	-	-	-
3. Extension	30%	4.50	1.35
TOTAL	100%	TOTAL EQUIVALENT NUMERICAL RATING	4.20

**EQUIVALENT NUMERICAL RATING:** 

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

4.20

4.20

ADJECTIVAL RATING:

VERY SATISFACTORY

Prepared by:

DINAH M. ESPINA

Assoc. Prof. 5

Reviewed by:

MANUEL D. GACUTAN, JR. Department/Office Head

Recommending Approval:

Approved:

VICTOR B. ASIO

Dean, CAFS

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

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, DINAH M. ESPINA, 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:

DINAH M. ESPINA

Assoc. Prof. 6

Date: / Dy ham

MANUEL D. GACUTAN, JR.

Department Head
Date: Muny 24, 202

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MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Quality	Eficiency	S S O Company of the same of t	Average	
UMFC	1. ADVANCED EDUCATION	SERVICES		Peripadent Angles granter and Co. Particular private privates	MAT DECEMBER OF THE STREET OF	***************************************	contract all accounts	AND THE PLANT OF THE PERSON NAMED IN	aniphimiphospia taybigaqayay	many randrifferation was enregate apparticip advantage consequences acquisiques aprices super-
OVPIN	IFO 2. Graduate Student Mana	gement Services	and the second s	Suran douglasson contrasted stand	Partition of the state of the s	politica pilote in the control of		mandence desireda.	Department of the Control of the Con	ance and an annual control of the co
1	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	3	4.5	5	5	5	5.00	MATERIA (MATERIA (MATERIA) A ARTON A ARTON A MATERIA (MATERIA) A M
1 1	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	5	9	5	5	5	5.00	
		A3. Number of students: advised on thesis/special problem/dissertation:	8	nasanasa, i - gamanasa, s-nasanasa si ja siyayas	ermaterians abstract de seu de grade de que le seu de seu de contracta y qui que de primer de seu de seu de se	Marketoniagenerical			MATO OF TREATMENT OF THE SECTION OF	lanna-gunstörunst-voronigus-kottisperioringian destikoversiön debriedin-sakenstalle
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	5	9)	5	5	5	5.00	
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript		***	-	15.	ng district of the second	49	

<b>v</b> )	18									
· ·	r									
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	84.			-			
	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	w		-		47	-	
		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	18	25	5	5	5	5.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	6	13	5	5	5	5.00	A SPECIAL PROPERTY OF THE PROP
		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	•	*	•	~	100	•	
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom		ys,	~	-	٧		
	PI 10. Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19. Qualifying exam and Compre Exam thru SKYPE	Designs experiential learning activities and other outputs to implement new normal	2	10	5	5	5	5.00	
-	O 2. HIGHER EDUCATION SI			igapatas syntätekesti kuhtekiaan esittä Jamest syktonymuo rotektii si-ostat				independent statement		
OVPI	UMFO 3. Higher Education Man			***************************************	an the annial distribution and the contract of					NO E COLUMBIA DE COLUMBIA DE LA COLUMBIA DE COLUMBIA D
Augulo (Berla) may rasiy na	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	**			-			mates in the mean make high my duther thickness on pression and survival
			Prepares gradesheet and submits on or before deadline	un	PV ;	-	w	to	ne departe lineacione conferencia de	madia raspum mitalifa dan ulandiniakan kenpanya dan yang
		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	•		-	•	**	10	

1. 4

45 41 7		•		•				•		
		A12. Number of trainings attended related to instruction	Attend mandated trainings	p.	nger rate of the desire of the		79		-	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	6	•	-		-	-	
		A14. Number of quizzes administered and checked	lec and lab	*	*	-	*	-	-	
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	**	•	~	-		-	The state of the s
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviserto students			-	*	-	-	
		A17. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	_	*	-	. hs	-	-	The first security and the control of the control o
		A STATE OF THE PARTY OF THE PAR	Advises and corrects research outline and thesis/SP manuscript	•	•	-	4.	-	-	
			Entertains students consulting on subject taught, thesis and grades		*		***	-	•	
	<u>PI 9:</u> Number of student organizations advised/assisted*		Advises student organizations recognized by USOO	- *	**	-	4	-	•	
		assisted on student related activities	Assists student organizations in implementing student related activities		*	-	34	-	-	
		ar-amount steemen	Prepares and submits for review by the Technical Review Panel	٧,	а.	-	Av		-	
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	72	**	-	ān	м	-	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	**	м.		ns .	•	ng	
	-	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4.	υ,	A	N	jà.	•	,

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<b>3</b> 0 - 1		•								
parability or control of the control		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	MMDC editor			-	**	34-		
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	-	***		-	ų.		
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								And the state of t
	Y	Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation	49	*		54	*	**	
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU		•	-	*	W	**	
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	100			-	**	*	
UMFO	3 . RESEARCH SERVICES		The Control of the Age of the Control of the Contro	pggggy/qqcc, eedruitin/courtededgen, relatele	an-Province American American (and the Description Agency Africa and Association (and Association Agency Africa)		Leating the station	-	California de Sectionis de la California	a regista sitraka sula region kigata u resigninga regi
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	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	ya	-	74	10	et .	*	and and a second se
Nove distributed and his superior	P1 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research oroject within the year	vag		w	ed es	-	-	glanggen, waterbrasid visit platen - verdengevoorg
ne dahkarate ka ng ngrand	outputs published in	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	geran inggen men innen in dia dan pina in dia d		ly:	*	un		gungamatti haldin-sasanas vajdik as-kest
		In refereed int'l journals		AD DECIMAL THE CONTRACT CONTRA			No.	tr	ter	
proprieta de la company de		In refereed nat'l/regional journals		asi manan'i Shima dang sarahini <sub>a</sub> ma again kata kata iyan			W	ur	PA.	pas y vyten 7,094 (Quidd Profitschaftler del schoolse Pechalise

gag, tradicionidad de riban agracia.	PI 4. Number of research outputs presented in regional/national/int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientic for a/conferences	e de militar e maneral de la constitución con constitución de la const	*	10	The state of the s	PA	ann geard an the standard developed and an all and a standard developed.	
erit galandi pasap erendi app		In int'l fora/conferences			elle.		-			
pay, Nicholacoulous rups y report		In nat'l/regional fora/conferences		AND THE PERSON NAMED IN COLUMN TWO IS NOT THE PERSON NAMED IN COLUMN TO THE PERSON NAMED IN COLU	-196, an dispension of the production of the contract of the c		-	-	-	
	PI 5. Percent of research proposals approved *	A 31. Percentage of offresearch proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation		Mr.		*	And the state of t	100 Marie 1 100 Ma	
	Pl 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		Macanta ing Kanashaga ina inaga-ugapa Sa			-	**		yet fill offers of soft of schildren and character suggested and consumption and
		Leviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	<b>~</b>	•		-	w	•	
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	ngs		~	**	WY	**	мен « <del>до объятельно настой на настой нас</del>
ukeraman kendan perungan kendan pendan p		A 35.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	89	W .	w	NS.	W	•	gegen - Alle verkenster ver verkente, des stads des des verkentes verken untergliebe deben communité, que
AND THE PERSONAL PROPERTY.	4. EXTENSION SERVICES									
	partnerships with LGUs, industries, NGOs, NGAs, SMEs,	LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and	Identifies and links with probable partners for extension activities and maintains this active partnership	2	2:	5	5	4	4.67	
		length of training	Conducts trainings among beneficiaries of technologies for transfer				u,	ąx		

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The state of the s

SUC's mandated and priority programs  P1 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance  P1 5. Number of technical/expert services  P1 5. Number of technical/expert services as satisfactory or higher in terms of quality and relevance  P1 5. Number of technical/expert services  P2 15. Number of technical/expert services services services as aslis.  Paer reviewers/ Panelists  Paer reviewers/ Panelists  Resource Persons  Convenor/Organizer  Consultancy  Consultant  Evaluator  P1 1. Additional outputs *  A 42. No. of extension related awards (extn. conducted by faculty or student &  A 43. Other outputs implementing the new  Designs extension related	`						•			
beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance of quality and relevance of quality and relevance PI 5. Number of technical/expert services requested by 2 2 5 5 beneficiaries Peer reviewers/ Peer reviewers/ Peer reviewers/ Peer reviewers/Panelists  Resource Persons Resource Persons Convenor/Organizer Convenor/Organizer Consultancy Consultant Pealuator  PI 8. Percent of extension proposals approved *  PI 11. Additional outputs *  A 42. No. of extension-related awards (extn. conducted by faculty or student & A 43. Other outputs implementing the new Designs extension related	5 4	5	5	5 5	5	5	, 4	4	4.67	
technical/expert services    Services as/in:   Services requested by beneficiaries   Services requested by services requested by beneficiaries   Services requested by services requested by beneficiaries   Services requested by services requested by services requested by \$\frac{5}{2}	4 4	5	5	5 4	5	4	. 4	4	4.33	
Peer reviewers/ Panelists  Resource Persons Resource Persons Convenor/Organizer Consultancy Consultant Evaluator  P1 8. Percent of extension proposals approved *  P1 11. Additional outputs *  A 42. No. of extension-related awards (extn. conducted by faculty or student &  A 43. Other outputs implementing the new  Peer reviewers/Panelists  Persons Prepares extension project proposals, submits and follow up its approval for immediate implementation  Pl 11. Additional outputs *  A 42. No. of extension-related awards (extn. conducted by faculty or student &  A 43. Other outputs implementing the new  Designs extension related	4 4	5	5	5 4	5	4	4	4	4.33	
Panelists  Resource Persons Resource Persons Convenor/Organizer Consultancy Consultant Evaluator  P18. Percent of extension proposals approved *  P111. Additional outputs *  A 42. No. of extension-related awards (extn. conducted by faculty or student &  A 43. Other outputs implementaing the new  Persons	44	-		n 2		49	44	44	**	
Convenor/Organizer Convenor/Organizer		•				-			W	
Consultancy Evaluator  Evaluator  Prepares extension project proposals approved *  P11. Additional outputs *  A 42. No. of extension-related awards (extn. conducted by faculty or student &  A 43. Other outputs implementing the new  Designs extension related	e 10		-			M			*	
Evaluator  Evaluator  P18. Percent of extension proposals approved *  P111. Additional outputs *  A 42. No. of extension-related awards (extr. conducted by faculty or student &  A 43. Other outputs implementing the new  Designs extension project proposals, submits and follow up its approval for immediate implementation	48 47	-	-			nd .		*	**	The second Administrative State (Spine) and Continue State (Spine) and Cont
Prepares extension project proposals approved *  Pi 11. Additional outputs *  A 42. No. of extension-related awards (extr. conducted by faculty or student &  A 43. Other outputs implementing the new  Prepares extension project proposals, submits and follow up its approval for immediate implementation	Q0 174	-	-			44		**		
PI 8. Percent of extension proposals approved *  A 41. Percent of extension proposals 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 &  A 43. Other outputs implementing the new Designs extension related	- "	-	-			-		**	•	
(extn. conducted by faculty or student &				•		*		·	798	
			-				7	41	16	
normal due to covid 19 activities and other outputs to implement new normal				<b>3</b> 44		44	W	v	19	
UMFO 5. SUPPORT TO OPERATIONS:							T		Harris Aleganis and Aleganis an	The state of the s

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*	# 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		-	40	19		w	rit.	and the second s
	On institutional accreditations		M.		-	-	~	au Januardo contracuejo atreti rido	
UMFO 6. General Admin. & Suppo	ort Services (GASS)			para para di serimpia di Bellio (Prasidio republici di Arramoni di Arramoni di Arramoni di Arramoni di Arramoni					Nesto de variant in investigat de la constigue in inguien de disputo velso, n'espoi supplement pe
P1 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	•	Zero % complaint	•			-	
PI 3: Additional Outputs	Inaniicated/nenchmarked ny other	Initiates/introduces improvements in performfing functions resulting to best practice	46	she sa	**	**	*	v	
	*	Designs administration/management related activities and other outputs to implement new normal	-		-	•	~	n	
	Total Over-all							53.00	and the second s

Average Rating		4.82
Additional Points:		
Approved Additional Points (with copy of approved)	0	
FINAL RATING		4.82
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose:

None. Go for her retirement effective January 2, 2022.

Evaluated & Rated by:

Recommending Approval:

BEATRIZ S. BELONIAS

VICTOR B. ASIO

Vice President for Academic Affairs

Date: 1/23 22

MANUEL D. GACUTAN, JR.

Head, DAS-CAFS

Date: Jan 24, 2022

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

Approved by:

## **EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: <u>DINAH M. ESPINA</u> Performance Rating: OUTSTANDING

AIM: To efficiently deliver Instruction and Extension

services to achieve department targets.

**Proposed Interventions to Improve Performance:** 

Date:

July, 2021

Target Date: December, 2021

First Step: A normal teaching load (Instruction function) in order to have time

for extension activities and revision/crafting of IMs.

Result:

A better schedule that will allow time for extension

publication, and revision/crafting of new IMS.

Recommendation: None

Prepared by:

MANUEL D. GACUTAN, JR.

Head, DAS-CAFS

Conforme:

DINAH M. ESPINA

Name of Ratee Faculty/Staff