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

Name of Faculty Member: <u>JULIUS V. ABELA</u>

	Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction			
ĺ	a. Head (50%) from IPCR	0.50	4.92	2.46
	b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	5.00	2.50
	Total for Instruction	70%	4.96	3.47
2.	Research	5%	4.78	0.24
3.	Extension	10%	4.96	0.50
4.	Administration	15%	4.94	0.74
	TOTAL	100%	TOTAL EQUIVALENT	4.95

**EQUIVALENT NUMERICAL RATING:** 

Add: Additional Points, if any:

**TOTAL NUMERICAL RATING:** 

4.95

4.95

**ADJECTIVAL RATING:** 

Outstanding

Prepared by:

JULIUS V. ABELÀ

Assoc. Professor 3

Dean, CAFS

Reviewed by:

VICTOR B. ASI

Dean, CAFS

Vice-President for Instruction

**Recommending Approval:** 

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

# SUMMARY OF MONTOJAL BATHACÈ OF FACULTY MEMBERS WITH MULTIPLE PUNCTIONS

Name of Faculty Member: 191415 V ARUA

Program Involvement (1)	Encentage Vieleht of Involven ent (3)	Name (isologia) Selves (Region (isologia) (isologia)	Equivale w Numerical Rating (2x3)
1. Instruction		Brig Miller, Marting Colleges the Affire of the Architecture of Architecture (Architecture)	
a. Head (50%) from IPCR	0.50	26.7	2.46
h. Student (50%) from Teaching Reformance Evalu. By Students	oa.a[	3.00	2.50
Tetel for Instruction	7.0%	4.96	3.47
doiseen R	o'.C	4.78	0.24
3. Extension	<b>X</b> 01	4.36	0.50
A. Administration	15%	\$(i, b)	0.74
10101	-6001	YOTAL MQUIVALENT	4,95

**EQUIVALENT NUMERICAL RATING:** 

Add: Additional Points, if any: -TOTAL NUMERICAL KATING:

ADJECTIVAL RATING:

Prepared by:

AFBA V RUIN

Assof. Professor 3

Recommending Approval:

VICTOR'S. ASIO

-- Dean, CAFS

VICTOR B. 4510 Decn, CAFS

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Reviewed by:

BELLAZS BELOUNS

Vice Presidentifor Instruction

gribiasenti - da de alegi

3.8-9.5 Very Sadsfactory

3.0-3.7 Satisfactory

2.2-2.9 Unsatisfactory

2.1- & below Poor

### INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, JULIUS V. ABELA, of the Department of Animal Science, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the

indicated measures for the period July, 2018 to December, 2018.

JULIUS V. ABELA

Ratee

Approved:

<u>VICTOR B. ASIO</u>

Dean, CAFS

MFO & PAPS	Success Indicators	Task Assigned	Targets	Actual Accom- plishment		1	Ratin	3	Remark(s)		
				pusimient	Q¹	E²	T <sup>3</sup>	A⁴			
Advanced Education Services	Full Time Equivalent (FTE)	Instruction (Sick-Vacation Status)	2	2	5	5	5	5.00	Faculty Academic Load		
	Student Research Advising, Grad Outlines/Manuscripts										
	Graduate outlines approved/submitted	Department Head	5	5	5	5	5	5.00	Faculty Academic Load		
	Graduate outlines approved/submitted	Member	3	4	5	5	5	5.00	Faculty Academic Load		
	Graduate manuscripts approved	Chairman	1	1	5	5	5	5.00	Faculty Academic Load		
	Graduate manuscrips approved	Member	1	2	5	5	5	5.00	Faculty Academic Load		
	IM's Developed/Revised for Graduate Program				•		<b></b>		·		
	New	Graduate faculty	0								
Higher Education Services	Full Time Equivalent (FTE)	Instruction (Sick-Vacation Leave Status)	10	11.1	5	5	5	5.00	Faculty Academic Load		
	Number of Instructional Materials Developed/ Revised and	Utilized:									
	New IM's	Developed New IM	1	1	5	5	4	4.67	On file		
	Revised IM's within the last 3 years	Revised IMs/Course Outlines	1	2	5	5	5	5.00	On file		
-	Number of degree programs compliant to CMO supervised and implemented	Department Head	1	1	5	5	5	5.00	On file		
	Number of Students advised on consultation and thesis or field practice	Department Head and Adviser	30	37	5	5	4	4.67	On file		
	Number of student organization assisted	Department Head	1	1	5	5	4	4.67	On file		
	Number of Field Practice Reports Checked/Approved	Department Head	20	22	5	5	4	4.67	On file		
	Student Advising and Consultation Services:			<u> </u>							
	Number of hours spent on student consultation/field practice reports/advising	Attended to student consultation during consultation schedules	150	288		5	5	5.00	2 hrs/day		

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Research Services	Number of R&D Projects/Studies Conducted/ Completed:													
	Experimental R & D Project at PCC-VSU	Project Leader	1	3	5	5	5	5.00	On file					
	Job Placement of Graduates of BSA, BSAgriv., BSAgDev, BSDC, and BAS of CAFS VSU Main Campus	Resource Person (On-call basis)	3	5	5	4	4.67	On file						
	Number of Linkages: Regional	1	1	5	5	4	4.67	On file						
Extension Services	Number of Extension Projects/Studies Conducted/ Comple	eted:												
	No. of extension proposals submitted	2	5	5	5	5.00	On file							
	No. of extension proposals approved	Researcher/Project Leader	1	2	5	5	5	5.00	On file					
	Amount of extension money generated from external funding	Researcher/Project Leader	Php 6 M	Php 6.3 M	5	5	5	5.00	On file					
	No. of extension projects conducted (DA, ATI-NTC/BIDAN	Researcher/Project Leader	4	4	5	5	5	5.00	On file					
	Number of linkages forged:													
	Regional	Project Leader	0	2	5	5	4	4.67	On file					
	Local (Mayors, MAOs, Farmer Associations)	Project Leader	8	8	5	5	5	5.00	On file					
	Trainings served:													
	Number of person-days trained	Animal Production Specialist	35	40	5	5	5	5.00	On file					
	Number of trainings conducted	Resource Person/Project Staff/Study Leader	1	2	5	5	5	5.00	On file					
	Number of beneficiaries served:			<del></del>			<b>!</b>	<b>.</b>						
	Private individuals/groups	Served as Animal Science Specialist/consultant to walk-in	15	20	5	5	5	5.00	On file					
	Technical/ Expert services (international, national, regional	individuals/beneficiaries			L	L	L	<u> </u>						
	Commodity teams	Member of RRDCT-Livestock	0	1	5	5	4	4.67	On file					
	Resource person	Served as Resource Person in Organic	1	2	5	5	<u> </u>	5.00	On file					
	nesource person	Swine/Livestock Production to Farmer Leaders, Ag'l Extension Agents, Disabled People at ATI, VSU and Agriculturist Board Reviewer	1	2	J	<b>.</b>	5	5.00	On file					
		Dairy Production Enterprise	0	0										
	Number of extension project	Study Leader - Enhancing Agricultural Productivity in the City of Baybay Using the BIDANI Strategy	1	1	5	5	5	5.00	On file					
	Extension Project Administration:				L		<b></b>		<b>_</b>					
	Number of PR, canvass papers, PO, Vouchers, TO, trip tickets signed and released on time	Project Leader	15	25	5	5	5	5.00	On file/recorded					

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	Number of Project Reports signed and submitted on time	Project Leader	8	8	5	5	5	5.00	On file
	Number of Project Coordination meetings conducted (with Municipal Mayors, Municipal Agriculturist, Farmers Cooperatives)	Project Leader	8	8	5	5	5	5.00	On file
General Administration and Support Services	Number of faculty/staff/Animal caretakers/GTA managed	Manage faculty/staff/caretakers/GTAs	22	24	5	5	5	5.00	See organization
	Number of academic lec/lab rooms/facilities monitored	Monitored department facilities	7	8	5	5	5	5.00	DAS Lec/Lab
	Number of animal projects monitored and assisted	Department Head	3	4	5	5	4	4.67	See files
	Number of university meetings (execom and university committees)	Department Head	6	6	5	5	5	5.00	See notice files
	Percentage time devoted during PhD AACCUP Level I Accreditation (Areas 1-10)	Department Head, Over-all Chairman	90%	95%	5	5	5	5.00	See file
	AACCUP Area (3) in PhD Ansci Level I	Task Force In-charge	1	1	5	5	5	5.00	See files
	Number of University/college committees	Member	4	4	5	5	5	5.00	On file
	Number of DAS Committees	Member	2	2	5	5	5	5.00	On File
	Number of DAS Committees	Chairman	4	5	5	5	5	5.00	See file
	Percentage attendance to dept meetings	Department Head	100%	100%	5	5	5	5.00	See file
	Number of other DAS rooms monitored (DAS Library, Conference room, Stock room, SASS Office, Admin. Office, Faculty rooms, toilets, receiving room, head office)	Department Head	6	11	5	5	5	5.00	See DAS building facilities
	Number of hours spent on monitoring	Department Head	75	100	5	5	5	5.00	1 hr/day
	Number of hours on coaching	Department Head	40	80	5	5	5	5.00	1 hr/day
	Number of hours spent on performance tracking	Department Head	45	100	5	5	5	5.00	1hr/day
	Number of meeting prepared/minutes corrected	Department Head	6	6	5	5	4	4.67	Regular/ Emergency
	Number of documents signed	Department Head	300	500	5	5	4	4.67	See files
				Total Ove	r-all I	Ratin	ę.	231.33	

Average Rating (Total Over-all Rating/No. of A <sup>4</sup> Entries)		4.92
Additional Points:		
Punctuality	0	
Approved Additional points (with copy of approval)	0	
FINAL RATING		4.92
ADJECTIVAL RATING		OUTSTANDING

**Comments & Recommendation for** Development Purpose: in peer-reviewed yours

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Legend:  $Q^1$  - Quality  $E^2$  - Efficiency  $T^2$  - Timeliness  $A^4$  - Average

Evaluated and Rated by:	Recommending Approval:
VICTOR B. ASIO	BEATRIZ S. BELONIAS
Dean, CAFS	Vice-President for Instruction
Date:	Date:
Rating S	cale: 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

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#### **EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: <u>JULIUS V. ABELA</u> Performance Rating: <u>OUTSTANDING</u>

AIM: To efficiently deliver Instruction, Research, Extension and Production

services to achieve department targets.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July, 2018 Target Date: September, 2018

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

for research, extension activities and revision/crafting of IMs.

**Result:** A better schedule that allowed time for research & extension projects

proposals/approval, and revised/crafted new IMS.

Date: October, 2018 Target Date: December, 2018

Next Step: Request for additional faculty for instruction due to increase in BAS

BSA-Animal student population, do extension activities, and revision of

IMs.

Outcome: Recruited one (1) faculty substitute and one(1) part-time instructor,

implemented extension projects and production activities, revised IMs.

Recommendation: Request for construction of new building(s) to accommodate

big classes in animal science courses.

Prepared by:

Dean, CAFS

Dean, C

JULIUS V. ABELA

Assoc. Prof./Head, DAS-CAFS

### EMPLOYEE DEVELOPMENT PLAN

Name of Employee: JULIUS V ABELA

Performance Rating: OUTSTANDING

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Proposed interventions to improve Perforquance and/or Competence and Qualification to accume higher responsibilities:

> July, 2018 . : MAC

Targer Date: September, 2018

First Step: A normal teaching load (instruction function) in order to have time for research, extension activities and revision/crafting of IMs.

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Target Date: December, 2018

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BSA-Amimal student population do extension activides, and revision of

.aWii

Recruited one (1) faculty substitute and one(1) part-time instructor. Cuteome:

implemented extension projects and production activities, revised lifes.

Request for construction of new building(s) to accommodate Recommendation:

bio classes in animal science courses.

Prepared by:

Desn. CAFS

JULIUS V. ADEL Assort. Prof./Head, DAS-CAFO