

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **JULIUS V. ABELA**

| 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 | 4.92 | 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:

4.95

Add: Additional Points, if any:

-

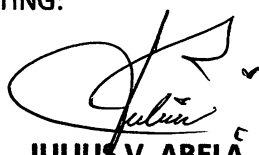
TOTAL NUMERICAL RATING:

4.95

ADJECTIVAL RATING:

Outstanding

Prepared by:


JULIUS V. ABELA
Assoc. Professor 3

Reviewed by:


VICTOR B. ASIO
Dean, CAFS

Recommending Approval:


VICTOR B. ASIO
Dean, CAFS

Approved:


BEATRIZ S. BELONIAS
Vice-President for Instruction

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 INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: JULIUS V. ABILA

| Program Involvement (f) | Percentage Weight of Involvement (g) | Numerical Rating (Rating x g) (h) | Equivalent Numerical Rating (h x 2) (i) |
|--|---|--|---|
| 1. Instruction | | | |
| a. Head (50%) from PDR | 0.50 | 4.00 | 2.00 |
| b. Student (50%) from Teaching Performance Eval'n. By Students | 0.50 | 4.00 | 2.00 |
| Total for Instruction | 1.00 | 4.00 | 4.00 |
| 2. Research | 0.00 | 4.00 | 0.00 |
| 3. Extension | 0.00 | 4.00 | 0.00 |
| 4. Administration | 0.00 | 4.00 | 0.00 |
| TOTAL | 1.00 | 4.00 | 4.00 |

EQUIVALENT NUMERICAL RATING: 4.00

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.00

ADJECTIVE RATING: Outstanding

Prepared by: JULIUS V. ABILA

Assoc. Professor 3

Recommending Approval: VICTOR B. ASIO

Dean, CAFS

Reviewed by: VICTOR B. ASIO

Dean, CAFS

Approved: VICTOR B. ASIO

REMARKS: Below

Vice President for Instruction

2.1 - Below Poor
2.2 - Unsatisfactory
2.3 - Satisfactory
2.4 - Very Satisfactory
2.5 - Outstanding

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:

VICTOR B. ASIO

Dean, CAFS

| MFO & PAPS | Success Indicators | Task Assigned | Targets | Actual Accomplishment | Rating | | | | Remark(s) |
|-----------------------------|---|--|---------|-----------------------|----------------|----------------|----------------|----------------|-----------------------|
| | | | | | Q ¹ | E ² | T ³ | A ⁴ | |
| 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 manuscripts approved | Member | 1 | 2 | 5 | 5 | 5 | 5.00 | Faculty Academic Load |
| | IM's Developed/Revised for Graduate Program New | Graduate faculty | 0 | 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: | | | | | | | | |
| | Number of hours spent on student consultation/field practice reports/advising | Attended to student consultation during consultation schedules | 150 | 288 | 5 | 5 | 5 | 5.00 | 2 hrs/day |

| | | | | | | | | | | |
|--------------------|---|--|---------|-----------|---|---|---|------|------------------|--|
| 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) | 1 | 3 | 5 | 5 | 4 | 4.67 | On file | |
| | Number of Linkages: Regional | Member | 1 | 1 | 5 | 5 | 4 | 4.67 | On file | |
| Extension Services | Number of Extension Projects/Studies Conducted/ Completed: | | | | | | | | | |
| | No. of extension proposals submitted | Researcher/Project Leader | 1 | 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/BIDANI) | 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: | | | | | | | | | |
| | Private individuals/groups | Served as Animal Science Specialist/consultant to walk-in individuals/beneficiaries | 15 | 20 | 5 | 5 | 5 | 5.00 | On file | |
| | Technical/ Expert services (international, national, regional): | | | | | | | | | |
| | Commodity teams | Member of RRDCT-Livestock | 0 | 1 | 5 | 5 | 4 | 4.67 | On file | |
| | Resource person | Served as Resource Person in Organic Swine/Livestock Production to Farmer Leaders, Ag'l Extension Agents, Disabled People at ATI, VSU and Agriculturist Board Reviewer | 1 | 2 | 5 | 5 | 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: | | | | | | | | | |
| | 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 | |


| | | | | | | | | | |
|---|---|--------------------------------------|------|------|---|---|---|--------|-----------------------------|
| | 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 AACUP Level I Accreditation (Areas 1-10) | Department Head, Over-all Chairman | 90% | 95% | 5 | 5 | 5 | 5.00 | See file |
| | AACUP 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 Over-all Rating | | | | | | | | 231.33 | |

| | | |
|--|---|-------------|
| Average Rating (Total Over-all Rating/No. of A ⁴ 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:

Needs to publish papers in peer-reviewed journals

Evaluated and Rated by:


VICTOR B. ASIO
Dean, CAFS

Date: _____

Recommending Approval:


BEATRIZ S. BELONIAS
Vice-President for Instruction

Date: _____

Legend:

- Q¹ - Quality
- E² - Efficiency
- T² - Timeliness
- A⁴ - Average

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

Reference:
by - [illegible]
by - [illegible]
by - [illegible]

Date: _____

Date: _____

Examiner and Agent for:

Personnel and Approval:

[Signature]
Special Agent
[illegible]

[Signature]
Special Agent
[illegible]

Working Paper:
37 - [illegible]
38 - [illegible]
39 - [illegible]
40 - [illegible]
41 - [illegible]
42 - [illegible]

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: JULIUS V. ABELA
Performance Rating: OUTSTANDING

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.

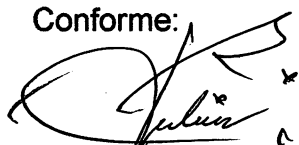
Outcome: Recruited one (1) faculty substitute and one(1) part-time instructor, implemented extension projects and production activities, revised IMs.

Recommendation: Request for construction of new building(s) to accommodate big classes in animal science courses.

Prepared by:


VICTOR B. ASIO
Dean, CAFS

Conforme:


JULIUS V. ABELA
Assoc. Prof./Head, DAS-CAFS

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: JULIUS V. ABELA
Performance Rating: OUTSTANDING

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 revisiting of IMs.

Result: A better schedule that allowed time for research & extension projects proposals approval, and revisited 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 pig classes in animal science courses.

Prepared by:

VICTOR B. ASIO
Dean, CAS

Conformer:
JULIUS V. ABELA
Assoc. Prof/Head, DAS-CAS