

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

Name of Faculty Members: **MELVIN A. BAGOT**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.71 \times 50\% = 2.36$	
b. Students (50%)		$4.67 \times 50\% = 2.34$	
TOTAL for Instruction	40%	4.7	1.88
2. Research	30%	4.44	1.33
3. Extension	15%	4.89	0.73
4. Administration	15%	4.67	0.70
5. Production	0%	0	0
TOTAL			4.65

EQUIVALENT NUMERICAL RATING: 4.65


Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.65

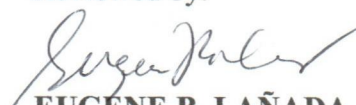
ADJECTIVAL NUMERICAL RATING

OUTSTANDING


Prepared by:


MELVIN A. BAGOT
Name of Faculty

Reviewed by:


EUGENE B. LAÑADA
Dean, Head DVPCS

Approved:


BEATRIZ S. BELONIAS
Vice President for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MELVIN A. BAGOT**, of the **College of Veterinary Medicine** 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 1, 2019** to **DECEMBER 31, 2019**.

MELVIN A. BAGOT
Ratee

Approved:

Dr. EUGENE B. LANADA
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Higher Education Services	FTE	Teaching	15	31.5	5	5	5	5.00	
	Number of student-related activities assisted	Guide, oversee and facilitate student's activities	5	6	5	5	5	5.00	
Research Services	Number of research being conducted	As co-researcher on the <i>Survey of the Prevalence of Selected Animal-Borne Zoonotic Bacterial, fungal and Parasitic Agents and Associated Risk Factors</i>	2	2	5	4	4	4.33	
	Number of papers presented	As scientific paper presenter	1	2	4	5	4	4.33	
	Number of research paper published	As primary author	1	1	5	5	4	4.67	
Extension Services	Number of extension projects being conducted	As co-component leader on Vaccinating Chicken Flocks Against ND Disease in Leyte	1	1	5	5	5	5.00	
	Technical/ Expert services	As veterinarian for poultry and swine species	15	15	5	5	4	4.67	
	Number of beneficiaries served	Vaccination and seminar of farmer beneficiaries on vaccinating Chicken Flocks Against ND disease in Leyte	10	15	5	5	5	5.00	

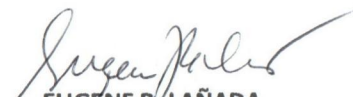
Administrative Support Services	Meetings attended	As faculty, CVM committee and CRCC member	7	7	4	4	4	4.00	
	No. of documents acted upon on time	As faculty member, academic adviser and SRC member	10	10	4	4	5	4.33	
	No. of documents released on time	Academic adviser	5	5	4	5	5	4.67	
	No. of assigned tasks completed before the deadline	Academic adviser	7	7	5	5	5	5.00	
Total Over-all Rating								18.83	

Average Rating (Total Over-all rating divided by 4)	18.83/4	4.71
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.71
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

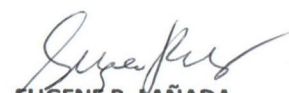
Submit more research proposal
Get a PhD

Evaluated and Rated by:


EUGENE B. LAÑADA
Dept./Unit Head


Date: _____

Recommending Approval:


EUGENE B. LAÑADA
College Dean

Date: _____

Approved by:


BEATRIZ S. BELONIAS
Vice President for Instruction

Date: _____

LEGEND: Q¹ – quality
E² – Efficiency
T³ – Timeliness
A⁴ – Average

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

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MELVIN A. BAGOT
Performance Rating: OUTSTANDING

AIM: To efficiently deliver Instruction, Research and Extension services to achieve the College targets.

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

Date: July 2019 Target Date: December 2019

First Step: A normal teaching load (Instruction function) in order to have time for research, extension activities and revision of instructional materials and to devote time as a veterinarian.

Result: A better schedule that will allow time for research, extension, field veterinarian and revision of new Instructional Materials.

Date: October 2019 Target Date: December 2019

Next Step: To do instruction, research, extension and revision of instructional materials.


Outcome: Submitted research output for publication, engaged in Extension activities and revised Instructional Materials.

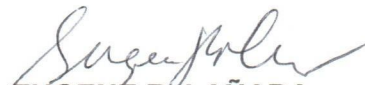
Recommendation:

The department should recruit additional faculty to cover the load of those who are on study leave and the K to 12 subjects to de-load existing faculty.

Prepared by:

Conforme:


MELVIN A. BAGOT
Ratee


EUGENE B. LAÑADA
College Dean