

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS ( Jan-June, 2016)**

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			
	a. Head (50%)	50%	4.92	2.46
	b. Student (50%)	50%	5.00	2.50
Total for Instruction		70%	4.96	3.47
2.	Research	10%	4.52	0.45
3.	Extension	10%	4.89	0.49
4.	Administration	10%	4.93	0.49
<b>TOTAL</b>		<b>100%</b>		<b>4.91</b>

EQUIVALENT NUMERICAL RATING:

4.91

Add: Additional Points, if any:

-

TOTAL NUMERICAL RATING:

**4.91**

ADJECTIVAL RATING:

**Outstanding**

Prepared by:

**DINAH M. ESPINA**

Name of Faculty

Reviewed by:

**VICTOR B. ASIO**

CAFS Dean

Approved:

**EDGARDO E. TULIN**

President

**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 AND REVIEW (IPCR)

I, DINAH M. ESPINA, 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 January, 2016 to June, 2016.

DINAH M. ESPINA  
Ratee

VICTOR B. ASIO  
Dean, CAFS

MFO & PAPS	Success Indicators	Task Assigned	Targets	Actual Accomplishment	Rating				Remark(s)	
Advanced Education Services	Full Time Equivalent (FTE)	Instruction (Sick-Vacation Status)	10.5	16.008	Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	Faculty Academic Load	
	Student Research Advising, Grad Outlines/Manuscripts									
	Graduate outlines approved/submitted	Chairman	5	6	5	5	5	5.00	Faculty Academic Load	
	Graduate outlines approved/submitted	Member	2	3	5	5	5	5.00	Faculty Academic Load	
	Graduate manuscripts approved	Chairman	4	5	5	5	5	5.00	Faculty Academic Load	
	Graduate manuscripts approved	Member	2	3	5	5	5	5.00	Faculty Academic Load	
	Graduate Advisory Committee									
	Number of graduate advisees graduated within prescribe period	Chairman	5	5	5	5	4	4.70	Faculty Academic Load	
		Member	3	3	5	5	5	5.00	Faculty Academic Load	
	IM's Developed/Revised for Graduate Program									
	New	Graduate faculty	1	3	5	5	5	5	5.00	Faculty Academic Load
	Full Time Equivalent (FTE)	Instruction (Sick-Vacation Status)	15	46.9	5	5	5	5.00	Faculty Academic Load	
	Higher Education Services	Number of Instructional Materials Developed/ Revised and Utilized:								
		New IM's	Developed New IM	1	5	5	5	5	5.00	On file
		Revised IM's within the last 3 years	Revised IMs/Course Outlines	1	3	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	45	125	5	5	5	5.00	On file	
Number of student organization assisted		Department Head	1	2	5	5	5	5.00	On file	





General Administration and Support Services	Number of faculty/staff/Animal caretakers/GTA managed	Department Head	22	24	5	5	5	5.00	See organization
	Number of academic lec/lab rooms/facilities maintained	Department Head/lab. In-charge	7	8	5	5	5	5.00	DAS Lec/lab Rooms
	Number of animal projects monitored and	Department Head	3	4	5	5	5	5.00	See files
	Number of university meetings (execom and university committees)	Department Head	6	10	5	5	5	5.00	See notice files
	Percent time for AACCCUP Accreditation Level IV Preparation	Department Head, Over-all Chairman	10%	15%	5	5	5	5.00	See file
	Areas in DAS AACCCUP Level IV, Phase II Area IV	Chairman	1	1	5	5	5	5.00	See file
	AACCCUP areas in MS & MagDev AACCCUP	Member	1	1	5	5	5	5.00	See files
	AACCCUP Areas (1-10) in PhD Ansci PSV	Over-all Chairman	1	1	5	4	4	4.33	On file
	AACCCUP Areas (3) in PhD Ansci PSV	Chairman	1	1	5	4	4	4.33	On File
	Number of University/college committees	Member	4	4	5	5	5	5.00	See file
	Number of DAS Committees	Member	2	3	5	5	5	5.00	See file
	Number of DAS Committees	Chairman	6	8	5	5	5	5.00	See file
	Percentage attendance to dept meetings	Department Head	100%	100%	5	5	5	5.00	See files
	Number of other DAS rooms monitored (DAS Library, Conference room, Store rooms, SASS Office, Admin. Office, Faculty rooms, toilets, sala,	Department Head	6	11	5	5	5	5.00	See DAS building layout
	Number of hours spent on monitoring	Department Head	75	130	5	5	5	5.00	1 hr/day
	Number of hours on coaching	Department Head	40	125	5	5	5	5.00	1 hr/day
Number of hours spent on performance tracking	Department Head	45	132	5	5	5	5.00	1hr/day	
Number of meeting prepared/minutes corrected	Department Head	6	8	5	5	5	5.00	Regular/Emergency meetings	
Number of documents signed	Department Head	100	410	5	5	5	5.00	See files	
			Total Over-all Rating				211.73		



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:

Received by:

PRPEO Office

Date:

Calibrated by:

REINER A. PATRINO

Chairman, PMT

Date:

Recommending Approval:

BEATRIZ S. BELOMIAS

Vice-President for Instruction

Date:

Approved by:

EDGARDO E. TULIN

President

Date:

Legend:

Q<sup>1</sup> - Quality

E<sup>2</sup> - Efficiency

T<sup>2</sup> - Timeliness

A<sup>4</sup> - 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