SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Members:

SHIELA R. RABE

Program Involvement	Percentage Weight of Involvment	Numerical Rating (Rating x%)	Equivalent Numerical Rating	
(1)	(2)	(3)	(2x3)	
1. Instruction				
a. Head/Dean (50%)		$4.50 \times 50\% = 2.25$		
b. Students (50%)		4.67 x 50% = 2.34		
TOTAL for Instructiion	70%	4.54	3.18	
2. Research	0%	0.00	0.00	
3. Extension	0%	0.00	0.00	
4. Administration	30%	4.33	1.30	
5. Production	0%	0	0	
TOTAL	,		4.48	

EQUIVALENT NUMERICAL RATING:

4.48

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.48

ADJECTIVAL NUMERICAL RATING

VERY SATISFACTORY

Prepared by:

Reviewed by:

Name of Faculty

Dean, Head DVPCS

Approved:

Vice President for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, <u>SHIELA R. RABE</u> of the <u>College of Veterinary Medicine</u> commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>JULY 2019 to SEPTEMBER, 2019</u>.

SHIELA R. RABE

Ratee

Approved:

UGENE B. LAÑADA

Head of Unit

				Actual		Remarks			
MFO & PAPs	Success Indicators	Tasks Assigned	Target	Accomplishment	Q¹	E ²	T ³	A ⁴	
HIGHER EDUCATION	FTE	Instruction	5	22.58	5	5	5	5.00	
SERVICES	Number of student-related activities assisted	Guide, oversee and facilitate students' activities	2	2	4	5	4	4.33	
Research Services	N/A	N/A	0						N/A
Extension Services	N/A	N/A	0						N/A
Administrative Support Services	Meetings attended	As faculty, CVM committee and CRCC member	2	5	4	5	4	4.33	
	No. of documents acted upon on time	As faculty member, academic adviser and SRC member	5	12	5	4	4	4.33	
	No. of documents released on time	As academic adviser	3	3	4	4	5	4.33	
	No. of assigned tasks completed before the deadline	As faculty member	5	5	4	5	4	4.33	
Total Over-all Rating								9.00	

Average Rating (Total Over-all rating divided by 2)	9.00/2	4.50
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.50
ADJECTIVAL RATING		Very Satisfactory

Comments & Recomme Development Purpose:	endations for

Approved by:

Date:_

BEATRIZ S. BELONIAS
Vice President for Instruction t

Evaluated	and Rated by:					Recommending Approval:
EUGENE Dept./Uni	THE RESERVE OF THE PARTY OF THE				. (EUGENE B. LAÑADA College Dean
Date:						Date:
LEGEND:	Q¹ – quality	4.6	-	5.0	Outstanding	
	E ² - Efficiency	3.8	-	4.5	Very Satisfactory	
	T ³ – Timeliness	3.0	-	3.7	Satisfactory	
	A4 - Average	2.2	-	2.9	Unsatisfactory	
		2.1 &	bell	low	Poor	

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: SHIELA R. RABE Performance Rating: VERY SATISCATORY

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:** September, 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: August, 2019 Target Date: September, 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:

College Dean

Conforme:

SHIELA R. RABE