

**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%)		4.73 x 50% = 2.37	
b. Students (50%)		5.00 x 50% = 2.50	
TOTAL for Instruction	40%	4.87	1.95
2. Research	30%	4.33	1.30
3. Extension	15%	4.84	0.73
4. Administration	15%	4.75	0.71
5. Production	0%	0	0
TOTAL			4.69

EQUIVALENT NUMERICAL RATING: 4.69

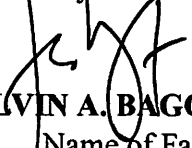
Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.69

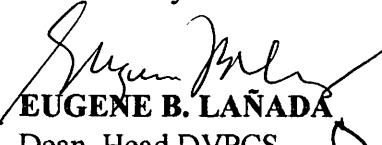
ADJECTIVAL NUMERICAL RATING

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 **JANUARY 1, 2018** to **JUNE 30, 2018**.

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	38.40	5	5	5	5.00	
	Number of student-related activities assisted	Guide, oversee and facilitate student's activities	5	5	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	
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	6
	Technical/ Expert services	As veterinarian/consultant for small animals, wildlife animals, in the CVM clinic and neighboring barangays	15	18	5	4	5	4.67	

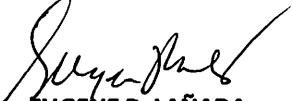
Administrative Support Services	Meetings attended	As faculty, CVM committee and CRCC member	7	8	5	5	5	5.00	
	No. of documents acted upon on time	As faculty member, academic adviser and SRC member	10	10	5	4	5	4.67	
	No. of documents released on time	Academic adviser	5	5	5	5	5	5.00	
	No. of assigned tasks completed before the deadline	Academic adviser	7	7	5	4	4	4.33	
Total Over-all Rating								18.92	

Average Rating (Total Over-all rating divided by 4)	18.92	4.73
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.73
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

No more research; publish research outputs

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

3.8 - 4.5

3.0 - 3.7

2.2 - 2.9

2.1 & below

Outstanding

Very Satisfactory

Satisfactory

Unsatisfactory

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: January 2018 Target Date: December 2018

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 field veterinarian of the Department of Animal Science.

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

Date: April 2018 Target Date: June 2018


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:


EUGENE B. LAÑADA
College Dean

Conforme:


MELVIN A. BAGOT
Ratee

EMPLOYEE DEVELOPMENT PLAN

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

Aim: To efficiently deliver instruction, Research and Extension to the farmer's
achieve the College targets

Proposed interventions to improve Performance and/or Competence and
 Qualification to assume higher responsibility:

Date:	January 2018	Target Date: December 2018
Work Step:	A research paper on the effect of extension on the farmer's income to have time for research activities and extension of extension materials and to develop a new extension material of the Department of Animal Science.	

Result: A paper on the effect of extension on the farmer's income was submitted for publication and review of new extension materials.

Date:	April 2018	Target Date: June 2018
Work Step:	To conduct a research extension material on extension materials.	

Outcome: Submitted research paper on extension material in Extension activities and research on extension materials.

Recommendation:

If a research paper on extension materials is submitted for publication and review of new extension materials.
who are on study leave should be given priority in research and extension activities.

Signature of Employee
College Dean