

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: LOLITO C. BESTIL

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	4.90	2.45
	b. Student (50%) from Teaching Performance Eval'n. By Students	0.50	5.00	2.50
Total for Instruction		70%	4.95	3.46
2.	Research	10%	4.73	0.47
3.	Extension	15%	5.00	0.75
4.	Administration	5%	5.00	0.25
TOTAL		100%	TOTAL EQUIVALENT NUMERICAL RATING	4.94

EQUIVALENT NUMERICAL RATING:

4.94

Add: Additional Points, if any:

-

TOTAL NUMERICAL RATING:

4.94

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:


LOLITO C. BESTIL
Professor VI

Reviewed by:


JULIUS V. ABELA
Department Head

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

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, **LOLITO C. BESTIL**, 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, 2019** to **December, 2019**.


LOLITO C. BESTIL
Ratee

Approved: 
JULIUS V. ABELA
Head of Unit

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 (V-SL Status)	3	14.58	5	5	5	5.00	
	Number of Curricular Review	Reviewer	0	0					
	Approved Graduate Outlines/ Manuscripts submitted within prescribed period	Adviser/Chair, GAC	2	4	5	5	5	5.00	
	Number of Graduates within prescribed period:								
	Masters, Ph.D.	Chairman, GAC	2	2	5	5	5	5.00	
Higher Education Services		Member, GAC	1	2	5	5	4	4.67	
	Number of hours spent on student consultation	Adviser/GAC member	25	40	5	5	5	5.00	
	Full Time Equivalent (FTE)	Instruction (V-SL status)	9	6.95	4	5	5	4.67	
	Number of Student Research Advising:								
	Approved Undergraduate outlines/manuscript submitted within the prescribed period	Thesis Adviser/Comm. member	1	2	5	5	5	5.00	
		Student Research Coordinator	1	2	4	5	5	4.67	
	Student Advising and Consultation Services:								
	Number of hours spent on student consultation	Academic Adviser	15	25	5	5	5	5.00	
	Number of student organizations advised	Adviser	0	0					
	Number of student-related activities assisted	Committee members	1	2	5	5	5	5.00	
	Number of curricular programs reviewed	CHED-RQAT Member	0	2	5	5	5	5.00	
	Board Examination review classes (LEA, etc.)	Reviewer	1	6	5	5	5	5.00	

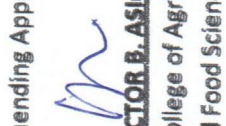
Research Services	Number of research articles submitted for publication in CHED accredited journals/Internationally Indexed Journals	Main Author/Co-author	1	1	5	4	4	4.33
	No. of articles reviewed for publication	Reviewer	0	1	5	5	4	4.67
	Number of Research Outputs Presented In Regional/National/Internat'l Fora /Conferences:							
	In Regional Fora /Conferences (Including In-house Review)	Researcher/Presenter	1	4	5	5	5	5.00
	In National/International Fora /Conferences	Researcher/Presenter	0	0				
	Number of scientific sessions moderated/ evaluated	Moderator/Evaluator	0	0				
	Number of Proj./Studies conducted/completed	Project/Study Leader	4	5	5	5	4	4.67
	Amount/value (Million PhP) of research funds/resources externally generated	Project Leader	200,000	210,000	5	5	5	5.00
	Number of linkages forged:							
	National/Regional (DAR, DA, etc.)	Project Leader	0	0				
Extension Services	Local (Farmer-assn., etc.)	Project Leader	0	0				
	Number of trainings served:							
	DAR/DA/LGU/Others trainings	Resource person	1	6	5	5	5	5.00
	ATI/VSU trainings	Resource person	0	0				
	Technical/Expert services (international, national, regional, local):							
Administrative Support Services	Farmers' Field Day/Farmer consultations	Subj. matter specialist	1	1	5	5	5	5.00
	Number of NGO/FA/Coop/farms served	Res. Person/ Consult.	9	13	5	5	5	5.00
	Attendance to University committees:							
	Number of meetings of University committees attended	Committee Chair/ Member	10	15	5	5	5	5.00
	RDE Project administration:							
	Number of PR, canvass papers, PO/vouchers, TO, trip tickets signed and released on time	Project/Study Leader	5	10	5	5	5	5.00
	Number of Project Reports signed and submitted on time	Project/Study Leader	0	0				
	Number of Project coordination meetings conducted	Project Leader	4	5	5	5	5	5.00
	Total Over-all Rating							
								112.67

Average Rating (Total Over-all Rating/No. of A4 Entries)			4.90
Additional Points:			
Punctuality		0	
Approved Additional points (with copy of approval)		0	
FINAL RATING			4.90
ADJECTIVAL RATING			Outstanding

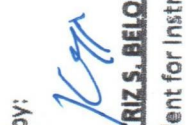
Comments & Recommendation for Development Purpose: Allocate time to share knowledge & skills in professional meeting particularly junior faculty of the department.

Evaluated and Rated by: 
JULIUS V. ABELA
 Head, Dept. of Animal Science

Date: 3-9-2020

Recommending Approval: 
VICTOR B. ASIO
 Dean, College of Agriculture and Food Science

Date: 3-27-2020

Approved by: 
BEATRIZ S. BELONIAS
 Vice-President for Instruction

Date: 4-01-2020

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
 2.1 - & below Poor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: LOLITO C. BESTIL
Performance Rating: OUTSTANDING

Aim: To external campuses within VSU system, NGOs, line agencies, and farmers on their technical requirements in livestock production and research.

Proposed interventions to improve performance and/or competence and qualification to assume higher responsibilities:

Date: July 2019 Target date: December 2019

First step:

Discuss with external campus and/or line agencies/NGO/farmers their technical needs in support to research and livestock project management, and the capacity-building needs of project personnel.

Result:

Project proposal developed, and technical trainings for capacity-building on research and project management conducted.

Next step:

Assist them in designing student theses and R&D studies in support to their livestock project operation and management.

Outcome:

Empowered researchers, researches conducted, and improved livestock project management.

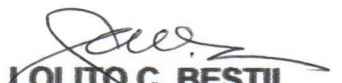
Final step/Recommendation:

Serve as Subject matter Specialist/Resource Person in these partner units/external campuses & farmer associations/individual farmers.

Prepared by:


JULIUS V. ABELA
Unit Head

Conforme:


LOLITO C. BESTIL
Name of Faculty/Ratee