

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

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%) from IPCR	0.50	4.93	2.46
b. Student (50%) from Teaching Performance Eval'n. By Students	0.50	5.00	2.50
Total for Instruction	70%	4.96	3.48
2. Research	5%	4.83	0.24
3. Extension	15%	4.96	0.74
4. Administration	10%	4.93	0.49
TOTAL	100%	TOTAL EQUIVALENT NUMERICAL RATING	4.95

EQUIVALENT NUMERICAL RATING:

4.95

Add: Additional Points, if any:

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TOTAL NUMERICAL RATING:

4.95

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:


DINAH M. ESPINA

Assoc. Prof. 5


JULIUS V. ABELA

Department Head

Recommending Approval:

Approved:


VICTOR B. ASIO

Dean, CAFS


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, 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 July, 2019 to December, 2019.

DINAH M. ESPINA

Ratee

Approved:

JULIUS V. ABELA

Head of Unit

MFO & PAPS		Success Indicators		Task Assigned		Targets		Actual Accomplishment		Rating				Remarks(s)			
										Q ¹		E ²		T ³		A ⁴	
Advanced Education Services		Full Time Equivalent (FTE)		Instruction (Sick-Vacation)		10.5		11.55		5		5		5		5.00	
		Student Research Advising, Graduate Outlines/Manuscripts:															
		Graduate outlines approved/submitted		Chairperson, GAC		2		3		5		5		5		5.00	
		Graduate outlines approved/submitted		Member, GAC		1		2		5		5		5		5.00	
		Graduate manuscripts approved		Chairperson, GAC		1		1		5		5		5		5.00	
		Graduate Advisory Committee															
		Number of graduate advisees graduated within prescribe period		Chairperson, GAC		1		1		5		5		5		5.00	
		Number of hours spent on student consultation for Graduate Students		Adviser and Member, GAC		15		48		5		4		5		4.67	
		Number of graduate subjects taught		Graduate faculty		5		7		5		5		5		5.00	
		IM's Developed/Revised for Graduate Program:															
		New IM's/Syllabus/Lab. Guide		Graduate faculty		0		1		5		5		4		4.67	
		Number of International Graduate Faculty Coordinated		Chairperson, GAC		0		1		5		5		5		5.00	
		Number of Instructional Materials Developed/ Revised and Utilized:															
		New IM's		Developed New IM		0		1		4		5		5		4.67	
		Revised IM's within the last 3 years		Revised IMs/Course Outlines		1		1		5		5		5		5.00	
		Student Advising and Consultation Services:															
		Number of hours spent on student consultation/advising		Attended to student consultation during consultation schedules		24		72		5		5		5		5.00	
Research Services		Number of R&D Projects/Studies Conducted/ Completed:															
		Number of Linkages: Local (YRRP Sites)		Project/Study Leader		1		2		5		5		5		5.00	
		Number of Extension Cum Research (YRRP)		Project/Study Leader		1		2		5		5		4		4.67	

Extension Services		Number of beneficiaries served:									
Private individuals/groups		Served as Animal Science Specialist/consultant to walk-in individuals/beneficiaries		10	15	5	5	5	5	5.00	
Technical/ Expert services (International, national, regional): Commodity teams Member of RRDC-Livestock 0 1 5 5 5 5 5.00											
Extension Project Proposal(s) Submitted/Approved/Conducted: Amount of extension money generated from external Researcher/Project Leader Php 1.9 M 5 5 5 5 5.00											
No. of extension projects conducted Researcher/Project Leader 1 1 5 5 4 4.67											
Number of linkages forged: Local (Mayors, MAOs, Farmer Associations) Project Leader/YRRP 1 2 5 5 5 5 5.00											
Extension Project Administration: No. of PR, canvass papers, PO, Vouchers, TO, trip tickets, RA Salaries signed and released on time Project Leader 20 28 5 5 5 5 5.00											
No. of Project Reports signed and submitted on time Project Leader 0 1 5 5 5 5 5.00											
No. of Project Coordination meetings conducted (with Mayors, MAOs, Farmer Associations) Project Leader 2 2 5 5 5 5 5.00											
General Administration and Support Services Number of staff managed Animal Nutrition Lab. In-charge 1 1 5 5 5 5 5.00											
AACCUP Area 6 in PhD Ansel Level I Area In-charge 1 1 5 5 5 5 5.00											
Number of University/college committees Member 0 1 5 5 4 4.67											
Number of DAS Committees Member 5 8 5 5 5 5 5.00											
Number of International Linkage Coordinated (Hiroshima University Annual Educational Tour to VSU) Coordinator 0 1 5 5 5 5 5.00											
Total Over-all Rating 138.00											

Average Rating (Total Over-all Rating/No. of A ⁴ Entries)		4.93
Additional Points:		
Punctuality	0	
Approved Additional points (with copy of approval)	0	
FINAL RATING		4.93
ADJECTIVAL RATING		Outstanding

Comments & Recommendation for Development Purpose: <i>Required to submit articles on related field in animal science for publication,</i>
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Evaluated and Rated by:


JUDITH V. ABELA

Head, Dep. of Animal Science

Date: 3-9-2020

Recommending Approval:


VICTOR B. ASIO

Dean, College of Agriculture

Date: 3-27-2020

Approved by:


BEATRIZ S. BELONIAS

Vice-President for Instruction

Date: 4-9-2020

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

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: DINAH M. ESPINA
Performance Rating: OUTSTANDING

AIM: To efficiently deliver Instruction, Research, Extension and Production services to achieve department targets.

Proposed Interventions to Improve Performance:

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/crafting of IMs.

Result: A better schedule that will allow time for research, extension, publication, and revision/crafting of new IMS.

Date:


Target Date:

Next Step: RDE activities, publication, and revision/preparation of IMs/Syllabi, Sabbatical Leave

Outcome: Research output for publication, engaged in Extension/ and Production activities, revised IMs, Faculty revitalization.

Recommendation: The department should encourage faculty on study-leave to finish on time in order for senior faculty to go on sabbatical leave without compromising the graduate program.

Prepared by:


JULIUS V. ABELA
DAS Head

Conforme:


DINAH M. ESPINA
Name of Ratee Faculty/Staff