## 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:** 

Add: Additional Points, if any:

**TOTAL NUMERICAL RATING:** 

4.95

4.95

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

DINAH M. ESPINA

Assoc. Prof. 5

JULIUS V. ABEL

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, 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

Approved:

JULIUS V. ABELA ^ **Kead of Unit** 

MFO & PAPS	Success indicators	Task Assigned	Targets	Actual Accom-		20	Rating		Remark(s)
				plishment	مِم	III)	78	A4	
Advanced Education Services	Full Time Equivalent (FTE)	Instruction (Sick-Vacation	10.5	11.55	(J)	S	un	5,00	
	Student Research Advising, Graduate Outlines/Manuscripts:					000000			
	Graduate outlines approved/submitted	Chairperson, GAC	2	س	ůn.	Un	យា	5,00	
	Graduate outlines approved/submitted	Member, GAC	<del>1</del> -	2	S	Un	Un	5,00	
2	Graduate manuscripts approved	Chairperson, GAC	1100	<del>                                     </del>	Us	Un	un	5,00	
	Graduate Advisory Committee								
	Number of graduate advisees graduated within prescribe	Chairperson, GAC	<del>Ļ^</del>	H,	S	un	S	5,00	
	period	Member, GAC	2	2	ហ	ហ	Un.	5,00	
	Number of hours spent on student consultation for	Adviser and Member, GAC	15	48	ហ	4	Un	4,67	
	Graduate Students		MANAL POR DESIGNATION DE CONTRACTOR DE CONTRACTOR DE CONTRACTOR DE CONTRACTOR DE CONTRACTOR DE CONTRACTOR DE C	Am entimento operationers continue and accompanies	Name and Address of the Party o	ESPECIAL/MEDIA	- Commonweal	F AA	RESIDENÇA INCOMPCIANO PROPORT HARANDA HISTORY AND
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	IM's Developed/Revised for Graduate Program:		ndisatrochallandenschaussamplenschaussamplenschaussamplenschar	electronical parameters and a securities	CONTRACTOR OF THE PARTY OF THE	STREET, SECURISES	THE STATE ST	STORT SON A FETNESSE STORE SERVICE STORE SOUTH SERVICE	CONTROL DESTRUCTOR DESTRUCTOR DESTRUCTOR DESTRUCTOR DESTRUCTOR DESTRUCTOR DESTRUCTOR DESTRUCTOR DE SERVICION
	New IM's/Syllabus/Lab, Guide	Graduate faculty		1	5	U	4	4.67	Materialista anti-discostration in the first contraction of the contra
	Number of International Graduate Faculty Coordinated	Chairperson, GAC	0		5	5	5	5,00	
Higher Education Services	Number of Instructional Materials Developed/ Revised and Utilized:	d Utilized:			owner or the contract of the c	angerman' remember	No. Constitution of the Co	CAREE PROFILEMENT OF THE PROFILE	
	New IM's	Developed New IM	0	11-12	4	ហ	5	4.67	
	Revised IM's within the last 3 years	Revised IMs/Course Outlines	F.	<del>1</del> -1-	un	5	5	5,00	
	Student Advising and Consultation Services:				TO CONTRACTOR OF THE CONTRACTO			OCHOCATION CONTRACTOR OF THE C	
	Number of hours spent on student consultation/advising	Attended to student	24	72	un	un	un	5,00	
		consultation during consultation							
Research Services	Number of R&D Projects/Studies Conducted/ Completed:				-		900000000000000000000000000000000000000		
	Number of Linkages: Local (YRRP Sites)	Project/Study Leader	H-3	2	un	Un	Un.	5,00	
	Number of Extension Cum Research (YRRP)	Project/Study Leader	A LEGICIOS (MANABOLICOS CONTROLES ANTICOS CONTRO	2	5	S	4	4,67	PRESENTANT ATTRECTORISTICS OF THE STATE ATTRECTORISTICS OF THE STATE O

	138.00	200	Ratin	er-all	Total Over-all Rating				
	5.00	5	5	5	<u>4-4</u>	0	Coordinator	Number of International Linkage Coordinated (Hiroshima University Annual Educational Tour to VSU)	
	5,00	5	5	5	00	5	Member	Number of DAS Committees	
Characteristicis automobilis remonativa remonativa traditiona describeda.	4.67	4	5	5	1	0	Member	Number of University/college committees	
	5.00	5	5	5	-	eparametriamente armanistracenta del caracteria particologica, variana ser	Area in-charge	AACCUP Area 6 in PhD Ansci Level I	Support Services
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	5.00	Un	S.	5	2	2	Project Leader	No. of Project Coordination meetings conducted (with	
	5,00	Un	5	5	1	0	Project Leader	on time	
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	5,00	un	G	Un	28	20	Project Leader	No. of PR, canvass papers, PO, Vouchers, TO, trip	
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perphotosystems and personal as executament of the minimum and	4.67	4	5	5	-		Researcher/Project Leader	No. of extension projects conducted	
	5,00	S	5	5	Php 1.9 M	Php 1.9 M	Researcher/Project Leader	Amount of extension money generated from external	
	Paraller accretionalissus assessmentally in	One designation of the least of	rectional distribution	ofransavenessan		risonomica en en enternomica de como de	cted:	Extension Project Proposal(s) Submitted/Approved/Conducted:	
CANNERS CONTRIBUTION OF THE PROPERTY CONTRIBUTION OF THE PROPERTY OF THE PROPE	5.00	5	5	5	1	0	Member of RRDCT-Livestock	Commodity teams	
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Address of the continuent of the property of the continuent of the					-		individuals/beneficiaries		
							Specialist/consultant to walk-in		
	5,00	Un	Un	U	<u>L</u>	10	Served as Animal Science	Private individuals/groups	
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Average Rating (Total Over-all Rating/No. of A <sup>4</sup> Entries)	AND THE REAL PROPERTY OF THE P	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:

Pegusard To sufriet

articles on related Held in animal Science for publication

Legend

Q1 - Quality

E = Efficiency T<sup>2</sup> - Timeliness

A4 = Average

Evaluated and Rajed by:

JULIUN V. ABELA

Head, Dept. of Animal Science Date: 13-9-2020

Recommending Approval:

VICTOR B. ASIO

Dean, College of Agriculture

Date: 3-27-70W

Approved by:

Vice-President for Instruction

BEATRIZ S. BELONIAS

Date: 4-9- ww

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 lMs/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:

Conforme:

DINAH M. ESPINA

Name of Ratee Faculty/Staff