

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: JULIUS V. ABELA

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	3.47
2.	Research	5%	4.78	0.24
3.	Extension	10%	4.96	0.50
4.	Administration	15%	4.93	0.74
TOTAL		100%	TOTAL EQUIVALENT	4.95

EQUIVALENT NUMERICAL RATING:

4.95

Add: Additional Points, if any:

-


TOTAL NUMERICAL RATING:

4.95


ADJECTIVAL RATING:

Outstanding


Prepared by:


JULIUS V. ABELA
Assoc. Professor 5

Reviewed by:


VICTOR B. ASIO
Dean, CAFS

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 FORM (IPCR)

I, **JULIUS V. ABELA**, 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 **January, 2019 to June, 2019**.



JULIUS V. ABELA

Ratee

Approved:



VICTOR B. ASIO

Dean, CAFS


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 (Sick-Vacation Status)	2	2	5	5	5	5.00	Faculty Academic Load
	Student Research Advising, Grad Outlines/Manuscripts								
	Graduate outlines approved/submitted	Chairman	5	5	5	5	5	5.00	Faculty Academic Load
	Graduate outlines approved/submitted	Member	3	4	5	5	5	5.00	Faculty Academic Load
	Graduate manuscripts approved	Chairman	1	1	5	5	5	5.00	Faculty Academic Load
	Graduate manuscripts approved	Member	1	2	5	5	5	5.00	Faculty Academic Load
Higher Education Services	Full Time Equivalent (FTE)	Instruction (Sick-Vacation Leave Status)	10	11.1	5	5	5	5.00	Faculty Academic Load
	Number of Instructional Materials Developed/ Revised and Utilized:								
	New IM's	Developed New IM	1	1	5	5	4	4.67	On file
	Revised IM's within the last 3 years	Revised IMs/Course Outlines	1	1	5	5	5	5.00	On file
	Number of degree programs compliant to CMO supervised and implemented	Department Head	1	1	5	5	5	5.00	On file
	Number of Students advised on consultation and thesis or field practice	Department Head and Adviser	20	22	5	5	4	4.67	On file
	Number of student organization assisted	Department Head	1	1	5	5	4	4.67	On file
	Number of Field Practice Reports Checked/Approved	Department Head	70	100	5	5	5	5.00	On file
	Student Advising and Consultation Services:								
	Number of hours spent on student consultation/field practice reports/advising	Attended to student consultation during consultation schedules	180	290	5	5	5	5.00	2 hrs/day


Research Services	Number of R&D Projects/Studies Conducted/ Completed:									
	Yolanda Recovery and Rehabilitation Project (YRRP), DA	Project Leader	5	8	5	5	5	5.00	On file	
	Job Placement of Graduates of BSA, BSAgriv., BSAgDev, BSDC, and BAS of CAFS VSU Main Campus	Resource Person (On-call basis)	1	2	5	5	4	4.67	On file	
	Number of Linkages: Regional	Member	1	1	5	5	4	4.67	On file	
Extension Services	Number of Extension Projects/Studies Conducted/ Completed:									
	No. of extension proposals submitted	Researcher/Project Leader	1	2	5	5	5	5.00	On file	
	No. of extension proposals approved	Researcher/Project Leader	1	2	5	5	5	5.00	On file	
	Amount of extension money generated from external funding	Researcher/Project Leader	Php 6 M	Php 6.3 M	5	5	5	5.00	On file	
	No. of extension projects conducted (DA, ATI-NTC/BIDANI)	Researcher/Project Leader	4	4	5	5	5	5.00	On file	
	Number of linkages forged:									
	Regional	Project Leader	0	2	5	5	4	4.67	On file	
	Local (Mayors, MAOs, Farmer Associations)	Project Leader	8	8	5	5	5	5.00	On file	
	Trainings served:									
	Number of person-days trained	Animal Production Specialist	35	40	5	5	5	5.00	On file	
	Number of trainings conducted	Resource Person/Project Staff/Study Leader	1	2	5	5	5	5.00	On file	
	Number of beneficiaries served:									
	Private individuals/groups	Served as Animal Science Specialist/consultant to walk-in individuals/beneficiaries	12	25	5	5	5	5.00	On file	
	Technical/ Expert services (international, national, regional):									
	Commodity teams	Member of RRDCT-Livestock	0	1	5	5	4	4.67	On file	
	Resource person	Served as Resource Person in Organic Swine/Livestock Production to Farmer Leaders, Ag'l Extension Agents, Disabled People at ATI, VSU and Agriculturist Board Reviewer	1	2	5	5	5	5.00	On file	
	Number of extension project	Study Leader - Enhancing Agricultural Productivity in the City of Baybay Using the BIDANI Strategy	1	1	5	5	5	5.00	On file	
	Extension Project Administration:									
	Number of PR, canvass papers, PO, Vouchers, TO, trip tickets signed and released on time	Project Leader	15	25	5	5	5	5.00	On file/recorded	
	Number of Project Reports signed and submitted on time	Project Leader	8	8	5	5	5	5.00	On file	

	Number of Project Coordination meetings conducted (with Municipal Mayors, Municipal Agriculturist, Farmers Cooperatives)	Project Leader	8	8	5	5	5	5.00	On file
General Administration and Support Services	Number of faculty/staff/Animal caretakers/GTA managed	Manage faculty/staff/caretakers/GTAs	22	24	5	5	5	5.00	See organization
	Number of academic lec/lab rooms/facilities monitored	Monitored department facilities	7	8	5	5	5	5.00	DAS Lec/Lab
	Number of animal projects monitored and assisted	Department Head	3	4	5	5	4	4.67	See files
	Number of university meetings (execom and university committees)	Department Head	6	6	5	5	5	5.00	See notice files
	Number of University/college committees	Member	4	4	5	5	5	5.00	On file
	Number of DAS Committees	Member	2	2	5	5	5	5.00	On File
	Number of DAS Committees	Chairman	4	5	5	5	5	5.00	See file
	Percentage attendance to dept meetings	Department Head	100%	100%	5	5	5	5.00	See file
	Number of other DAS rooms monitored (DAS Library, Conference room, Stock room, SASS Office, Admin. Office, Faculty rooms, toilets, receiving room, head office)	Department Head	6	11	5	5	5	5.00	See DAS building facilities
	Number of hours spent on monitoring	Department Head	75	100	5	5	5	5.00	1 hr/day
	Number of hours on coaching	Department Head	45	80	5	5	5	5.00	1 hr/day
	Number of hours spent on performance tracking	Department Head	50	100	5	5	5	5.00	1hr/day
	Number of meeting prepared/minutes corrected	Department Head	6	6	5	5	4	4.67	Regular/ Emergency
	Number of documents signed	Department Head	300	500	5	5	4	4.67	See files
Total Over-all Rating								221.67	

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:
Needs to publish papers in peer-reviewed journals

Evaluated and Rated by: 
VICTOR B. ASIO
Dean, CAFS

Recommending Approval: 
BEATRIZ S. BELONIAS
Vice-President for Instruction

Date: _____

Date: _____

Legend: Q¹ - Quality
E⁴ - 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: JULIUS V. ABELA
Performance Rating: OUTSTANDING

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

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: January, 2019

Target Date: March, 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: April, 2019


Target Date: June, 2019

Next Step: Request for additional faculty for instruction due to increase in BAS BSA-Animal student population, do extension activities, and revision of IMs.

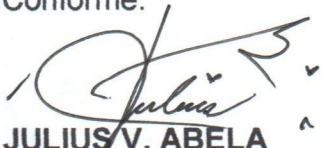
Outcome: Recruited one (1) faculty substitute and one(1) part-time instructor, implemented research/extension projects and production activities, revised IMs.

Recommendation: Request for construction of new building(s) to accommodate big classes in animal science courses.

Prepared by:


VICTOR B. ASIO
Dean, CAFS

Conforme:


JULIUS V. ABELA
Assoc. Prof./Head, DAS-CAFS