SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ROGE

ROGER ROQUE E. BUSTAMANTE

	Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction a. Head (50%) from IPCR b. Student (50%) from Teaching Performance Eval'n. By-Students	50 50	4.77 5.00	2.39 2.50
	Total for Instruction	70%	4.89	3.42
2.	Research	5%	4.33	0.22
3.	Extension	10%	4.83	0.48
4.	Production	10%	4.67	0.47
5.	Administration	5%	5.00	0.25
	TOTAL	100%	TOTAL EQUIVALENT NUMERICAL RATING	4.84

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.84

4.84

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

Reviewed by:

ROGER ROQUE & BUSTAMANTE

Instructor 1

Dean, CAFS

Department Head

Vice-President for Instruction

Recommending Approval:

Approved:

RATING SCALE: 4.6-5.0 Outstanding

3.8-4.5 Very Satisfactory

3.0-3.7 Satisfactory 2.2-2.9 Unsatisfactory

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INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, ROGER ROQUE E. BUSTAMANTE, 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 <u>July</u>, 20<u>18</u> to <u>December</u>, 20<u>18</u>.

ROGER ROQUE E. BUSTAMANTE

Ratee

Approved:

JULIUS V. ABELA

Head of Unit

MFO & PAPS	Success Indicators	Task Assigned	Targets	Actual Accom- plishment	_1	R	Remark(s)		
	Full Time Equivalent (FTE)	Instruction (Sick-Vacation Leave Status)	30	40.67	Q ¹ 5	E ²	T ³	A ⁴ 5.00	
	Number of Instructional Facilities/ Laboratories Developed/ Improved/ Maintained	Manager, DAS Goat and Sheep Project	1	1	5	4	4	4.33	
	Student Advising and Consultation Services:								
Higher Education Services	Number of students advised - as Academic Adviser	Advised BAS students	45	52	5	5	5	5.00	
	Number of hours spent on student consultation	Academic Adviser/Consultant to BAS students	10	12	5	4	4	4.33	
	Number of senior high school students lectured	Serve as lecturer of the SH students	20	28	5	4	5	4.67	
	Number of Trainings/Seminars Attended	Participant	1	2	5	5	5	5.00	
Research Services	Percentage of research project accomplished	Study Leader, : Study 4: In Situ Digestibility of Supplemental Forage-Based Silages and Bypass Protein Source and their effects on basal diet utilization & Grower Goat Performance	80%	90%	5	4	4	4.33 ·	
	Number of Students for Research Advising and Consultation Services	Thesis Adviser	4	5	5	4	4	4.33	
	No. of beneficiaries served	Served as Animal Science Specialist/consultant to walk in individuals/beneficiaries	8	12	5	5	5	5.00	
Extension Services		Served as Animal Science Extension Communicator	1	1	5	4	5	4.67	
	No. of trainings served	Served as Resource in CAFS-BIDANI-ATI extension project	1	3	5	4	5	4.67	
	No. of extension project proposals submitted	Researcher/Project Leader	2	2	5	5	5	5.00	

	No. of extension project proposals approved	2	2	5	5	5	5.00		
	Amount of extension money generated from external funding (DA/YRRP)	Researcher/Project Leader	Php 1 M	Php 1.3 M	5	4	5	4.67	
	No. of extension projects conducted	Researcher/Project Leader	2	2	5	4	5	4.67	
	Number of linkages forged:								
	Regional	Study Leader	1	1	5	5	4	4.67	
	Local (Mayors, MAOs, Farmer Associations)	Project Leader	1	4	5	5	5	5.00	
j	Extension Project Administration:								
	Number of PR, canvass papers, PO, Vouchers, TO, trip tickets signed and released on time	Project Leader	5	7	5	5	4	4.67	
	time	Project Leader	2	2	5	5	5	5.00	
	Number of Project Coordination meetings conducted (with Mayors, MAOs, Farmer Associations)	Project Leader	2	2	5	5	5	5.00	
	Number of Animal Projects Supervised	Manager of DAS Goat and Sheep Project	1	1	5	5	5	5.00	
	Number of staff/caretakers managed	Supervised staff/caretakers	2	2	5	4	5	4.67	
Production	Percentage of STF projects supporting instruction, research, and extension	DAS Goat/Sheep Project supporting instruction, research, and extension	75%	80%	5	4	5	4.67	
	Percentage increase in inventory value and/ or income of the projects relative to previous year	DAS Goat and Sheep Project Income	40%	45%	5	4	4	4.33	
	Number of Faculty/Staff meeting attended	Attended meetings	3	3	5	5	5	5.00	
	Percentage of accomplishment in DAS AACCUP Accreditation Preliminary Survey Visit (PhD) in Area IX (Laboratory)	Gathered and prepared documents for area	90%	100%	5	5	5	5.00	
Administrative Support Services	Number of department committees involved as member	Member: DAS AACCUP, COE, NAFES, ISO; DAS instructional Materials Review; DAS Social and Sports; DAS Research and Development; DAS Laboratory and Library Enhancement; DAS Physical and Site Development; DAS Undergrad. Stud. Res. Committees	5	7	5	5	5	5.00	
	Number of department committees involved as chairman	DAS Extension and Training	1	1	5	5	5	5.00	
				Total Ove	r-all	Ratir	ng	133.67	

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Average Rating (Total Over-all Rating/No. of A ⁴ Entries)		4.77
Additional Points:		
Punctuality	0	
Approved Additional points (with copy of approval)	0	
FINAL RATING		4.77
ADJECTIVAL RATING		Outstanding

Comments & Recommendation for									
Development Purpose:									
Noeds to Rusue Ph.D.									
study in the near									
Jutoue years									

Evaluated and Rated by	Recommending Approval:	Approved by:
/ Calier		MY
JULIUŚ V. ABELA Head, Dept/of Animal Science	VICTÓR B. ASIO Dean, College of Agriculture	BEATRIZ S. BELONIAS Vice-President for Instruction
Head, Depty of Animai Science	beart, college of Agriculture	vice i pesident for instruction
Date:	Date:	Date:

Legend:

Q¹ - Quality

E' - Efficiency

T* - 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

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EMPLOYEE DEVELOPMENT PLAN

Name of El Performand		OGER ROQUE E. BUS' UTSTANDING	TAMANT	<u>E</u>	
and imp	art/share the tr	aching strategies learned rainings on animal produ ers' beneficiaries in his	uction cor	nducted in	the
•		to Improve Perform higher responsibilities		nd/or Coi	mpetence and
Date: J	uly 2018	Target Date:	Dec	ember 20	018
First Step		cussion lively and encou			
en	vironment strate	egy and prepare module	es for train	nings for th	ne farmers.
Result: Outcome:	farmers benef	ntage of passing the couriciaries on YRRP extensions ssed the course subjects started to adapt the terms	sion proje s (instruc	ects. tion) and Y	
Final Step/	Recommendati				
		adapt the teaching strainings the farmers' trainings		and impro	ved training
Conforme :	\cap	Prepared by:	Ç	IUS/V. AE Unit Head	BELA

ROGER ROOUE E. BUSTAMANTE Name of Ratee (Faculty)