

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	4.94	2.47
b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	5.00	2.50
Total for Instruction	70%	4.97	3.48
2. Research	5%	4.67	0.23
3. Extension	15%	4.91	0.74
4. Administration	10%	5.00	0.50
TOTAL	100%	TOTAL EQUIVALENT NUMERICAL RATING	4.95

EQUIVALENT NUMERICAL RATING:

4.95

Add: Additional Points, if any:

-

TOTAL NUMERICAL RATING:

4.95


ADJECTIVAL RATING:

Outstanding

Prepared by:


Reviewed by:



DINAH M. ESPINA
Assoc. Prof. 3


JULIUS V. ABELA
Department Head

Recommending Approval:

Approved:


VICTOR B. ASIO
Dean, CAFS

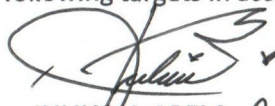

BEATRIZ S. BELONIAS
Vice-President for Instruction

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 January, 2019 to June, 2019.


DINAH M. ESPINA
 Ratee

Approved: 
JULIUS V. ABELA
 Head of Unit

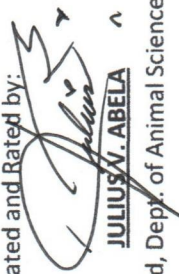
MFO & PAPS	Success Indicators	Task Assigned	Targets	Actual Accomplishment	Rating				Remark(s)
					Q ¹	E ²	T ³	A ⁴	
Advanced Education Services	Full Time Equivalent (FTE)	Instruction (Sick-Vacation)	10.5	11.55	5	5	5	5.00	Files
	Student Research Advising, Graduate Outlines/Manuscripts:								
	Graduate outlines approved/submitted	Chairperson, GAC	2	6	5	5	5	5.00	Files
	Graduate outlines approved/submitted	Member, GAC	1	6	5	5	5	5.00	Files
	Graduate manuscripts approved	Chairperson, GAC	1	3	5	5	5	5.00	Files
	Graduate Advisory Committee								
	Number of graduate advisees graduated within prescribe period	Chairperson, GAC	1	4	5	5	5	5.00	File
		Member, GAC	2	5	5	5	5	5.00	File
	Number of hours spent on student consultation for Graduate Students	Adviser and Member, GAC	15	24	5	5	5	5.00	File
	IM's Developed/Revised for Graduate Program:								
New IM's	Graduate faculty	0	2	5	5	5	5.00	On file	
Number of International Graduate Faculty Coordinated	Chairperson, GAC	0	2	5	5	5	5.00	File/Appointment	
Higher Education Services	Number of Instructional Materials Developed/ Revised and Utilized:								
	New IM's	Developed New IM	0	1	5	5	5	5.00	File copy
	Revised IM's within the last 3 years	Revised IMs/Course Outlines	1	5	5	5	5	5.00	File copy
	Student Advising and Consultation Services:								
Number of hours spent on student consultation/advising	Attended to student consultation during consultation schedules	24	48	5	5	5	5.00	Recorded	
Research Services	Number of R&D Projects/Studies Conducted/ Completed:								
	Number of Linkages: Local (YRRP Sites)	Project/Study Leader	1	2	5	5	4	4.67	File
	Number of Extension Cum Research (YRRP)	Project/Study Leader	1	2	5	5	4	4.67	File


Extension Services	Number of beneficiaries served:									
	Private individuals/groups	Served as Animal Science Specialist/consultant to walk-in individuals/beneficiaries	10	30	5	5	5	5.00	File	
	Technical/ Expert services (international, national, regional):									
	Commodity teams	Member of RRDCT-Livestock	0	1	4	5	4	4.33	File	
	Resource person	Rootcrops Production and Rootcrop-based Livestock Production Enterprise/Animal Production	0	1	5	5	5	5.00	File	
	Extension Project Proposal(s) Submitted/Approved/Conducted:									
	No. of extension proposals submitted	Researcher/Project Leader	0	2	5	5	5	5.00	File	
	No. of extension proposals approved	Researcher/Project Leader	0	2	5	5	5	5.00	File	
	Amount of extension money generated from external	Researcher/Project Leader	Php 1.9 M	Php 1.9 M	5	5	5	5.00	File	
	No. of extension projects conducted	Researcher/Project Leader	1	2	5	5	5	5.00	File	
	Number of linkages forged:									
	Local (Mayors, MAOs, Farmer Associations)	Project Leader/YRRP	1	2	5	5	4	4.67	File	
	Extension Project Administration:									
	No. of PR, canvass papers, PO, Vouchers, TO, trip tickets, RA Salaries signed and released on time	Project Leader	20	30	5	5	5	5.00	File	
	No. of Project Reports signed and submitted on time	Project Leader	0	1	5	5	5	5.00	File	
	No. of Project Coordination meetings conducted (with Mayors, MAOs, Farmer Associations)	Project Leader	2	4	5	5	5	5.00	File	
	General Administration and Support Services	Number of staff managed	Animal Nutrition Lab. In-charge	1	1	5	5	5	5.00	File
		AACCUP Area 6 in PhD Ansci Level I	Area In-charge	1	1	5	5	5	5.00	File
		Number of University/college committees	Member	0	2	5	5	5	5.00	File
		Number of DAS Committees	Member	5	10	5	5	5	5.00	File
Number of International Linkage Coordinated (Hiroshima University Annual Educational Tour to VSU)		Coordinator	0	1	5	5	5	5.00	File	
Total Over-all Rating								148.33		


Average Rating (Total Over-all Rating/No. of A ⁴ Entries)		4.94
Additional Points:		
Punctuality	0	
Approved Additional points (with copy of approval)	0	
FINAL RATING		4.94
ADJECTIVAL RATING		Outstanding

Comments & Recommendation for Development Purpose:
Encourage to attend regional & national PSAS scientific seminars & conferences.

[Signature]

Evaluated and Rated by:

JULIUS W. ABELA
Head, Dept. of Animal Science

Recommending Approval:

VICTOR B. ASIO
Dean, College of Agriculture

Approved by:

BEATRIZ S. BELONIAS
Vice-President for Instruction

Date: _____

Date: _____

Date: _____

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: January, 2019

Target Date: June, 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