

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Rating Period: July-December, 2016

Name of Faculty Member: MANUEL D. GACUTAN, JR.

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head (50%) from IPCR	50.00	4.94	2.47
b. Student (50%) from Teaching Performance Eval'n. By-Students	50.00	5.00	2.50
Total for Instruction	70%	4.97	3.48
2. Research	5%	4.94	0.25
3. Extension	10%	5.00	0.50
4. Production	10%	4.89	0.49
5. Administration	5%	4.93	0.25
TOTAL	100%	TOTAL EQUIVALENT NUMERICAL RATING	4.96

EQUIVALENT NUMERICAL RATING:

4.96

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.96

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

MANUEL D. GACUTAN, JR.

Instructor III

DINAH M. ESPINA

Department Head

Approved:

EDGARDO E. TULIN

President

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

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, **MANUEL D. GACUTAN JR.**, 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, 2016 to December, 2016**.

MANUEL D. GACUTAN JR.

Ratee

Approved:

DINAH M. ESPINA

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 (Vacation Sick Leave Status)	5	7.78	5	5	5	5.00	See workload
	Full Time Equivalent (FTE)	Instruction (Vacation Sick Leave Status)	15	45.72	5	5	5	5.00	See workload
Higher Education Services	Number of Student Research/Field Practice								
	Approved undergraduate Field Practice Outline within the prescribed period	Field Practice Coordinator	5	35	5	5	5	5.00	See files
	Approved undergraduate thesis outline within the prescribed period	Thesis Adviser	1	2	5	5	5	5.00	See files
	Approved graduate thesis outline within the prescribed period	Member, GAC	1	2	5	5	5	5.00	See files
	Number of Instructional Materials Developed/Revised and utilized								
	New IM's	Developed New IM	1	1	5	5	4	4.67	ANSC 242
	Revised IM's within the last 3 years	Revised Ims/Course Outline	1	3	5	5	4	4.67	AnSc 142, AnSc 133, ANSC 241
	Number of Instructional Facilities/Laboratories Developed/Improved/Maintained	Beef Cattle Project Manager	1	1	5	5	5	5.00	Pasture Area Development - 2 Paddocks were fully established
		Coordinator of the Newly Developed Pasture Demonstration Area	1	1	5	5	5	5.00	Developed Demonstation Area of Local Forage Species
	Student Advising and Consultation Services:								
	Number of hours spent on student consultation	Academic Adviser	40	160	5	5	5	5.00	2 hrs/week
	Number of Organizations Advised	Adviser, Association of Rodeo Enthusiast in ViSCA	0	1	5	5	5	5.00	See appointment
	Number of Trainings/Seminars Attended	Participant	1	3	5	5	5	5.00	See certificate of attendance/participation

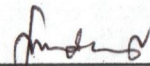
Research Services	Number of Articles reviewed for publication	Reviewer	1	5	5	5	5	5.00	3 in Food Chemistry and 2 in Annals of Tropical Research
	Number of Papers Presented in Regional/National/International Conferences	Presentor	0	2	5	5	5	5.00	2 Papers for 34th Philippine Society of Animal Science - Visayas Chapter
	Number of Poster Presented in Regional/National/International Conferences	Presentor	0	1	5	5	5	5.00	1 Poster (Best Poster) for the 34th Philippine Society for Animal Science - Visayas Chapter
	Number of awards given in Regional/National/International Conferences	Adviser of Undergraduate Thesis	0	1	5	5	5	5.00	Best Undergraduate Thesis (Ms. Wendelyn Madelo) during the 34th Philippine Society for Animal Science-Visayas Chapter
	Number of scientific papers reviewed/session moderated	Evaluator/Moderator	0	2	5	5	5	5.00	Moderator - CAFS RDE Review and Evaluator - FARM I RDE Review
	Number of R&D Projects/Studies Conducted/Completed								
	Studies conducted	Study Leader of Study 1 - Assessment of the Nutritive Value of Dominant Forages and Concentrates Fed to Goars in Marginal Uplands of Villaba, Leyte, Philippines	1	1	5	5	4	4.67	See contract
Extension Services	Number of Trainings Served (Philrootcrops and Philippine Coconut Authority)	Resource Person	1	2	5	5	5	5.00	Titles: 1) Utilization of Cassava by Products as Animal Feeds and 2) Training on Cattle Production
	Number of Extension Projects/Studies Conducted/Completed	Study Leader	0	1	5	5	5	5.00	Native Chicken Production Project Using Rootcrop based feeds in Brgy. Bulusao, Eastern Samar with PhilrootCrops and Climate Change Commission

	Number of clientele	Resource Person	10	70	5	5	5	5.00	Participants for the two trainings conducted: attendance sheet
	Number of visitors entertained for DAS Animal Projects	Ressource Person	50	80	5	5	5	5.00	See files
Production Services	Number of STF projects developed/ improved or maintained	Developed, maintained, and improved the faciilies of DAS Cattle Project (STF)	1	2	5	5	5	5.00	2 Paddocks fully established
	Percentage increase in inventory of STF Projects	Cattle Project	5%	6%	5	5	4	4.67	See Cattle Inventory
	Percentage of STF projects supporting instruction,	Managed the DAS Cattle Project for	100%	100%	5	5	5	5.00	See files
Administrative Support Services	Number of faculty/staff/Animal Caretakers/GTA managed								
	Staff/caretakers	Beef Cattle Project	4	4	5	5	5	5.00	See files
	Number of Animal Projects Supervised	Manager, Beef Cattle Project	1	1	5	5	5	5.00	See files
	Number of Areas in DAS AACUP Accreditation								
	Preliminary Survey Visit, PhD Animal Science	Chairman, Extension and Community Involvement	0	1	5	5	4	4.67	See files
	Number of committees involved								
	DAS Committees	Chairman: Extension, Training and Community Engagement Member: DAS Curriculum and Instructional Materials Review, Research and Development, Laboratory and Library Enhancement, Accreditaion for AACUP, etc, Personnel and Grievance, and Physical and Site	5	5	5	5	5	5.00	See files
	Other Assignment	Extension Communicator	100%	100%	5	5	5	5.00	See files
Total Over-all Rating								148.33	

Average Rating (Total Over-all Rating/No. of A4 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:
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Received by:



PRPEO Office

Date: _____

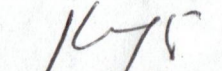
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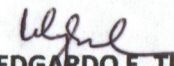
REMBERTO A. PATINDOL
PMT, Chairman


Date: _____

Recommending Approval: Approved by:



BEATRIZ S. BELONIAS
Vice President for Instruction



EDGARDO E. TULIN
President 

Date: _____ Date: _____

Legend:

Q1 - Quality
E2 - Efficiency
T2 - Timeliness
A4 - Average

Rating Sca 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