

## SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **LOLITO C. BESTIL**

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	4.86	2.43
	b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	5.00	2.50
Total for Instruction		70%	4.93	3.45
2.	Research	10%	4.83	0.48
3.	Extension	15%	4.96	0.74
4.	Administration	5%	4.92	0.25
<b>TOTAL</b>		<b>100%</b>	<b>TOTAL EQUIVALENT NUMERICAL RATING</b>	<b>4.93</b>

EQUIVALENT NUMERICAL RATING:

4.93

Add: Additional Points, if any:

-

TOTAL NUMERICAL RATING:

**4.93**

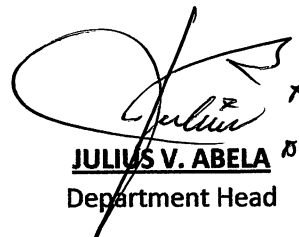
ADJECTIVAL RATING:

**OUTSTANDING**

Prepared by:

  
**LOLITO C. BESTIL**  
Professor VI

Reviewed by:

  
**JULIUS V. ABELA**  
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

# ANNUAL FINANCIAL RATING OF THE UNIVERSITY OF THE SOUTH ALABAMA

Name of Faculty Member: \_\_\_\_\_

Program/Department	Faculty Member	Rating	Comments
Business Administration	Dr. [Name]	5.0	Excellent
Education	Dr. [Name]	4.5	Very Good
Health Services	Dr. [Name]	4.0	Good
Liberal Arts	Dr. [Name]	3.5	Fair
Sciences	Dr. [Name]	3.0	Fair
Social Sciences	Dr. [Name]	2.5	Fair
Student Services	Dr. [Name]	2.0	Fair
Administrative	Dr. [Name]	1.5	Fair
<b>TOTAL</b>		<b>20.0</b>	

Signature: \_\_\_\_\_  
Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
Date: \_\_\_\_\_


Signature: \_\_\_\_\_  
Date: \_\_\_\_\_

## INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, **LOLITO C. BESTIL**, 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, 2018** to **December, 2018**.

  
**LOLITO C. BESTIL**  
 Ratee

Approved:

  
**JULIUS V. ABELA**  
 Head of Unit

MFO & PAPS	Success Indicators	Task Assigned	Targets	Actual Accomplishment	Rating				Remark(s)
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
Advanced Education Services	Full Time Equivalent (FTE)	Instruction (V-SL Status)	3	3.8	5	5	5	5.00	
	Number of Curricular Review	Reviewer	0						
	Approved Graduate Outlines/ Manuscripts submitted within	Adviser/Chair, GAC	2	3	5	5	5	5.00	
	<b>Number of Graduates within prescribed period:</b>								
	Masters, Ph.D.	Chairman, GAC	2	1	5	5	4.5	4.83	
		Member, GAC	1	2	5	5	4.5	4.83	
	Number of hours spent on student consultation	Adviser/GAC member	25	40	5	5	5	5.00	
Higher Education Services	Full Time Equivalent (FTE)	Instruction (V-SL status)	9	9.53	5	5	5	5.00	
	<b>Number of Student Research Advising:</b>								
	Approved Undergraduate outlines/manuscript submitted within the prescribed period	Thesis Adviser/Comm. member	0	2	5	4.5	4.5	4.67	
		Student Research Coordinator	1	2	5	5	4.5	4.83	
	<b>Student Advising and Consultation Services:</b>								
	Number of hours spent on student consultation	Academic Adviser	15	20	4.5	4.5	4.5	4.50	
	Number of student organizations advised	Adviser	0	1	5	4.5	4.5	4.67	
	Number of student-related activities assisted	Committee members	1	1	4.5	5	4.5	4.67	
	Number of curricular programs reviewed	CHED-RQAT Member	0						
	Board Examination review classes (LEA, etc.)	Reviewer	1	1	5	5	5	5.00	

LOUIS C. BERRY, 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 2018 to December 2018

Approved:

LOUIS C. BERRY

Signature

Signature

MPO 2 PAPS	Success Indicators	Targets Assigned	Targets	Actual Achievement	Rating					Remarks
					A	B	C	D	E	
Advanced Education Services	Approved Graduate Courses (MSc, MPhil, PhD) submitted within	Approved Graduate Courses (MSc, MPhil, PhD) submitted within	3	3	5	5	5	5	5	
	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	3	3	5	5	5	5	5	
	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	3	3	5	5	5	5	5	
	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	3	3	5	5	5	5	5	
	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	3	3	5	5	5	5	5	
	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	3	3	5	5	5	5	5	
	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	3	3	5	5	5	5	5	
	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	3	3	5	5	5	5	5	
	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	3	3	5	5	5	5	5	
	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	3	3	5	5	5	5	5	
Higher Education Services	Approved Graduate Courses (MSc, MPhil, PhD) submitted within	Approved Graduate Courses (MSc, MPhil, PhD) submitted within	3	3	5	5	5	5	5	
	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	3	3	5	5	5	5	5	
	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	3	3	5	5	5	5	5	
	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	3	3	5	5	5	5	5	
	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	3	3	5	5	5	5	5	
	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	3	3	5	5	5	5	5	
	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	3	3	5	5	5	5	5	
	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	3	3	5	5	5	5	5	
	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	3	3	5	5	5	5	5	
	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	Number of Graduate Courses (MSc, MPhil, PhD) submitted within	3	3	5	5	5	5	5	

Research Services	Number of research articles submitted for publication in CHED accredited journals/internationally indexed journals	Main Author/Co-author	1	3	5	5	5	5.00	
	No. of articles reviewed for publication	Reviewer	0	2	5	5	4.5	4.83	
	<b>Number of Research Outputs Presented in Regional/National/Internat'l Fora /Conferences:</b>								
	In Regional <i>Fora</i> /Conferences (including In-house Review)	Researcher/Presenter	1	3	5	4	4.5	4.50	
	In National/International <i>Fora</i> /Conferences	Researcher/Presenter	0	1	5	5	5	5.00	
	Number of scientific sessions moderated/ evaluated	Moderator/Evaluator	0						
	Number of Proj./Studies conducted/completed	Project/Study Leader	4	10	5	5	5	5.00	
	Amount/value (Million PhP) of research funds/resources externally generated	Project Leader	200,000	4,900,000	5	5	5	5.00	
	<b>Number of linkages forged:</b>								
	National/Regional (DAR, DA, etc.)	Project Leader	0	2	5	4	4	4.33	
Extension Services	Local (Farmer-assn., etc.)	Project Leader	0	14	5	5	5	5.00	
	<b>Number of trainings served:</b>								
	DAR/DA/LGU/Others trainings	Resource person	1	3	5	5	5	5.00	
	ATI/VSU trainings	Resource person	0	4	5	5	5	5.00	
	<b>Technical/Expert services (international, national, regional, local):</b>								
	Farmers' Field Day/Farmer consultations	Subj. matter specialist	1	3	5	4.5	5	4.83	
Administrative Support Services	Number of NGO/FA/Coop/farms served	Res. Person/ Consult.	1	9	5	5	5	5.00	
	<b>Attendance to University committees:</b>								
	Number of meetings of University committees attended	Committee Chair/ Member	10	15	5	5	5	5.00	
	<b>RDE Project administration:</b>								
	Number of PR, canvass papers, PO/vouchers, TO, trip tickets signed and released on time	Project/Study Leader	5	18	5	5	4.5	4.83	
	Number of Project Reports signed and submitted on time	Project/Study Leader	2	1	5	5	4.5	4.83	
	Number of Project coordination meetings conducted	Project Leader	4	8	5	5	5	5.00	
	<b>Total Over-all Rating</b>							<b>136.17</b>	

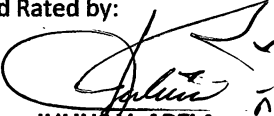
		1990-1991					1992
Number of projects completed	Number of projects completed	1	2	2	2	2	2
	Number of projects completed	3	1	2	2	2	2
	Number of projects completed	2	18	2	2	2	2
	Number of projects completed	10	12	2	2	2	2
Number of projects completed	Number of projects completed	1	2	2	2	2	2
	Number of projects completed	1	3	2	2	2	2
	Number of projects completed	0	4	2	2	2	2
	Number of projects completed	1	3	2	2	2	2
Number of projects completed	Number of projects completed	0	14	2	2	2	2
	Number of projects completed	0	1	2	2	2	2
	Number of projects completed	500,000	400,000	2	2	2	2
	Number of projects completed	4	10	2	2	2	2
Number of projects completed	Number of projects completed	0	1	2	2	2	2
	Number of projects completed	0	1	2	2	2	2
	Number of projects completed	1	3	2	2	2	2
	Number of projects completed	0	1	2	2	2	2
Number of projects completed	Number of projects completed	0	1	2	2	2	2
	Number of projects completed	0	1	2	2	2	2
	Number of projects completed	0	1	2	2	2	2
	Number of projects completed	0	1	2	2	2	2

Average Rating (Total Over-all Rating/No. of A4 Entries)		4.86
Additional Points:		
Punctuality	0	
Approved Additional points (with copy of approval)	0	
FINAL RATING		4.86
ADJECTIVAL RATING		Outstanding

**Comments & Recommendation for Development Purpose:**


*Needs to assist other faculty on PSAAS attendance & research presentation.*

Evaluated and Rated by:

  
**JULIUS V. ABELA**  
 Head, Dept. of Animal Science

Date: \_\_\_\_\_

Recommending Approval:

  
**VICTOR B. ASIO**  
 Dean, College of Agriculture  
 and Food Science

Date: \_\_\_\_\_

Approved by:

  
**BEATRIZ S. BELONIAS**  
 Vice-President for Instruction

Date: \_\_\_\_\_

**Legend:**

Q<sup>1</sup> - Quality  
 E<sup>2</sup> - Efficiency  
 T<sup>2</sup> - Timeliness  
 A<sup>4</sup> - 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  
 2.1 - & below Poor

Comments & Recommendation for Development Program:

*Handwritten notes:*  
 1. Review program  
 2. Review program  
 3. Review program  
 4. Review program  
 5. Review program

Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
Overall Rating		
Outstanding		
Average Rating (Total Overall Rating/No. of A-Ratings)		
4.50		

Approved by:

*[Signature]*

VICE CHANCELLOR

Vice-Chancellor of Education

Recommended by:

*[Signature]*

VICE CHANCELLOR

Deputy Director of Agriculture and Fisheries

Evaluated and Endorsed by:

*[Signature]*

VICE CHANCELLOR

Head (Dept. of Animal Science)

Rating Scale:

4.5 - Outstanding

4.0 - Very Satisfactory

3.5 - Satisfactory

3.0 - Fair

2.5 - Below Fair

2.0 - Below Poor

Date:

Date:

Legend:

O - Quality

T - Efficiency

F - Timeliness

A - Average

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: LOLITO C. BESTIL  
Performance Rating: OUTSTANDING

**Aim:** To support partner units within VSU system, NGOs, line agencies, and farmers on their technical requirements on livestock production and research.

Proposed interventions to improve performance and/or competence and qualification to assume higher responsibilities:

Date: July 2018 Target date: December 2018

**First step:**

Meet with partner units within and outside the VSU system (line agencies/NGO) and discuss their technical needs in support to their research and livestock project management, and the capacity-building needs of project personnel.

**Result:**

Technical trainings for capacity-building conducted, and project implementation and management assisted.

**Next step:**

Conduct trainings, and assist them in designing student theses and R&D studies in support to their livestock project operation/management.

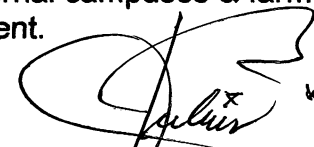
**Outcome:**

Improved livestock project management; researches conducted and empowered researchers.

**Final step/Recommendation:**

Serve as Resource Person in these partner units/external campuses & farmers.  
Develop short courses on livestock project management.

Prepared by:

  
**JULIUS V. ABELA**  
Unit Head

Conforme:

  
**LOLITO C. BESTIL**  
Name of Faculty/Ratee

EXHIBIT I

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: LOLITO C. BESTIL  
Performance Rating: OUTSTANDING

Aim: To support partner units within VSU system, NGOs, line agencies, and farmers on their technical requirements on livestock production and research.

Proposed interventions to improve performance and/or competence and qualification to assume higher responsibilities:

Date: July 2018 Target date: December 2018

First step:  
Meet with partner units within and outside the VSU system (line agencies/NGO) and discuss their technical needs in support to their research and livestock project management, and the capacity-building needs of project personnel.

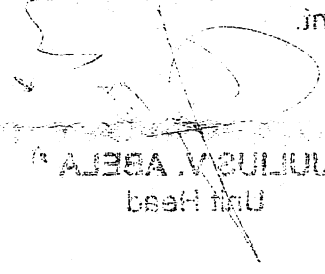
Result:  
Technical training for capacity-building conducted, and project implementation and management assisted.

Next step:  
Conduct training, and assist them in designing student theses and R&D studies in support to their livestock project operation/management.

Outcome:  
Improved livestock project management researches conducted and empowered researchers.

Final step/Recommendation:  
Develop short courses on livestock project management.  
Serve as Resource Person in these partner units/external campuses & farmers.

Prepared by:

  
JULIUS V. ABELLA  
Unit Head

Conformed:  
  
LOLITO C. BESTIL  
Name of Faculty/Ratee