

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	4.95	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	10%	4.92	0.49
4.	Administration	15%	4.96	0.74
TOTAL		100%	TOTAL EQUIVALENT	4.95

EQUIVALENT NUMERICAL RATING:

4.95

Add: Additional Points, if any:

-

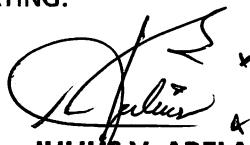
TOTAL NUMERICAL RATING:

4.95


ADJECTIVAL RATING:

Outstanding


Prepared by:


JULIUS V. ABELA
Assoc. Professor 3


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

1954-012
1957-028

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800-955-5877

9780000000000

~~WFOE NUMBER~~

1994-1995
1995-1996

Dr. Steven J. Pae

2019-2020

1992-1993

2007年12月15日

2014 RELEASE UNDER E.O. 14176

925

VIETNAM: 1975-1976, 1977-1978, 1979-1980, 1981-1982, 1983-1984, 1985-1986, 1987-1988, 1989-1990, 1991-1992, 1993-1994, 1995-1996, 1997-1998, 1999-2000, 2001-2002, 2003-2004, 2005-2006, 2007-2008, 2009-2010, 2011-2012, 2013-2014, 2015-2016, 2017-2018, 2019-2020, 2021-2022, 2023-2024, 2025-2026, 2027-2028, 2029-2030, 2031-2032, 2033-2034, 2035-2036, 2037-2038, 2039-2040, 2041-2042, 2043-2044, 2045-2046, 2047-2048, 2049-2050, 2051-2052, 2053-2054, 2055-2056, 2057-2058, 2059-2060, 2061-2062, 2063-2064, 2065-2066, 2067-2068, 2069-2070, 2071-2072, 2073-2074, 2075-2076, 2077-2078, 2079-2080, 2081-2082, 2083-2084, 2085-2086, 2087-2088, 2089-2090, 2091-2092, 2093-2094, 2095-2096, 2097-2098, 2099-2100, 2101-2102, 2103-2104, 2105-2106, 2107-2108, 2109-2110, 2111-2112, 2113-2114, 2115-2116, 2117-2118, 2119-2120, 2121-2122, 2123-2124, 2125-2126, 2127-2128, 2129-2130, 2131-2132, 2133-2134, 2135-2136, 2137-2138, 2139-2140, 2141-2142, 2143-2144, 2145-2146, 2147-2148, 2149-2150, 2151-2152, 2153-2154, 2155-2156, 2157-2158, 2159-2160, 2161-2162, 2163-2164, 2165-2166, 2167-2168, 2169-2170, 2171-2172, 2173-2174, 2175-2176, 2177-2178, 2179-2180, 2181-2182, 2183-2184, 2185-2186, 2187-2188, 2189-2190, 2191-2192, 2193-2194, 2195-2196, 2197-2198, 2199-2200, 2201-2202, 2203-2204, 2205-2206, 2207-2208, 2209-2210, 2211-2212, 2213-2214, 2215-2216, 2217-2218, 2219-2220, 2221-2222, 2223-2224, 2225-2226, 2227-2228, 2229-2230, 2231-2232, 2233-2234, 2235-2236, 2237-2238, 2239-2240, 2241-2242, 2243-2244, 2245-2246, 2247-2248, 2249-2250, 2251-2252, 2253-2254, 2255-2256, 2257-2258, 2259-2260, 2261-2262, 2263-2264, 2265-2266, 2267-2268, 2269-2270, 2271-2272, 2273-2274, 2275-2276, 2277-2278, 2279-2280, 2281-2282, 2283-2284, 2285-2286, 2287-2288, 2289-2290, 2291-2292, 2293-2294, 2295-2296, 2297-2298, 2299-2300, 2301-2302, 2303-2304, 2305-2306, 2307-2308, 2309-2310, 2311-2312, 2313-2314, 2315-2316, 2317-2318, 2319-2320, 2321-2322, 2323-2324, 2325-2326, 2327-2328, 2329-2330, 2331-2332, 2333-2334, 2335-2336, 2337-2338, 2339-2340, 2341-2342, 2343-2344, 2345-2346, 2347-2348, 2349-2350, 2351-2352, 2353-2354, 2355-2356, 2357-2358, 2359-2360, 2361-2362, 2363-2364, 2365-2366, 2367-2368, 2369-2370, 2371-2372, 2373-2374, 2375-2376, 2377-2378, 2379-2380, 2381-2382, 2383-2384, 2385-2386, 2387-2388, 2389-2390, 2391-2392, 2393-2394, 2395-2396, 2397-2398, 2399-2400, 2401-2402, 2403-2404, 2405-2406, 2407-2408, 2409-2410, 2411-2412, 2413-2414, 2415-2416, 2417-2418, 2419-2420, 2421-2422, 2423-2424, 2425-2426, 2427-2428, 2429-2430, 2431-2432, 2433-2434, 2435-2436, 2437-2438, 2439-2440, 2441-2442, 2443-2444, 2445-2446, 2447-2448, 2449-2450, 2451-2452, 2453-2454, 2455-2456, 2457-2458, 2459-2460, 2461-2462, 2463-2464, 2465-2466, 2467-2468, 2469-2470, 2471-2472, 2473-2474, 2475-2476, 2477-2478, 2479-2480, 2481-2482, 2483-2484, 2485-2486, 2487-2488, 2489-2490, 2491-2492, 2493-2494, 2495-2496, 2497-2498, 2499-2500, 2501-2502, 2503-2504, 2505-2506, 2507-2508, 2509-2510, 2511-2512, 2513-2514, 2515-2516, 2517-2518, 2519-2520, 2521-2522, 2523-2524, 2525-2526, 2527-2528, 2529-2530, 2531-2532, 2533-2534, 2535-2536, 2537-2538, 2539-2540, 2541-2542, 2543-2544, 2545-2546, 2547-2548, 2549-2550, 2551-2552, 2553-2554, 2555-2556, 2557-2558, 2559-2560, 2561-2562, 2563-2564, 2565-2566, 2567-2568, 2569-2570, 2571-2572, 2573-2574, 2575-2576, 2577-2578, 2579-2580, 2581-2582, 2583-2584, 2585-2586, 2587-2588, 2589-2590, 2591-2592, 2593-2594, 2595-2596, 2597-2598, 2599-2600, 2601-2602, 2603-2604, 2605-2606, 2607-2608, 2609-2610, 2611-2612, 2613-2614, 2615-2616, 2617-2618, 2619-2620, 2621-2622, 2623-2624, 2625-2626, 2627-2628, 2629-2630, 2631-2632, 2633-2634, 2635-2636, 2637-2638, 2639-2640, 2641-2642, 2643-2644, 2645-2646, 2647-2648, 2649-2650, 2651-2652, 2653-2654, 2655-2656, 2657-2658, 2659-2660, 2661-2662, 2663-2664, 2665-2666, 2667-2668, 2669-2670, 2671-2672, 2673-2674, 2675-2676, 2677-2678, 2679-2680, 2681-2682, 2683-2684, 2685-2686, 2687-2688, 2689-2690, 2691-2692, 2693-2694, 2695-2696, 2697-2698, 2699-2700, 2701-2702, 2703-2704, 2705-2706, 2707-2708, 2709-2710, 2711-2712, 2713-2714, 2715-2716, 2717-271

CONFIDENTIAL - SECURITY INFORMATION

100

[illegible]

1. THE STATE OF TEXAS, County of EL PASO, do hereby certify that JOSEPH A. GARCIA is the duly qualified and acting County Clerk of said County.

REF ID: A67194

DATE: 01/06/2010 09:00:00 AM

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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, 2018 to June, 2018.

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	2.25	5	5	5	5.00	Faculty Academic Load
	Student Research Advising, Grad Outlines/Manuscripts								
	Graduate outlines approved/submitted	Department Head	5	6	5	5	5	5.00	Faculty Academic Load
	Graduate outlines approved/submitted	Member	3	6	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	0	2	5	5	5	5.00	Faculty Academic Load
	IM's Developed/Revised for Graduate Program New	Graduate faculty	0	1	5	5	5	5.00	Faculty Academic Load
Higher Education Services	Full Time Equivalent (FTE)	Instruction (Sick-Vacation Leave Status)	18	25.35	5	5	5	5.00	Faculty Academic Load
	Number of Instructional Materials Developed/ Revised and Utilized:								
	New IM's	Developed New IM	1	2	5	5	5	5.00	On file
	Revised IM's within the last 3 years	Revised IMs/Course Outlines	1	3	5	5	5	5.00	On file
	Number of degree programs compliant to CMO supervised and implemented	Department Head	1	2	5	5	5	5.00	On file
	Number of Students advised on consultation and thesis or field practice	Department Head and Adviser	30	41	5	5	5	5.00	On file
	Number of student organization assisted	Department Head	1	2	5	5	5	5.00	On file
	Number of Field Practice Reports Checked/Approved	Department Head	70	83	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	150	240	5	5	5	5.00	2 hrs/day

Research Services	Number of R&D Projects/Studies Conducted/ Completed:									
	Experimental R & D Project at PCC-VSU	Project Leader	0	1	5	5	4	4.67	On file	
	Job Placement of Graduates of BSA, BSAgriv., BSAgDev, BSDC, and BAS of CAFS VSU Main Campus	Resource Person (On-call basis)	1	5	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:									
	Experimental Extension Projects at PCC-VSU	Project Leader	3	4	5	5	5	5.00	On File	
	Number of person-days trained	Animal Production Specialist	35	70	5	5	5	5.00	On File	
	Number of trainings conducted	Resource Person/Project Staff/Study Leader	1	3	5	5	5	5.00	See files	
	Number of beneficiaries served:									
	Private individuals/groups	Served as Animal Science Specialist/consultant to walk-in individuals/beneficiaries	15	25	5	5	5	5.00	See files	
	Technical/ Expert services (international, national, regional):									
	Commodity teams	Member of RRDCT-Livestock	0	1	5	5	5	5.00	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	See files	
		Dairy Production Enterprise	0	1	5	5	5	5.00	On File	
	Number of extension project	Enhancing Agricultural Productivity in the City of Baybay Using the BIDANI Strategy	0	1	5	4	4	4.33	See files	
	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 Rooms	
Number of animal projects monitored and assisted		Department Head	3	4	5	5	5	5.00	See files	
Number of university meetings (execom and university committees)		Department Head	6	10	5	5	5	5.00	See notice files	
Percent time for AACCUP Accreditation Level IV Mandatory requirement		Department Head, Over-all Chairman	10%	15%	5	5	5	5.00	See file	
AACCUP areas in MS & MAgDev AACCUP		Member	1	1	5	5	5	5.00	See files	

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AACCUP Areas (1-10) in PhD Ansci PSV & Level I	Over-all Chairman	1	1	5	5	4	4.67	On file
AACCUP Area (3) in PhD Ansci Level I	Chairman	1	1	5	5	4	4.67	On File
Number of University/college committees	Member	4	6	5	5	5	5.00	See file
Number of DAS Committees	Member	2	3	5	5	5	5.00	See file
Number of DAS Committees	Chairman	4	6	5	5	5	5.00	See file
Percentage attendance to dept meetings	Department Head	100%	100%	5	5	5	5.00	See files
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	125	5	5	5	5.00	1 hr/day
Number of hours on coaching	Department Head	40	150	5	5	5	5.00	1 hr/day
Number of hours spent on performance tracking	Department Head	45	130	5	5	5	5.00	1hr/day
Number of meeting prepared/minutes corrected	Department Head	6	8	5	5	5	5.00	Regular/ Emergency
Number of documents signed		300	410	5	5	5	5.00	See files
Total Over-all Rating							212.67	

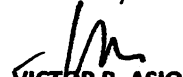
Average Rating (Total Over-all Rating/No. of A ⁴ Entries)	4.95
Additional Points:	
Punctuality	0
Approved Additional points (with copy of approval)	0
FINAL RATING	4.95
ADJECTIVAL RATING	OUTSTANDING

Comments & Recommendation for Development Purpose:

1) attend seminars/training on scientific paper writing for peer-reviewed journals.

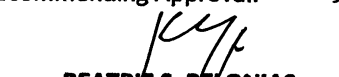
2) Publish more papers in peer-reviewed journals

Evaluated and Rated by:


VICTOR B. ASIO
 Dean, CAFS

Date: _____

Recommending Approval:


BEATRIZ S. BELONIAS
 Vice-President for Instruction

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

VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte, 6521-A
Teaching Performance Evaluation

Teacher: Abela, Julius V.

Second Semester 2017 - 2018 No. of Raters: 26

Subject: 4 - AnSc 112 - Swine Production & Management Class Type: Lecture 4-5MW

<i>Work Performance</i>	<i>NA</i>	<i>1 Poor</i>	<i>2 Below Satis- factory</i>	<i>3 Satis- factory</i>	<i>4 Very Satis- factory</i>	<i>5 Out- standing</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester				2	8	16	5.0
2 Always prepared and organized in class				2	12	12	4.0
3 Uses appropriate and updated instructional materials				2	10	14	5.0
4 Gives clear instructions/guidelines in accomplishing tasks				4	9	13	4.5
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable			2	2	8	14	5.0
6 Makes classroom activities interesting and lively		1	1	5	10	9	4.0
7 Encourages students to ask questions and welcomes comments and suggestions			1	3	7	15	5.0
8 Has mastery of the subject matter				2	5	19	5.0
9 Available for student consultation even outside class time				1	9	16	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully				2	12	12	4.0
11 Gives relevant assignments, course requirements				5	7	14	5.0
12 Returns quizzes, exams, homework, assignments and exercises			1	2	11	12	4.0
13 Fair in giving grades				5	6	15	5.0
14 Wears clean and appropriate clothes/attire in class					8	18	5.0
15 Firm in implementing policies yet approachable and understanding				2	5	19	5.0
16 Commands respect of students					9	17	5.0
17 Exercises decency in speech and actions				1	11	14	5.0
Median Rating		5.0 Outstanding					
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

80.5
95%

STATE OF NEW YORK
IN SENATE
January 10, 1907

REPORT OF THE

COMMISSIONER OF

THE LAND OFFICE

DATE	DESCRIPTION	AMOUNT	REMARKS
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1. Other positive points of the teacher and his/her teaching	
1 Encourages the students to study	3.85%
2 Good instructor	3.85%
3 No comment	88.46%
4 Professional	3.85%
2. Suggestions for teaching improvement	
1 Make the class interesting	3.85%
2 No comment	96.15%

VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte, 6521-A
Teaching Performance Evaluation

Teacher: Abela, Julius V.

Second Semester 2017 - 2018 No. of Raters: 8

Subject: 4 - AnSc 112 - Swine Production & Management Class Type: Laboratory 1-4F

Work Performance	NA	1 Poor	2 Below Satis- factory	3 Satis- factory	4 Very Satis- factory	5 Out- standing	Median
1 Explains course objectives, requirement and grading system at the beginning of the semester				2	4	2	4.0
2 Always prepared and organized in class			1		4	3	4.0
3 Uses appropriate and updated instructional materials				1	1	5	5.0
4 Gives clear instructions/guidelines in accomplishing tasks				1	1	6	5.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				1	2	5	5.0
6 Makes classroom activities interesting and lively			1		2	5	5.0
7 Encourages students to ask questions and welcomes comments and suggestions				1	3	4	4.5
8 Has mastery of the subject matter				1	4	3	4.0
9 Available for student consultation even outside class time				1	2	5	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully				1	2	5	5.0
11 Gives relevant assignments, course requirements				1	3	4	4.5
12 Returns quizzes, exams, homework, assignments and exercises				1	2	5	5.0
13 Fair in giving grades				1	2	5	5.0
14 Wears clean and appropriate clothes/attire in class					3	5	5.0
15 Firm in implementing policies yet approachable and understanding				1	2	5	5.0
16 Commands respect of students					3	5	5.0
17 Exercises decency in speech and actions				1	2	5	5.0
Median Rating		5.0					
		Outstanding					
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					
1. Other positive points of the teacher and his/her teaching							
1 Good instructor						12.50%	
2 No comment						87.50%	
2. Suggestions for teaching improvement							
1 No comment						100.00%	

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, 2018

Target Date: June, 2018

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: Focus to do Administration, RDE activities, publication, and revision of IMs.

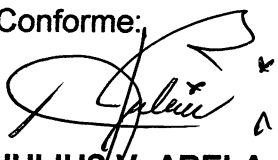
Outcome: Submitted research output for publication, engaged in Extension and Production activities, revised IMs.

Recommendation: The department should recruit additional regular faculty to cover the load of those who are on study leave and the K-11 and K-12 subjects to de-load existing faculty.

Prepared by:


VICTOR B. ASIO
Dean, CAFS

Conforme:


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