

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

Name of Faculty Members: **JANE P. DAUTIL**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.46 \times 50\% = 2.23$	
b. Students (50%)		$5.00 \times 50\% = 2.50$	
TOTAL for Instruction	40%	4.73	1.89
2. Research	30%	4.33	1.30
3. Extension	15%	4.33	0.65
4. Administration	15%	4.50	0.68
5. Production	0%	0	0
TOTAL			4.52

EQUIVALENT NUMERICAL RATING: 4.52

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.52


ADJECTIVAL NUMERICAL RATING

**VERY SATISFACTORY**

Prepared by:

  
**JANE P. DAUTIL**  
Name of Faculty

Reviewed by:

  
**ANA MARQUIZA M. QUILICOT**  
Dean, Head DVCS


Approved:

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


**“Exhibit B”**

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, **JANE P. DAUTIL** of the College of Veterinary Medicine 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 1, 2019 to DECEMBER 31, 2019**.

  
**JANE P. DAUTIL**  
Ratee

Approved:

  
**ANA MARQUIZA M. QUILICOT**  
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
HIGHER EDUCATION SERVICES	FTE	Instruction	12	24	5	5	5	5.00	
	Number of student-related activities assisted	Guide, oversee and facilitate students' activities	2	5	5	5	4	4.67	
Research Services	Number of research projects being conducted	As co- researcher on the <i>Survey on the Prevalence of Selected Animal-Borne Zoonotic Bacterial, Fungal and Parasitic Agents and Associated Risk Factors</i>	1	1	4	4	5	4.33	
		As co- component leader on Vaccinating Chicken flocks in Leyte	1	1	5	4	4	4.33	
Extension Services	Number of beneficiaries served	As veterinarian and member of City Rabies Control Committee	10	20	4	4	5	4.33	
	Number of extension projects being conducted	As co- component leader on Vaccinating Chicken flocks in Leyte	1	1	5	4	4	4.33	
	Technical/ Expert services	As veterinarian/consultant for small animals, wildlife animals, in the CVM clinic and neighboring barangays	7	10	5	4	4	4.33	
		Co-component leader of <i>Survey on the Prevalence of Selected Animal-Borne Zoonotic Bacterial, Fungal and Parasitic Agents and Associated Risk Factors</i>	1	2	4	5	4	4.33	





EMPLOYEE DEVELOPMENT PLAN

Name of Employee: JANE P. DAUTIL  
Performance Rating: VERY SATISFACTORY

AIM: To efficiently deliver Instruction, Research and Extension services to achieve the College targets.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July 2019 Target Date: December 2019

First Step: A normal teaching load (Instruction function) in order to have time for research, extension activities and revision of instructional materials and to devote time as a veterinarian.

Result: A better schedule that will allow time for research, extension, field veterinarian and revision of new Instructional Materials.

Date: October 2019 Target Date: December 2019


Next Step: To do instruction, research, extension and revision of instructional materials.

Outcome: Submitted research output for publication, engaged in Extension activities and revised Instructional Materials.


Recommendation:

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

Prepared by:

  
EUGENE B. LAÑADA  
College Dean

Conforme:

  
JANE P. DAUTIL  
Ratee