

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

Name of Faculty Members: **MELVIN A. BAGOT**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.62 x 50% = 2.31	
b. Students (50%)		5.00 x 50% = 2.50	
TOTAL for Instruction	40%	4.81	1.92
2. Research	30%	4.33	1.30
3. Extension	15%	4.73	0.71
4. Administration	15%	4.58	0.69
5. Production	0%	0	0
TOTAL			4.62

EQUIVALENT NUMERICAL RATING: 4.62

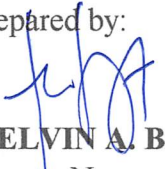
Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.62

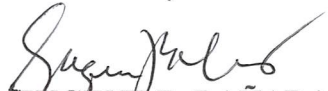
ADJECTIVAL NUMERICAL RATING

**OUTSTANDING**

Prepared by:

  
**MELVIN A. BAGOT**  
Name of Faculty

Reviewed by:

  
**EUGENE B. LAÑADA**  
Dean, Head DVPCS

Approved:

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

STATEMENT OF INVESTMENT IN REAL ESTATE  
WITH FINANCIAL RATINGS

Table of (Weighted) Ratios

Investment in Real Estate	Investment in Real Estate (Weighted)	Investment in Real Estate (Weighted)	Investment in Real Estate (Weighted)
(1)	(2)	(3)	(4)
1. Investment			
2. Investment (Weighted)			
3. Investment (Weighted)			
TOTAL Investment			
4. Investment			
5. Investment			
6. Investment			
7. Investment			
8. Investment			
9. Investment			
TOTAL			

INVESTMENT IN REAL ESTATE RATIOS

Table of (Weighted) Ratios

TOTAL INVESTMENT RATIOS

INVESTMENT IN REAL ESTATE RATIOS

Investment in Real Estate

Investment in Real Estate

Investment in Real Estate

Investment in Real Estate

Investment in Real Estate

STATEMENT OF INVESTMENT

INVESTMENT IN REAL ESTATE

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MELVIN A. BAGOT**, 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 31, 2018** to **December 31, 2018**.

**MELVIN A. BAGOT**

Ratee

Approved:

**Dr. EUGENE B. LANADA**

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	Teaching	4	21.85	5	5	5	5.00	
	Number of student-related activities assisted	Guide, oversee and facilitate student's activities	5	6	5	4	5	4.67	
Research Services	Number of research being conducted	As co-researcher on the <i>Survey of the Prevalence of Selected Animal-Borne Zoonotic Bacterial, fungal and Parasitic Agents and Associated Risk Factors</i>	2	2	4	5	4	4.33	
Extension Services	Number of beneficiaries served	As veterinarian and member of City Rabies Control Committee	10	15	5	4	5	4.67	
	Number of extension projects being conducted	As co-component leader on Vaccinating Chicken Flocks Against ND Disease in Leyte	1	2	5	4	5	4.67	
	Number of extension project proposed	Enhancing Animal Health Services in the Province of Southern Leyte, Philippines	1	1	4	4	5	4.33	
	Technical/ Expert services	As veterinarian/consultant for small animals, wildlife animals, in the CVM clinic and neighboring barangays	15	17	5	5	5	5.00	
	Number of technical paper presentation	As scientific paper presenter	0	1	5	5	5	5.00	

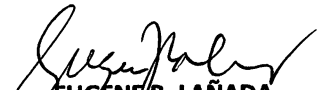
Administrative Support Services	Meetings attended	As faculty, CVM committee and CRCC member	7	10	4	4	5	4.33	
	No. of documents acted upon on time	As faculty member, academic adviser and SRC member	10	10	4	5	5	4.67	
	No. of documents released on time	Academic adviser	5	5	5	5	4	4.67	
	No. of assigned tasks completed before the deadline	Academic adviser	7	7	5	4	5	4.67	
Total Over-all Rating								18.47	

Average Rating (Total Over-all rating divided by 4)	18.47/4	4.62
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.62
ADJECTIVAL RATING		Outstanding

**Comments & Recommendations for Development Purpose:**


*more present + explain projects*

Evaluated and Rated by:

  
**EUGENE B. LAÑADA**  
Dept./Unit Head

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

Recommending Approval:

  
**EUGENE B. LAÑADA**  
College Dean

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

Approved by:

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

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

**LEGEND:**

Q <sup>1</sup> – quality	4.6 - 5.0	Outstanding
E <sup>2</sup> – Efficiency	3.8 - 4.5	Very Satisfactory
T <sup>3</sup> – Timeliness	3.0 - 3.7	Satisfactory
A <sup>4</sup> – Average	2.2 - 2.9	Unsatisfactory
	2.1 & below	Poor



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MELVIN A. BAGOT  
Performance Rating: OUTSTANDING

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 2018 Target Date: December 2018

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 2018 Target Date: December 2018

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:

Conforme:

  
MELVIN A. BAGOT  
Ratee

  
EUGENE B. LAÑADA  
College Dean