

# 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 (100%) from IPCR	1.00	4.90	4.90
	b. Student (0%) <i>No TPES for 1st Sem., SY 2020-2021 (on Sabbatical Leave)</i>	0	0	0
Total for Instruction		70%	4.90	3.43
2.	Research	5%	5.00	0.25
3.	Extension	25%	4.81	1.20
<b>TOTAL</b>		<b>100%</b>	<b>TOTAL EQUIVALENT NUMERICAL RATING</b>	<b>4.88</b>

EQUIVALENT NUMERICAL RATING: 4.88

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:


-  
**4.88**

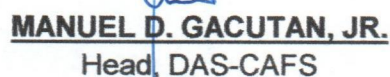
ADJECTIVAL RATING:

**OUTSTANDING**

Prepared by:

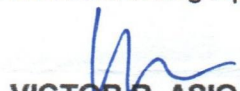
Reviewed by:


  
**LOLITO C. BESTIL**  
Professor 6

  
**MANUEL D. GACUTAN, JR.**  
Head, DAS-CAFS

Recommending Approval:

Approved:

  
**VICTOR B. ASIO**  
Dean, CAFS

  
**BEATRIZ S. BELONIAS**  
Vice-President for Academic Affairs

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

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, LOLITO C. BESTIL, a faculty member of the DEPARTMENT OF ANIMAL SCIENCE commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JANUARY 2021 - JUNE 2021.

Approved:

LOLITO C. BESTIL

Professor 6

Date: July 13, 2021

MANUEL D. GACUTAN, JR.

Department Head

Date: July 13, 2021

VICTOR B. ASIO

College Dean

Date: July 13, 2021

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	0.5	0.82	5	5	5	5.00	
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	5	10	5	5	5	5.00	Francis Eric Largo, Marjorie Licatan, Ezra Makilan, Cindy Nazario, RoseMae Bacanto, Rochelle Aragon, Ma. Dhalia Descaya, Dawn Maress Mendez, Shiela Mae Basaya, Glen Webel Dublado
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	5	8	5	5	4	4.67	Francis Eric Largo, Marjorie Licatan, Ezra Makilan, Cindy Nazario, RoseMae Bacanto, Rochelle Aragon, Ma. Dhalia Descaya, Glen Webel Dublado
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	1	5	5	4	4.67	Cirila S. Looc



		<b>A4.</b> Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	5	10	5	5	5	5.00	
	<b>PI 9:</b> Number of instructional materials developed *	<b>A5.</b> Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	2 sets	5	5	5	5.00	ANSC 307, 392
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	5	5	5	5	5.00	ANSC 307, 392
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	2	2	5	5	5	5.00	ANSC 307, 392
	<b>PI 10 . Additional outputs:</b>	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	0	1	5	4	5	4.67	
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	<b>A9.</b> Actual Faculty's FTE	Handles and teaches courses assigned	0	13.27	5	5	5	5.00	AnSc 22, AnSc 199 B
		<b>A10.</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	7	5	5	5	5.00	
		<b>A 11.</b> Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	2	14	5	5	4	4.67	
		<b>A12.</b> Number of trainings attended related to instruction	Attend mandated trainings							
		<b>A13.</b> Number of long examinations administered and checked	Administers and checks long examination for subjects taught	0	2	5	5	5	5.00	AnSc 22, AnSc 199 B
		<b>A14.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab							
		<b>A15.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required							



	<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	Acts as academic adviser to students	1	1	5	5	5	5.00	Ivanah Claire Avila
		<b>A17.</b> Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript							
		<b>A18.</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	1	1	5	5	5	5.00	Ivanah Claire Avila
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19.</b> Number of Student organizations advised	Advises student organizations recognized by USSO							
		<b>A20.</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities							
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21 :</b> Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	0	5 sets	5	5	5	5.00	AnSc 22, AnSc 199 B
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	0	3	5	5	5	5.00	AnSc 22, AnSc 199 B
		<b>A 23 :</b> Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	0	2	5	5	5	5.00	AnSc 22, AnSc 199 B
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	0	1 PPP, Several documents	5	5	5	5.00	Area V - Planning Process, BSA Level 4 Phase 2
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							



		<b>A 26.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal								
<b>UMFO 3 . RESEARCH SERVICES</b>											
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries								
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research or project within the year								
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication								
		<i>In refereed int'l journals</i>									
		<i>In refereed nat'l/regional journals</i>									
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific for a/conferences								
		<i>In int'l fora/conferences</i>									
		<i>In nat'l/regional fora/conferences</i>									
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation								
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)									
		<b>A 33.</b> Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper								
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0	2 patents	5	5	5	5.00	Cocowater-based Nutritional Drench for Newborn Kids and Methods of Preparing Thereof; Fortified Nutritional Pellets for Pre-Weaning Kids and Methods of Preparing Thereof	

		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
<b>UMFO 4. EXTENSION SERVICES</b>										
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership	9 LGUs, 12 FAs, 1 Coop	9 LGUs, 12 FAs, 2 Coops	5	5	4	4.67	
	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A 38.</b> Number of extension programs/projects implemented	Implements duly approved extension projects	2 Projects (YRRP)	2 Projects (YRRP)	5	5	4	4.67	Native Chicken Production in Corn-based Farming System; Village-based Production of Corn-based Feeds
	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<b>A 39.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services							
	<b>PI 5.</b> Number of technical/expert services	<b>A 40.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research Mentoring	Research Mentor		1 VSU Campus	1 VSU Campus	5	4	5	4.67	
	Peer reviewers/Panelists	Peer reviewers/Panelists								
	Resource Persons	Resource Persons		5	6	5	5	5	5.00	
	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant		0	1 coop, 2 LGUs	5	5	5	5.00	
	Evaluator	Evaluator								



	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	0	3 proposals for 1 Coop & 2 LGUs	5	5	5	5.00	90% 1 project approved (100%); 2 projects about 85% approval
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *								
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	0	2 Messenger group chats	5	5	4	4.67	YRRP Native Chicken and YRRP Feed Mill
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>										
	PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member							
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools							
		On program accreditations								
		On institutional accreditations								
<b>UMFO 6. General Admin. &amp; Support Services (GASS)</b>										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients							
	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice							

		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
Total Over-all Rating									132.33	

Average Rating		4.90
Additional Points:		
Approved Additional Points (with copy of approved)	0	
FINAL RATING		4.90
ADJECTIVAL RATING		OUTSTANDING

**Comments & Recommendations for Development Purpose:**

*Serve as Subject Matter Specialist/ Resource Person in these partner units/ external campuses & farm associations/ individual farmers.*

Evaluated & Rated by:

MANUEL D. GACUTAN, JR.

Department Head

Date: July 13, 2021

Recommending Approval

VICTOR B. ASIO

Dean, CAFS

Date: 23 July 2021

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction

Date: 7/26/21

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



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: LOLITO C. BESTILPerformance Rating: OUTSTANDING

**Aim:** To provide support to NGOs/LGUs and farmers, together with partner units within VSU system, in expanding their opportunities on livestock production and research.

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

Date: January 2021Target date: June 2021**First step:**

Confer with partner LGU-MAO/NGOs to discuss DA-YRRP phase-out and identify support livestock projects, and/or with partner units within VSU system to discuss their technical needs in support to research and capacity-building.

**Result:**

Livestock project proposals developed, technical assistance for on-going project provided, and technical needs for capacity-building and research identified.

**Next step:**

Conduct trainings and capacity-building of LGUs/NGOs in support to their livestock-related project implementation, and capacitate partner units in VSU system on training and research mentoring.

**Outcome:**

Strong LGU/NGO linkages, expansion of LGUs/NGOs livelihood opportunities in livestock production, improved research capability and empowered researchers.


**Final step/Recommendation:**

Serve as Resource Person/Consultant in these LGUs/NGOs and farmers, mentor partner units/external campuses.

Prepared by:

  
**MANUEL D. GACUTAN, JR.**  
Unit Head

Conforme:

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