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	4.93	4.93
b. Student (0%) *No TPES for Year 2020*	0	0	0
Total for Instruction	70%	4.93	3.45
2. Research	15%	5.00	0.75
3. Extension	10%	5.00	0.50
4. Administration (As Dept. Head)	5%	4.67	0.23
TOTAL	**100%**	**TOTAL EQUIVALENT NUMERICAL RATING**	**4.93**

EQUIVALENT NUMERICAL RATING: 4.93

Add: Additional Points, if any: -

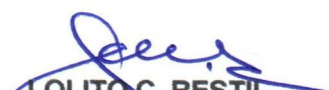TOTAL NUMERICAL RATING: **4.93**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

LOLITO C. BESTIL
Professor 6

Reviewed by:

JULIUS V. ABELA
Head, DAS-CAFS

Recommending Approval:

VICTOR B. ASIO
Dean, CAFS

Approved:

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 2020 - JUNE 2020__ .

Approved:

__LOLITO C. BESTIL__
Professor 6
Date: August 30, 2020
10/16

__JULIUS V. ABELA__
Department Head
Date: 10/16/2020

__VICTOR B. ASIO__
College Dean
Date: 10/19/2020

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
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	5	8.5	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	17	5	5	5	5.00	
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	5	9	5	5	5	5.00	
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	4	5	4	5	4.67	
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	5	20	5	4	5	4.67	

PI 9: Number of instructional materials developed *	**A5.** 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	1	2	5	5	4	4.67	
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	2	5	5	5	5.00	
	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 Moddle or Google Classroom							
PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 2. HIGHER EDUCATION SERVICES									
OVPI UMFO 3. Higher Education Management Services									
PI 5: Total FTE, coordinated, implemented and monitored *	**A9.** Actual Faculty's FTE	Handles and teaches courses assigned	6	23.1	5	5	5	5.00	
*	**A10.** Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	3	5	5	5	5.00	
	A 11. 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	3	5	5	5	5.00	
	A12. Number of trainings attended related to instruction	Attend mandated trainings							

		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	6	5	5	5	5.00	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	8	20	5	5	5	5.00	
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required							
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	10	10	5	4	5	4.67	
		A17. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	2	2	5	5	5	5.00	
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	2	5	5	4	4.67	
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	50	65	5	5	5	5.00	
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO							
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities							
	PI 10: Number of instructional materials developed *	A 21 : 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	3	3	5	5	5	5.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	3	5	5	5	5.00	
		A 23 : 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 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom							
	PI 11. Additional outputs	A 25. 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							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	0	2	5	5	5	5.00	
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 3 . RESEARCH SERVICES										
PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. 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	3 Projects 11 studies	3 Projects, 11 studies	5	5	5	5.00		
PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research oroject within the year	1 Proj, 2 studies	1 Proj, 2 studies	5	5	5	5.00		

PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
	In refereed int'l journals								
	In refereed nat'l/regional journals								
PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences							
	In int'l fora/conferences								
	In nat'l/regional fora/conferences								
PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)								
	A 33. 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	0	2	5	5	5	5.00	
	A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
	A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							

UMFO 4. EXTENSION SERVICES

PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 36. 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	5	5.00	
PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implements duly approved extension projects							
PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. 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							
PI 5. Number of technical/expert services	A 40. 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	5	5	5.00	
Peer reviewers/Panelists	Peer reviewers/Panelists								
Resource Persons	Resource Persons								
Convenor/Organizer	Convenor/Organizer								
Consultancy	Consultant		0	1 Coop, 2 LGUs, 2 priests	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	
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. 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							

UMFO 5. SUPPORT TO OPERATIONS

	OVPI MFO 4. Program and Institutional Accreditation Services									
	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 theQMS 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	Dept level, by all faculty	zero non-conformity					
		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	Dept level, by all faculty	100% compliant					
		On program accreditations								
		On institutional accreditations								

UMFO 6. General Admin. & Support Services (GASS)

	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint	5	5	4	4.67	

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 performfing 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									133.00	
Average Rating									4.93	
Adjectival Rating									Outstanding	

Evaluated & Rated by:

JULIUS V. ABELA
Department Head
Date: 18/16/2020

Recommending Approval

VICTOR B. ASIO
Dean, CAFS
Date: 18/19/2020

Approved by:

BEATRIZ S. BELONIAS
Vice President for Instruction
Date: 15/19/2020

Comments & Recommendations for Development Purpose:

Needs to produce IMs (Module, On-line Courseware, etc.)

Exhibit I

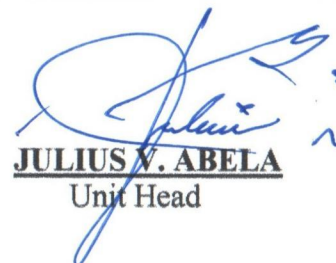## PERFORMANCE MONITORING FORM

Name of Employees: **Dr. Julius V. Abela, Dr. Lolito C. Bestil, and Dr. Dinah M. Espina (Senior Faculty)**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommen-dation
1	Conduct classes (lec/lab), give examinations, submit grades and provide assistance to students during consultation	Learning and development of student is achieved	As scheduled in the Academic Calendar	Within the duration of the semester	Within the duration of the semester	Impressive	Outstanding	None
2	Manage/supervise/over-see department and animal laboratory/project facilities	Smooth ope-ration of the department and various animal projects	January-June, 2020	June, 2020	June, 2020	Impressive	Outstanding	None
3	Attend to department/university meetings and activities	Successful meetings/acti-vities	As scheduled, as the need arise	As scheduled, as the need arise	As scheduled, as the need arise	Impressive	Outstanding	None
4	Prepare instructional materials e.g. online ready courseware ready, flexible instructional materials, assessment tools and other supplemental learning resources'.	Online IMs and Modules	As scheduled	As scheduled	As scheduled	Impressive	Outstanding	None

* Either very impressive, impressive, needs improvement, poor, very poor
** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

JULIUS V. ABELA
Unit Head

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: __LOLITO C. BESTIL__
Performance Rating: __OUTSTANDING__

Aim: To empower partner units within VSU system and NGOs/LGUs and farmers on expanding their opportunities on livestock production and research.

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

Date: __January 2020__   Target date: __June 2020__

First step:

Meet with partner units within VSU system, and representatives of LGUs/NGOs and discuss their technical needs in support to their livestock production and research, project management, and the capacity-building.

Result:

Technical needs identified, livestock-related project proposals developed, and technical assistance for on-going project implementation provided.

Next step:

Conduct trainings and research mentoring on designing student theses and R&D studies of partner units, and capacity-building of LGUs/NGOs in support to their livestock-related project implementation and management.

Outcome:

Improved research capability and empowered researchers, expansion of LGUs/NGOs livelihood opportunities in livestock production.
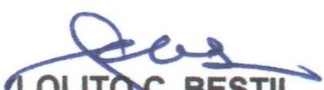
Final step/Recommendation:

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

Prepared by:

JULIUS V. ABELA
Unit Head

Conforme:

LOLITO C. BESTIL
Name of Faculty/Ratee