## 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		Management of the Control of the Con	1270/
a. Head (50%) from IPCR	0.50	4.98	2.49
b. Student (50%)	0.50	3.50	1.75
Total for Instruction	70%	4.24	2.97
2. Research	-	No.	_
3. Extension	15%	5.00	0.75
4. Administration	15%	5.00	0.75
TOTAL	100%	TOTAL EQUIVALENT NUMERICAL RATING	4.47

**EQUIVALENT NUMERICAL RATING:** 

Add: Additional Points, if any: TOTAL NUMERICAL RATING:

4.47

Reviewed by:

**VERY SATISFACTORY** 

MANUEL D. GACUTAN, JR.

Head, DAS-CAFS

ADJECTIVAL RATING:

Prepared by:

JULIUS V. ABELA Assoc. Prof. 5

Recommending Approval:

Approved:

VICTOR B. ASIO

Dean, CAFS

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

BEATRIZ'S. BELONIAS

Vice-President for Academic Affairs

"Exhibit B"

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I JULIUS V. ABELA, a faculty member of the DEPARTMENT OF ANIMAL SCIENCE commits to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July, 2021 to December, 2021.

JULIUS V. ABELA

Associate Professor 5
Date: 0/20/2022

Approved:

MANUEL D. GACUTAN, JR.

Department Head
Date: Jan 21,222

College Dean

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MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplish- ment	Quality	Eficiency	Timeliness	Average	percentage should be supported with numerical values in numerators and denominators)
UMIFO	1. ADVANCED EDUCATION	ON SERVICES								
OVPI II	IFO 2. Graduate Student Ma	nagement Services							A-01-01-01-01-01-01-01-01-01-01-01-01-01-	
	PI 4: Total FTE coordinated implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	2	3	5	5	5	5.00	
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	6	9	5	5	5	5.00	
		A3. Number of students advised on thesis/special problem/dissertation:				1				
		As GAC Chairman	Advises and corrects re- search outline and thesis/SP/ dissertation manuscript	5	6	5	5	5	5.00	
ngg gang pananananananan kanta d		AS GAC Member	Advises and corrects re- search outline and thesis/SP/ dissertation manuscript	3	4	5	5	5	5.00	

	X)				AND THE RESIDENCE OF THE PROPERTY OF THE PROPE	opernous and a	igniosconscione reco	New Assessment Street	уполительного мененом	
principal de anno esperindo.		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	7	9	5	5	5	5.00	
ghanta osi vilmingi.	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	2	2	5	5	5	5.00	
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	4	4	5	5	5	5.00	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	2	5	5	5	5.00	
o programme de la grande de la g		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	4	5	5	5	5.00	
	A 6 : Number of on-line course ware reviewed by TRP & edited by MIMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	3	3	5	5	5	5.00		
an to the second		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	3	5	5	5	5.00	
governigan-in-in-in-india	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	4	4	5	5	5	5.00	
WFO	2. HIGHER EDUCATION S	SERVICES								
-	MFO 3. Higher Education Ma			ugusan kiralaren aiste astu artur ekonomikaria ekonomiken arturen eta diri. Malarreakoa	de stage fra de state de seu de s		particular service from the			
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	11	15.08	5	5	5	5.00	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	5	5	5	5	5.00	

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	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	10	18	5	5	5	5.00	
	A12. Number of trainings attended related to instruction	Attend mandated trainings	2	3	5	5	5	5.00	
	A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	6	6	5	5	4	4.67	e Manadamie Manadamie de Carrenta de Carre
	A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	12	12	5	5	4	4.67	American de la companio de la compa
	A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	an mentana kan mentana kan menangan pengangan pengangan pengangan pengangan pengangan pengangan pengangan peng Adi	40	-	-	81.	***	
PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	20	24	5	5	5	5.00	pello approlitica de planto procesa de la conseque a de acesações a destra consecuente no de
	A17. Number of students advised on thesis/field practice/special problem:		20	24	5	5	5	5.00	vicini di un di seria in producti in seria di s
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	6	8	5	5	5	<sup>-</sup> 5.00	Million (Million (Mi
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	2	5	5	5	5.00	THE STATE OF THE S
	A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	175	192	5	5	5	5.00	ethilitises of rides from any this displacement of multi-surface and account account
Pl 9: Number of student organizations advised/assisted*	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	2	2	5	5	5	5.00	PS (PROPERTY DE PRESENTATION CONTRACTOR CONT
	assisted on student related activities	Assists student organizations in implementing student related activities	1	1	5	5	5	5.00	Передейник положен дом и поделения в п

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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	5	5	5	5	5	5.00	
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	5	5	5	5	5	5.00	
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	5	5	5	5	5.00	en e
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	6	5	5	5	5.00	and the state of t
	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	5	5	5	5	5	5.00	
	A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	3	4	5	5	5	*5.00	menten in eti direktiya kalanda da qabaqinda qara kaya asa asa
Pl 11. Additional outputs	A 25. Number of Additional outputs accomplished:		And the first from the first of the second ground should be given by a suggest a significant space.	de punto métros e finad e cabony literatury propositi Sport video (p. 440 pinto accept	***************************************				meneral and an alternative and an additional and additional and an additional and additional additional and additional additional additional additional and additional additio
	Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	1	2	5	5	5	5.00	
	Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1	2	5	5	5	5.00	rhandrader from Make eg ar en en el en eg er au australia au un en el
	A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	2	3	5	5	5	5.00	1994 di Amerika di Ame

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IFO 3 . RESEARCH SERVICE					1		T		
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			to		*	9	
PI 2. Number of research * outputs completed within the year.*		Conducts and completes research oroject within the year	може об вы тоб до т ме	## (Miles   Miles   Mi	-	-	-	*	
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		MATERIA PER A MATERIA PARTICIPA PARTICIPA DE LA PROPERTO DE LA PROPERTO DE LA PROPERTO DE LA PROPERTO DE LA P MATERIA DE LA PROPERTO DE LA PROPE	nas.	-		-	**************************************	
	In refereed nat'l/regional journals		Karalisantin Arikanani Arikanani arikanan arikanan arikanan arikan arikan da da An	**	-	-	-	~	The same transfer and the same
		Prepares, submits and presents research paper in scienfic for a/conferences	-	•	-	-		19	
	In int'l fora/conferences		GMORPHIQUAN THE HIT HER ENGLISHED A MINING THE COLUMN STATE OF THE	**			-	7 4	
	In nat'l/regional fora/conferences		affention factor de la communicación de la com	-	**	ad Suganolosteronelosteron		No.	
	A:31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation		***	-	-	**		ant o single properties and company and an electrical and an electronic and an elect
PI 6. Additional outputs*	A 32 No. of research-related awards (research conducted by faculty or student w/ faculty)				-	**	da.	gere in en	get en den en men en en elektriche de delegen verweren der de dagenabe
	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	м			-	19	en e	maka atau paga da paga da da paga da p
	VSU	Prepares and submits application for UM of technology generated out of research output	AL AND		**	W .	-	**	

	A 35 Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal			-	-			
MFO 4. EXTENSION SERVICE				entra entra la maria supra propriata de la companione de					
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	8	8	5	5	5	5.00	
PI 2. Number of trainees weighted by the length of training		Conducts trainings among beneficiaries of technologies for transfer	1	1	5	5	5	5.00	
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	Implementes duly approved extension projects	8	8	5	5	5	5.00	
PI 4. 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	80%	100%	5	5	5	5.00	
technical/expert services	as/in:	Provides the technical and expert services requested by eneficiaries	4	5	5	5	5	5.00	
Research Mentoring	Research Mentor		4	4	-			-	
Peer reviewers/ Panelists	Peer reviewers/Panelists			4	5	5	5	5.00	and the second section of the section
Resource Persons	Resource Persons			-	-		-	*	
Convenor/Organizer	Convenor/Organizer				-	-		-	
Consultancy	Consultant			de .	-	-	*	*	A CONTRACTOR OF THE PROPERTY O
Evaluator	Evaluator			The second secon	-		-	-	— Февария вознаване вы начинаруе наруча в дирор
		and the same of th		**			.		

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Pittisservice de la constitución	PI 8. Percent of extension proposals approved *  PI 11. Additional outputs *	A 41. Percent of extension proposals approved *  A 42. No. of extension-related awards (extraconducted by faculty or student & faculty) *  A 43. Other outputs implementing the new	Prepares extension project proposals, submits and follow up its approval for immediate implementation  Designs extension related			NA CONTRACTOR CONTRACT				
		normal due to covid 19	activities and other outputs to implement new normal	1	1	5	5	5	5.00	
MFO	5. SUPPORT TO OPERAT	TIONS								the Contract of the Contract o
probable anning accounters.	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	one non conformity	zero non- conformity	5	5	5	5.00	
			Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant	100% compliant	5	5	5	5.00	
NOVACCEUP ENTRE CHOSE P		On program accreditations			para dialah dikan kelangan mengalan pendamban dialangan kelanggan penganggan yan	-	19	NO. 10.00		
Approximentation countries.		On institutional accreditations	ration has a standard a transposit de home a grant and a proposition and a sum on a month of a distribution of grant and grant			**	<del>phologopouroantes</del>	**	en veneralen franskrikering fra booksevisse ed	
MFO	6. General Admin. & Supp	port Services (GASS)	anakan karan carang pangan pangangan panggangan pangangan pangan karan karan karan karan karan karan karan kar	destribile et film statistiske desputera verkelde ette frankrike trokke ja siske utgelende prougsprogung dest	mille lift gift an fam fam fam earne earne an earne		***************************************			Mitter Printer Selection (Printers protection the protection and protection and printers and pri
obioda (Aribin de Aribinato). A	Pl 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	and the Proposition of the Contract of the Con		N/	40	**		apara mentenantan terbahan terbahan penerungan penerungan penerungan penerungan penerungan penerungan penerung

produceron regular principal disclarate rel		normal		Total Ove	r-all	Ratir	ng	214	
	1	Designs administration/management related activities and other outputs to implement new	-	*	*	-		- ,	
,		Initiates/introduces improvements in performfing functions resulting to best practice	-	•		-	-		

Average Rating		4.98
Additional Points:		ana ana ing pranjanjanjangan ganaka mangsakari wa ngara in Nagaba wali kalipita di kalipita in Mangalan Albani
Approved Additional Points (with copy of approved)	0	
FINAL RATING		4.98
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose:

Continue to attend the Moodle virtual classroom trainings to be conducted by VSU Web Team.

Evaluated & Rated by:

Recommending Approval:

Approved by:

MANUEL D. GACUTAN, JR.

Head, DAS-CAFS

Date: Tan 24, 2022

VICTOR B. ASIO

Dean, CAFS

Date:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 1/28/22

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

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## **EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: Performance Rating: OUTSTANDING

JULIUS V. ABELA

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:

July, 2021

Target Date: September, 2021

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:

October, 2021

Target Date:

December, 2021

Next Step: Request for additional faculty for instruction due to increase in

BSA-Animal Science student population, do extension activities.

and revision of IMs.

Outcome:

Recruited one (1) regular faculty substitute and five (5) part-time

instructors, prepared and submitted terminal report on YRRP extension

projects and done production activities, revised IMs.

Recommendation: Engage more in R & D activities.

Prepared by:

MANUEL D. GACUTAN, JR.

Head, DAS-CAFS

Conforme:

JULIUS V. ABEL

Assoc. Prof. 5