

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			
	a. Head (50%) from IPCR	0.50	4.93	2.46
	b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	5.00	2.50
Total for Instruction		70%	4.96	3.47
2.	Research	5%	4.78	0.24
3.	Extension	10%	4.96	0.50
4.	Administration	15%	4.93	0.74
TOTAL		100%	TOTAL EQUIVALENT	4.95

EQUIVALENT NUMERICAL RATING:

4.95

Add: Additional Points, if any:

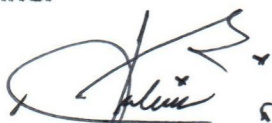
TOTAL NUMERICAL RATING:

4.95

ADJECTIVAL RATING:

Outstanding

Prepared by:


JULIUS V. ABELA
Assoc. Professor 5

Reviewed by:


VICTOR B. ASIO
Dean, CAFS

Recommending Approval:


VICTOR B. ASIO
Dean, CAFS

Approved:


BEATRIZ S. BELONIAS
Vice-President for Instruction

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 AND REVIEW FORM (IPCR)

I, JULIUS V. ABELA, of the Department of Animal Science, 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, 2019 to December, 2019.


JULIUS V. ABELA
Ratee

Approved: VICTOR B. ASIO
Dean, CAFS

MFO & PAPS	Success Indicators	Task Assigned	Targets	Actual Accomplishment	Rating				Remark(s)
					Q ¹	E ²	T ³	A ⁴	
Advanced Education Services	Full Time Equivalent (FTE)	Instruction (Sick-Vacation Status)	2	2	5	5	5	5,00	Faculty Academic Load
	Student Research Advising, Grad Outlines/Manuscripts								
	Graduate outlines approved/submitted	Chairman	2	2	5	5	5	5,00	Faculty Academic Load
	Graduate outlines approved/submitted	Member	4	4	5	5	5	5,00	Faculty Academic Load
	Graduate manuscripts approved	Chairman	2	2	5	5	5	5,00	Faculty Academic Load
Higher Education Services	Graduate manuscripts approved	Member	3	3	5	5	5	5,00	Faculty Academic Load
	Full Time Equivalent (FTE)	Instruction (Sick-Vacation Leave Status)	10	11.1	5	5	5	5,00	Faculty Academic Load
	Number of Instructional Materials Developed/ Revised and Utilized:								
	New IM's	Developed New IM	1	1	5	5	4	4,67	On file
	Revised IM's within the last 3 years	Revised IMs/Course Outlines	3	3	5	5	5	5,00	On file
	Number of degree programs compliant to CMO supervised and Implemented	Department Head	1	1	5	5	5	5,00	On file
	Number of Students advised on consultation and thesis or field practice	Department Head and Adviser	14	25	5	5	4	4,67	On file
	Number of student organization assisted	Department Head	2	2	5	5	4	4,67	On file
	Number of Field Practice Reports Checked/Approved	Department Head	20	30	5	5	5	5,00	On file
	Student Advising and Consultation Services:								
	Number of hours spent on student consultation/field practice reports/advising	Attended to student consultation during consultation schedules	150	220	5	5	5	5,00	2 hrs/day

Research Services	Number of R&D Projects/Studies Conducted/ Completed:												
	Project Leader	5	8	5	5	5	5	5	5	5	5	5.00	On file
Extension Services	Yolanda Recovery and Rehabilitation Project (YRRP), DA												
	Job Placement of Graduates of BSA, BSAGriv., BSAGDev, BSDC, and BAS of CAFS VSU Main Campus	1	2									4.67	On file
	Number of Linkages: Regional	1	1									4.67	On file
	Number of Extension Projects/Studies Conducted/ Completed:												
	No. of extension proposals submitted	1	2									5.00	On file
Extension Services	No. of extension proposals approved	1	2									5.00	On file
	Amount of extension money generated from external funding	Php 6 M	Php 6.3 M									5.00	On file
	No. of extension projects conducted (DA, ATI-NTC/BIDANI)	2	2									5.00	On file
	Number of linkages forged:												
	Regional											4.67	On file
Extension Services	Local (Mayors, MAOs, Farmer Associations)	8	8									5.00	On file
	Trainings served:												
	Number of person-days trained	25	30									5.00	On file
	Number of trainings conducted	1	1									5.00	On file
	Number of beneficiaries served:												
Extension Services	Private individuals/groups												
	Served as Animal Science Specialist/consultant to walk-in individuals/beneficiaries	5	10									5.00	On file
	Technical/ Expert services (international, national, regional):												
	Commodity teams	0	1									4.67	On file
	Resource person	1	2									5.00	On file
Extension Services	Member of RRDC-Livestock												
	Served as Resource Person in Organic Swine/Livestock Production to Farmer Leaders, Ag'l Extension Agents, Disabled People at ATI, VSU and Agriculturist Board Reviewer												
	Study Leader - Enhancing Agricultural Productivity in the City of Baybay Using the BIDANI Strategy	1	1									5.00	On file
	Extension Project Administration:												
	Number of PR, canvass papers, PO, Vouchers, TO, trip tickets signed and released on time	15	25									5.00	On file/recorded
Extension Services	Number of Project Reports signed and submitted on time	8	8									5.00	On file

General Administration and Support Services	Number of Project Coordination meetings conducted (with Municipal Mayors, Municipal Agriculturist, Farmers Cooperatives)	Project Leader	8	8	5	5	5	5.00	On file
	Number of faculty/staff/Animal caretakers/GTA managed	Manage faculty/staff/caretakers/GTAs	22	24	5	5	5	5.00	See organization
	Number of academic lec/lab rooms/facilities monitored	Monitored department facilities	7	8	5	5	5	5.00	DAS Lec/Lab
	Number of animal projects monitored and assisted	Department Head	3	4	5	5	4	4.67	See files
	Number of university meetings (execom and university committees)	Department Head	6	6	5	5	5	5.00	See notice files
	Number of University/college committees	Member	4	4	5	5	5	5.00	On file
	Number of DAS Committees	Member	2	2	5	5	5	5.00	On File
	Number of DAS Committees	Chairman	4	5	5	5	5	5.00	See file
	Percentage attendance to dept meetings	Department Head	100%	100%	5	5	5	5.00	See file
	Number of other DAS rooms monitored (DAS Library, Conference room, Stock room, SASS Office, Admin. Office, Faculty rooms, toilets, receiving room, head office)	Department Head	6	11	5	5	5	5.00	See DAS building facilities
	Number of hours spent on monitoring	Department Head	80	100	5	5	5	5.00	1 hr/day
	Number of hours on coaching	Department Head	50	80	5	5	5	5.00	1 hr/day
	Number of hours spent on performance tracking	Department Head	60	100	5	5	5	5.00	1hr/day
	Number of meeting prepared/minutes corrected	Department Head	6	6	5	5	4	4.67	Regular/Emergency
	Number of documents signed	Department Head	300	500	5	5	4	4.67	See files
	Total Over-all Rating								221.67

Average Rating (Total Over-all Rating/No. of A ⁴ Entries)		4.93
Additional Points:		
Punctuality	0	
Approved Additional points (with copy of approval)	0	
FINAL RATING	4.93	
ADJECTIVAL RATING	OUTSTANDING	

Comments & Recommendation for Development Purpose:

Needs to publish papers in peer-reviewed journals

Evaluated and Rated by:

Recommending Approval:

VICTOR B. ASIO

Dean, CAFS

Date: 3-27-2020

BEATRIZ S. BELONIAS

Vice-President for Instruction

Date: 4-01-2020

Legend:

- Q¹ - Quality
- E⁴ - Efficiency
- T² - Timeliness
- A⁴ - Average

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: JULIUS V. ABELA
Performance Rating: OUTSTANDING

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, 2019

Target Date: September, 2019

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, 2019

Target Date: December 2019

Next Step: Request for additional faculty for instruction due to increase in BAS BSA-Animal student population, do extension activities, and revision of IMs.

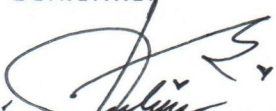
Outcome: Recruited one (1) faculty substitute and one(1) part-time instructor, implemented research/extension projects and production activities, revised IMs.

Recommendation: Request for construction of new building(s) to accommodate big classes in animal science courses.

Prepared by:


VICTOR B. ASIO
Dean, CAFS

Conforme:


JULIUS V. ABELA
Assoc. Prof./Head, DAS-CAFS