

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

Name of Faculty Member: **DINAH M. ESPINA**

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	4.94	2.47
	b. Student (50%) from Teaching Performance Eval'n. By-Students	0.50	4.67	2.33
Total for Instruction		70%	4.80	3.36
2.	Research	5%	4.83	0.24
3.	Extension	10%	4.89	0.49
4.	Administration	15%	5.00	0.75
<b>TOTAL</b>		<b>100%</b>	<b>TOTAL EQUIVALENT NUMERICAL RATING</b>	<b>4.84</b>

EQUIVALENT NUMERICAL RATING:

4.84

Add: Additional Points, if any:

-

TOTAL NUMERICAL RATING:

**4.84**

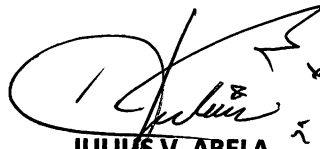
ADJECTIVAL RATING:

**Outstanding**

Prepared by:


Reviewed by:

  
**DINAH M. ESPINA**  
Assoc. Prof. 3

  
**JULIUS V. ABELA**  
Department Head

Recommending Approval:

Approved:

  
**VICTOR B. ASIO**  
Dean, CAFS

  
**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

RATING SCALE: 4.0-5.0 Outstanding  
 3.0-4.0 Very Satisfactory  
 2.0-3.0 Satisfactory  
 1.0-2.0 Unsatisfactory  
 0.0-1.0 Below Poor

VICTOR B. ASIO  
 Dean, CAPS

HELEN S. BELONGIA  
 Vice President for Instruction

Approved:

Recommending Approval:

DINAH M. ESPINA  
 Assoc. Prof. 3

JULIUS V. LARSA  
 Department Head

Prepared by:

Reviewed by:

ADJECTIVAL RATING:

Outstanding

TOTAL NUMERICAL RATING:

4.84

EQUIVALENT NUMERICAL RATING:

4.84

Program Involvement (1)		Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3) (4)
1. Instruction	a. Head (50%) from IPOR	0.50	4.84	2.42
	b. Student (50%) from Teaching Performance Eval'n. by Students	0.50	4.87	2.43
	Total for Instruction	1.00	4.85	4.85
2. Research		5%	4.83	0.24
3. Extension		10%	4.89	0.49
4. Administration		35%	2.00	0.70
TOTAL		100%	TOTAL EQUIVALENT NUMERICAL RATING	4.84

Name of Faculty Member: DINAH M. ESPINA

# WITH MULTIPLE FUNCTIONS

## SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, **DINAH M. ESPINA**, 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, 2018 to December, 2018**.

**DINAH M. ESPINA**

Ratee

Approved:

**JULIUS V. ABELA**

Head of Unit

MFO & PAPS	Success Indicators	Task Assigned	Targets	Actual Accomplishment	Rating				Remark(s)
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
Advanced Education Services	Full Time Equivalent (FTE)	Instruction (Sick-Vacation Status)	10.5	11.55	5	5	5	5.00	Files
	<b>Student Research Advising, Graduate Outlines/Manuscripts:</b>								
	Graduate outlines approved/submitted	Chairman	2	5	5	5	5	5.00	Files
	Graduate outlines approved/submitted	Member	1	3	5	5	5	5.00	Files
	Graduate manuscripts approved	Chairman	1	2	5	5	5	5.00	Files
	<b>Graduate Advisory Committee</b>								
	Number of graduate advisees graduated within prescribe period	Chairman	1	2	5	5	5	5.00	File
	<b>IM's Developed/Revised for Graduate Program:</b>								
Higher Education Services	New IM's	Graduate faculty	0	2	5	5	5	5.00	On file
	<b>Number of Instructional Materials Developed/ Revised and Utilized:</b>								
	New IM's	Developed New IM	0	1	5	5	5	5.00	File copy
	Revised IM's within the last 3 years	Revised IMs/Course Outlines	1	2	5	5	5	5.00	File copy
	<b>Student Advising and Consultation Services:</b>								
Research Services	Number of hours spent on student consultation/advising	Attended to student consultation during consultation schedules	25	90	5	5	5	5.00	Recorded
	<b>Number of R&amp;D Projects/Studies Conducted/ Completed:</b>								
	Job Placement of Graduates of BSA, BSFT, BSDC, and BAS of CAFS VSU Main Campus, Visca, Baybay City Leyte.	Asst. Study Leader	0	1	5	5	5	5.00	File
	Number of Linkages: Regional	Member	1	1	5	5	4	4.67	File



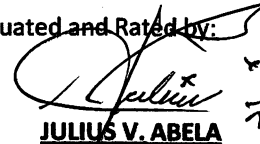
Extension Services	<b>Number of beneficiaries served:</b>								
	Private individuals/groups	Served as Animal Science Specialist/consultant to walk-in individuals/beneficiaries	5	20	5	5	5	5.00	File
	<b>Technical/ Expert services (international, national,iregional):</b>								
	Commodity teams	Member of RRDCT-Livestock	0	1	4	5	4	4.33	File
	Resource person	Rootcrops Production and Rootcrop-based Livestock Production Enterprise	0	1	5	5	5	5.00	File
	<b>Extension Project Proposal(s) Submitted/Approved/Conducted:</b>								
	No. of extension proposals submitted	Researcher/Project Leader	0	1	5	5	5	5.00	File
	No. of extension proposals approved	Researcher/Project Leader	0	1	5	5	5	5.00	File
	Amount of extension money generated from external	Researcher/Project Leader	Php 1.9 M	1	5	5	5	5.00	File
	No. of extension projects conducted	Researcher/Project Leader	1	2	5	5	5	5.00	File
	<b>Number of linkages forged:</b>								
	Regional	Project Leader	1	2	5	5	4	4.67	File
	Local (Mayors, MAOs, Farmer Associations)	Project Leader	1	2	5	5	4	4.67	File
	<b>Extension Project Administration:</b>								
	Number of PR, canvass papers, PO, Vouchers, TO, trip tickets, RA Salaries signed and released on time	Project Leader	5	25	5	5	5	5.00	File
	Number of Project Reports signed and submitted on time	Project Leader	0	1	5	5	5	5.00	File
	Number of Project Coordination meetings conducted (with Mayors, MAOs, Farmer Associations)	Project Leader	1	3	5	5	5	5.00	File
General Administration and Support Services	Number of staff managed	Animal Nutrition Lab. In-charge	1	1	5	5	5	5.00	File
	AACCUP Area 6 in PhD Ansci Level I	Area In-charge	1	1	5	5	5	5.00	File
	Number of University/college committees	Member	0	2	5	5	5	5.00	File
	Number of DAS Committees	Member	5	10	5	5	5	5.00	File
<b>Total Over-all Rating</b>								<b>133.33</b>	

Average Rating (Total Over-all Rating/No. of A <sup>4</sup> Entries)		<b>4.94</b>
<b>Additional Points:</b>		
Punctuality	0	
Approved Additional points (with copy of approval)	0	
<b>FINAL RATING</b>		<b>4.94</b>
<b>ADJECTIVAL RATING</b>		<b>Outstanding</b>

**Comments & Recommendation for Development Purpose:**  
*Affordance to seminars & trainings to PSAs and other related fields in Animal Science.*



Evaluated and Rated by:

  
**JULIUS V. ABELA**

Head, Dept. of Animal Science

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

Recommending Approval:

  
**VICTOR B. ASIO**

Dean, College of Agriculture

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

Approved by:

  
**BEATRIZ S. BELONIAS**

Vice-President for Instruction

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

Legend:

Q<sup>1</sup> - Quality  
E<sup>2</sup> - Efficiency  
T<sup>2</sup> - Timeliness  
A<sup>4</sup> - 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

Name: **W. VAGLER**  
 Address: **1. THURGOOD**  
 City: **SPRINGFIELD**  
 State: **ILL.**

Rating: **5.1 - 5.9 (Below 1.00)**  
**5.5 - 5.9 (Below 1.00)**  
**3.0 - 3.9 (Below 1.00)**  
**3.8 - 4.9 (Below 1.00)**  
**4.0 - 4.9 (Below 1.00)**

Date: \_\_\_\_\_  
 HON. DEPT. OF AGRICULTURE  
**WILLIAM VAGLER**

Date: \_\_\_\_\_  
 DEPT. COLLEGE OF AGRICULTURE  
**WILLIAM VAGLER**

Date: \_\_\_\_\_  
 Vice-President for Instruction  
**WILLIAM VAGLER**

Evaluated and Rated by:

Recommending Approval:

Approved by:



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: DINAH M. ESPINA

Performance Rating: OUTSTANDING

AIM: To efficiently deliver Instruction, Research, Extension and Production services to achieve department targets.

### Proposed Interventions to Improve Performance:

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/crafting of IMs.

Result: A better schedule that will allow time for research, extension, publication, and revision/crafting of new IMS.

Date:

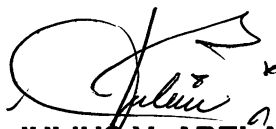
Target Date:

Next Step: RDE activities, publication, and revision/preparation of IMs/Syllabi

Outcome: Research output for publication, engaged in Extension/ and Production activities, revised IMs.

Recommendation: The department should recruit additional regular faculty to cover the load of those who are on study leave and the K-11 and K-12 subjects, to de-load existing faculty.

Prepared by:

  
JULIUS V. ABELA  
DAS Head

Conforme:

  
DINAH M. ESPINA

Name of Ratee Faculty/Staff

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: DINAH M. ESPINA  
Performance Rating: OUTSTANDING

AIM: To efficiently deliver Instruction, Research, Extension and Production services to achieve department targets.

Proposed Interventions to Improve Performance:

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Date: Target Date:

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
Outcome: Research output for publication, engaged in Extension and Production activities, revised IMs.

Recommendation: The department should recruit additional regular faculty to cover the load of those who are on study leave and the K-11 and K-12 subjects to de-load existing faculty.

Prepared by:

  
DINAH M. ESPINA  
DAS Head

Conformer:

  
DINAH M. ESPINA  
Name of Retiree Faculty Staff