

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

Name of Faculty Members: **JOAN MARIE Y. CORMANES**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.78 x 50% = 2.39	
b. Students (50%)		5.50 x 50% = 2.50	
TOTAL for Instruction	40%	4.89	1.96
2. Research	30%	4.33	1.30
3. Extension	15%	4.87	0.73
4. Administration	15%	4.91	0.74
5. Production	0%	0	0
TOTAL			4.72

EQUIVALENT NUMERICAL RATING: 4.72


Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.72


ADJECTIVAL NUMERICAL RATING

**OUTSTANDING**


Prepared by:

  
**JOAN MARIE Y. CORMANES**  
Name of Faculty


Reviewed by:

  
**AGNES M. TAVEROS**  
Head, DVPCS

Recommending Approval:

  
**EUGENE B. LAÑADA**

Approved:

  
**BEATRIZ S. BELONIAS**  
Vice President for Instruction

UNITED STATES DEPARTMENT OF AGRICULTURE  
BUREAU OF PLANT INDUSTRY

PLANT INDUSTRY

PLANT INDUSTRY

(1)	(2)	(3)	(4)
1. Plant	2. Plant	3. Plant	4. Plant
5. Plant	6. Plant	7. Plant	8. Plant
9. Plant	10. Plant	11. Plant	12. Plant
13. Plant	14. Plant	15. Plant	16. Plant
17. Plant	18. Plant	19. Plant	20. Plant
21. Plant	22. Plant	23. Plant	24. Plant
25. Plant	26. Plant	27. Plant	28. Plant
29. Plant	30. Plant	31. Plant	32. Plant
33. Plant	34. Plant	35. Plant	36. Plant
37. Plant	38. Plant	39. Plant	40. Plant
41. Plant	42. Plant	43. Plant	44. Plant
45. Plant	46. Plant	47. Plant	48. Plant
49. Plant	50. Plant	51. Plant	52. Plant
53. Plant	54. Plant	55. Plant	56. Plant
57. Plant	58. Plant	59. Plant	60. Plant
61. Plant	62. Plant	63. Plant	64. Plant
65. Plant	66. Plant	67. Plant	68. Plant
69. Plant	70. Plant	71. Plant	72. Plant
73. Plant	74. Plant	75. Plant	76. Plant
77. Plant	78. Plant	79. Plant	80. Plant
81. Plant	82. Plant	83. Plant	84. Plant
85. Plant	86. Plant	87. Plant	88. Plant
89. Plant	90. Plant	91. Plant	92. Plant
93. Plant	94. Plant	95. Plant	96. Plant
97. Plant	98. Plant	99. Plant	100. Plant

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INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JOAN MARIE Y. CORMANES of the College of Veterinary Medicine 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 1 to DECEMBER 31, 2018.

  
**JOAN MARIE Y. CORMANES**  
Ratee

Approved:   
**AGNES M. TAVEROS**  
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
HIGHER EDUCATION SERVICES	FTE	Instruction	10	26.40	5	5	5	5.00	
	Number of student-related activities assisted	Guide, oversee and facilitate students' activities	8	8	5	5	5	5.00	
Research Services	Number of research projects being conducted	As co- researcher on the <i>Survey on the Prevalence of Selected Animal-Borne Zoonotic Bacterial, Fungal and Parasitic Agents and Associated Risk Factors</i>	1	1	5	4	4	4.33	
Extension Services	Number of beneficiaries served	As veterinarian and member of City Rabies Control Committee	25	30	5	5	5	5.00	
	Number of extension projects being conducted	As co- component leader on Vaccinating Chicken flocks against New Castle Disease in Leyte	1	1	5	5	5	5.00	
	Number of extension projects proposed	As co- component leader on the Enhancing Animal Health Services in the Province of Southern Leyte, Philippines	1	1	5	5	4	4.67	
	Technical/ Expert services	As veterinarian/consultant for small animals, wildlife animals, in the CVM clinic and neighboring barangays	30	35	5	5	5	5.00	
		As component member of the IEC development team in Newcastle Disease Project	3	3	5	5	4	4.67	

Project	Project Description	Project Location	Project Start Date	Project End Date	Project Status	Project Budget	Project Actual Cost	Project Variance	Project Comments
1	Project A	Location A	2023-01-01	2023-03-31	Completed	1000000	950000	50000	Project A completed successfully.
2	Project B	Location B	2023-04-01	2023-06-30	In Progress	2000000	1800000	200000	Project B is currently in progress.
3	Project C	Location C	2023-07-01	2023-09-30	On Hold	1500000	1000000	500000	Project C is on hold due to budget constraints.
4	Project D	Location D	2023-10-01	2023-12-31	Planned	3000000	0	3000000	Project D is planned for the next quarter.
5	Project E	Location E	2024-01-01	2024-03-31	Planned	1200000	0	1200000	Project E is planned for the next quarter.

Project A

Project B

Project C

Project D

Project E

Project F

Administrative Support Services	Meetings attended	As faculty, CVM committee and CRCC member	15	15	5	5	5	5.00	
	No. of documents acted upon on time	As faculty member, academic adviser and SRC member	15	17	5	5	5	5.00	
	No. of documents released on time	As academic adviser	5	7	5	5	5	5.00	
	No. of assigned tasks completed before the deadline	As faculty member	10	13	5	5	4	4.67	
Total Over-all Rating								19.11	

Average Rating (Total Over-all rating divided by 4)	19.11/4	4.78
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.78
ADJECTIVAL RATING		Outstanding

**Comments & Recommendations  
for Development Purpose:**


*Make time to research  
pupae & pupae  
study for Mark's in  
vet. Science*

Evaluated and Rated by:

  
**AGNES M. TAVEROS**  
Dept./Unit Head

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

Recommending Approval:

  
**EUGENE B. LANADA**  
College Dean

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

Approved by:

  
**BEATRIZ S. BELONIAS**  
Vice President for Instruction

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

**LEGEND:**

Q <sup>1</sup> – quality	4.6 - 5.0	Outstanding
E <sup>2</sup> – Efficiency	3.8 - 4.5	Very Satisfactory
T <sup>3</sup> – Timeliness	3.0 - 3.7	Satisfactory
A <sup>4</sup> – Average	2.2 - 2.9	Unsatisfactory
	2.1 & below	Poor

1 - Quality  
 2 - Quantity  
 3 - Efficiency  
 4 - Reliability  
 5 - Cost  
 6 - Safety  
 7 - Environmental  
 8 - Social  
 9 - Health  
 10 - Other

Date: \_\_\_\_\_  
 Prepared and dated by: \_\_\_\_\_  
 Approved by: \_\_\_\_\_  
 Date: \_\_\_\_\_

Date: \_\_\_\_\_  
 Approved by: \_\_\_\_\_  
 Date: \_\_\_\_\_

Date: \_\_\_\_\_  
 Approved by: \_\_\_\_\_  
 Date: \_\_\_\_\_

Additional Review	Approved by (with copy of approval)	Comments & Recommendations
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## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: JOAN MARIE Y. CORMANES

Performance Rating: OUTSTANDING

AIM: To efficiently deliver Instruction, Research and Extension services to achieve the College targets.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

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 of instructional materials and to devote time as a veterinarian.

Result: A better schedule that will allow time for research, extension, field veterinarian and revision of new Instructional Materials.

Date: October, 2018

Target Date: December, 2018


Next Step: To do instruction, research, extension and revision of instructional materials.

Outcome: Submitted research output for publication, engaged in Extension activities and revised Instructional Materials.


### Recommendation:

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

Prepared by:

  
**EUGENE B. LAÑADA**  
College Dean

Conforme:

  
**JOAN MARIE Y. CORMANES**  
Ratte