

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

Name of Faculty Member: **JOHN PHILIP LOU M. LUMAIN**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)		4.95x100%= 4.95	
b. Students (0%)			
Total for Instruction	70%	4.95	3.47
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	0%		
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		5.00x100% = 5.00	
Total for Extension	15%	5.00	0.75
4. Administration	15%	4.67	0.70
5. Production	0%	0	0.00
<b>TOTAL</b>			<b>4.92</b>

EQUIVALENT NUMERICAL RATING: **4.92**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.92**

ADJECTIVAL RATING: **Outstanding**

Prepared by:

  
**JOHN PHILIP LOU M. LUMAIN**  
Name of Faculty

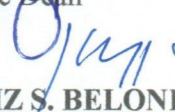
Reviewed by:

  
**ANA MARQUIZA M. QUILICOT**  
Department Head

Recommending Approval:

  
**SANTIAGO PEÑA, JR.**  
College Dean

Approved:

  
**BEATRIZ S. BELONIAS**  
Vice President for Academic Affairs

**“Exhibit B”**

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, **JOHN PHILIP LOU M. LUMAIN**, 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 **AUGUST 1, 2020** to **DECEMBER 31, 2020**.

  
**JOHN PHILIP LOU M. LUMAIN**  
 Ratee

Approved:   
**ANA MARQUIZA M. QUILICOT**  
 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>	
<b>MFO 2: Higher Education Services</b>	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored	Teaching	10	15.50	5	5	5	5.00	
	<b>PI 8:</b> Number of Students advised:								
	On thesis/ field practice/ special problem	As thesis adviser	1	1	5	5	5	5.00	
	No. of approved manuscript submitted within prescribed period	As thesis adviser and/or SRC member/ chairman	1	1	5	5	5	5.00	
	On consultation	As academic adviser/ SRC membership	1	1	5	4	5	4.67	
	<b>PI 10:</b> Number of Instructional materials developed								
	On-line ready courseware	As author and faculty member handling the course	2	2	5	5	5	5.00	
	Flexible learning materials	As author and faculty member handling the course	2	2	5	5	5	5.00	

	Number of virtual classrooms created and operationalized	As author and faculty member handling the course	2	2	5	5	5	5.00	
<b>MFO 4: Extension Services</b>	<b>PI 5:</b> Number of technical services	As resource person	1	1	5	5	5	5.00	
<b>MFO 5: Support to Operations</b>	<b>PI 6:</b> Number of in-house seminars/ trainings/ workshops/ reviews conducted/ attended	Technical/ Expert services as veterinarian	1	1	5	5	4	4.67	
	Number of regular and committee meetings attended.	As member of the CVM faculty	6	6	5	5	4	4.67	
<b>Total Over-all Rating</b>								14.62	

<b>Average Rating (Total Over-all rating divided by 4)</b>	<b>14.62 / 3</b>	<b>4.87</b>
<b>Additional Points:</b>		
<b>Approved Additional points (with copy of approval)</b>	<b>XX</b>	
<b>FINAL RATING</b>		<b>4.87</b>
<b>ADJECTIVAL RATING</b>		<b>Outstanding</b>

**Comments & Recommendations for Development Purpose:**

Worked will with the team. Be involved in research and/or extension programs of the college

Evaluated & Rated by:

  
**ANA MARQUIZA M. QUILICOT**  
 Dept/Unit Head


Date: 3/5/2021

Recommending Approval:

  
**SANTIAGO T. PEÑA**  
 College Dean

Date: 3/12/2021

Approved by:

  
**EATRIZ S. BELONIAS**  
 Vice President for Academic Affairs

Date: 4/30/21

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average



### PERFORMANCE MONITORING FORM

Name of Employee: JOHN PHILIP LOU M. LUMAIN


Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Teaching	Exams Grades	August 2020	March 2021	March 2021	Very Impressive	Outstanding	Use of other platforms that could increase student participation.
2	Consultation with students/ Number of students advised	Student registration/ Thesis outline	August 2020	March 2021	March 2021	Very impressive	Outstanding	The teacher may record the consultation video for other students to watch especially those that haven't attended the Google meet.
3	Creation of assessment tools	Assessment tool	August 2020	January 2021	January 2021	Impressive	Very satisfactory	Find ways to increase assessment tools
4	Creation of virtual classroom	Virtual classroom	August 2020	October 2020	September 2020	Very impressive	Outstanding	Make full use of the applications of the VSUEE and increase student engagement.
5	Extension service, technical/expert services/ consultancy	Animal health check-up	August to December 2020	August to December 2020	August to December 2020	Very impressive	Outstanding	Improve technical service rendered

6	Admission and registration services	Number of students enrolled and validated within scheduled regular registration period.	August 2020	August 2020	August 2020	Very impressive	Outstanding	Find ways to increase student engagement
7	Administrative support services	Meetings attended	August – December 2020	August - December 2020	August – December 2020	Very impressive	Outstanding	Find way to improve promptness
		No. of documents acted upon on time	August – December 2020	August – December 2020	August – December 2020	Impressive	Outstanding	
		No. of documents released on time	August – December 2020	August – December 2020	August – December 2020	Very impressive	Outstanding	
		No. of assigned tasks completed before the deadline	August – December 2020	August – December 2020	August – December 2020	Impressive	Very satisfactory	

\* Either very impressive, impressive, needs improvement, poor, very poor

\*\* Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

  
**ANA MAROUIZA M. QUILICOT**  
 Unit Head, DVCS

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: JOHN PHILIP LOU M. LUMAIN

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: August, 2020 Target Date: December, 2020

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, 2020 Target Date: Decvember, 2020

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:

  
SANTIAGO T. PEÑA, JR.  
College Dean

Conforme:

  
JOHN PHILIP LOU M. LUMAIN  
Ratte