

**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **KENNY ORIEL A. OLANA**

| Program Involvement<br>(1)             | Percentage<br>Weight of<br>Involvement<br>(2) | Numerical Rating<br>(Rating x%)<br>(3) | Equivalent<br>Numerical<br>Rating<br>(2x3) |
|--|---|--|--|
| 1. Instruction                         |   |  |  |
| a. Head/Dean (50%)                     |   | 4.83 x 50% = 2.42                      |  |
| b. Students (50%)                      |   | 4.10 x 50% = 2.05                      |  |
| Total for Instruction                  | 40%   | 4.47                                   | 1.79                                       |
| 2. Research                            |   |  |  |
| a. Client/Dir. for Research (50%)      |   |  |  |
| b. Dept. Head/Center Director<br>(50%) |   | 4.89 x 100% = 4.89                     | 1.47                                       |
| Total for Research                     | 30%   | 4.89                                   |  |
| 3. Extension                           |   |  |  |
| a. Client/Dir. for Extension (50%)     |   |  |  |
| b. Dept Head/Center Director<br>(50%)  |   | 4.84 x 100% = 4.84                     |  |
| Total for Extension                    | 15%   | 4.67                                   | 0.73                                       |
| 4. Administration                      | 15%   | 4.67                                   | 0.70                                       |
| 5. Production                          | 0%  | 0                                      | 0.00                                       |
| <b>TOTAL</b>                           |   |  | <b>4.69</b>                                |



EQUIVALENT NUMERICAL RATING: **4.69**

Add: Additional Points, if any:

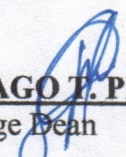
TOTAL NUMERICAL RATING: **4.69**ADJECTIVAL RATING: **Outstanding**

Prepared by:

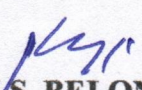
Reviewed by:

  
**KENNY ORIEL A. OLANA**  
Name of Faculty  
**LOTIS M. BALALA**  
Department Head

Recommending Approval:

  
**SANTIAGO T. PEÑA, JR.**  
College Dean

Approved:

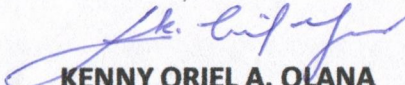
  
**BEATRIZ S. BELONIAS**  
Vice President for Academic Affairs

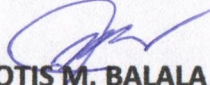


**“Exhibit B”**

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

I, **KENNY ORIEL A. OLANA**, 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 **January to June, 2022**.

  
**KENNY ORIEL A. OLANA**  
Ratee

Approved:   
**LOTIS M. BALALA**  
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>HIGHER EDUCATION SERVICES</b>    | FTE   | Teaching                  | 3.5    | 42.40                 | 5              | 5              | 5              | 5.00           |         |
|                                     | <b>PI 8:</b> Number of students advised on thesis   | As thesis adviser, as SRC | 2      | 4                     | 5              | 5              | 5              | 5.00           |         |
|                                     | Number of approved manuscripts submitted within prescribed period   | As thesis adviser         | 2      | 3                     | 5              | 5              | 4              | 4.67           |         |
|                                     | Number of students advised on consultation  | As academic adviser       | 8      | 10                    | 5              | 5              | 5              | 5.00           |         |
| <b>RESEARCH INNOVATION SERVICES</b> | <b>PI 1:</b> Number of published papers in internationally indexed journal<br>In internationally refereed journal   | As faculty member         | 1      | 1                     | 5              | 5              | 5              | 5.00           |         |
|                                     | <b>PI 11:</b> Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year                             | As faculty member         | 1      | 1                     | 5              | 5              | 5              | 5.00           |         |
|                                     | <b>Additional Outputs</b><br><b>PI 14:</b> Number of research output publication produced/ related technical publication/ Manual produced and distributed | As faculty member         | 1      | 1                     | 4              | 5              | 5              | 4.67           |         |
|                                     | <b>PI 28:</b> Number of VSU faculty/ researchers/ staff attended IP related   | As faculty member         | 1      | 1                     | 5              | 5              | 5              | 5.00           |         |



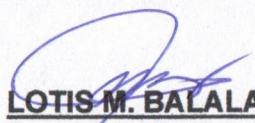
|   |   |                          |    |     |   |   |   |              |  |
|---|---|--------------------------|----|-----|---|---|---|--------------|--|
|   | trainings and seminars (local/national/ international trainings/ conference   |                          |    |     |   |   |   |              |  |
| <b>EXTENSION SERVICES</b>                   | <b>PI 1:</b> Number of person-days trained weighted by the length of training   | As faculty member        | 8  | 125 | 5 | 5 | 4 | 467          |  |
|   | <b>PI 13:</b> Number of trainees weighted by the length of training   | As faculty member        | 16 | 125 | 4 | 5 | 5 | 4.67         |  |
|   | <b>PI 21:</b> Number of clients assisted in agri-fair, walk-in clients, training requests, in-house reviews, trainings and related activities | As a veterinarian member | 19 | 20  | 5 | 5 | 5 | 5.00         |  |
| <b>General Admin &amp; Support Services</b> | <b>PI 5:</b> Number of meetings (college, department, special, consultation meetings, etc).   | As faculty member        | 10 | 12  | 5 | 5 | 4 | 4.67         |  |
| <b>Total Over-all Rating</b>                |   |                          |    |     |   |   |   | <b>19.33</b> |  |

|  |                |                    |
|--|----------------|--------------------|
| <b>Average Rating (Total Over-all rating divided by 4)</b> | <b>19.33/4</b> | <b>4.83</b>        |
| <b>Additional Points:</b>                                  |                |                    |
| <b>Approved Additional points (with copy of approval)</b>  | <b>XX</b>      |                    |
| <b>FINAL RATING</b>  |                | <b>4.83</b>        |
| <b>ADJECTIVAL RATING</b>                                   |                | <b>Outstanding</b> |

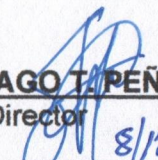
**Comments & Recommendations for Development Purpose:**

Dr. Olara is actively involved in different committees & activities of the College. It is recommended that he should also master the skill of time management to balance work & leisure.

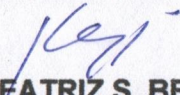
Evaluated & Rated by:

  
**LOTIS M. BALALA**  
 Dept/Unit Head  
 Date: 8-2-2022

Recommending Approval:

  
**SANTIAGO T. PEÑA, JR.**  
 Dean/Director  
 Date: 8/12/2022

Approved by:

  
**BEATRIZ S. BELONIAS**  
 Vice President  
 Date: 8/16/2022

1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average



### PERFORMANCE MONITORING FORM

Name of Employee: KENNY ORIEL A. OLANA


| 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        | Created Virtual Classroom for VThs 101, VMed 106            | Virtual classroom                                   | January 2022   | January 2022                | January 2022             | Impressive         | Outstanding                     | Add more content                                     |
| 2        | Maintained Moodle online courseware for VZoo 104, VPhy 103, | Virtual classroom                                   | January 2022   | January 2022                | January 2022             | Impressive         | Outstanding                     | Be more creative on virtual platform                 |
| 3        | Computed grades for VMed 106, VThs 101, VZoo 104, VPhy 103  | Grade sheets  | June 2022      | June 2022                   | June 2022                | Impressive         | Outstanding                     | Efficient  |
| 4        | Made exams for VMed 106, VThs 101, VZoo 104, VPhy 103       | Examinations  | June 2022      | June 2022                   | June 2022                | Impressive         | Outstanding                     | Learn to make Higher-order thinking skills questions |
| 5        | As faculty assigned for AREA III Level IV accreditation     | Compliance and Narrative Report<br><br>Presentation | January 2022   | June 2022                   | June 2022                | Impressive         | Outstanding                     | Enhance managerial skills                            |
| 6        | As member of extension projects                             | Participated in anti-Rabies vaccination drives      | March 26, 2022 | March 26, 2022              | March 26, 2022           | Impressive         | Outstanding                     | Enhance interpersonal communication skills           |

|  |  |   |  |  |  |  |  |  |
|--|--|---|--|--|--|--|--|--|
|  |  | Participated in<br>planning<br>sessions for<br>Vaccination<br>drive in VSU<br>Anniversary and<br>Rabies<br>Awareness<br>Month |  |  |  |  |  |  |
|--|--|---|--|--|--|--|--|--|

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

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

Prepared by:

  
**LOTIS M. BALALA**  
 Unit Head



EMPLOYEE DEVELOPMENT PLAN

Name of Employee: KENNY ORIEL A. OLANA  
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: January, 2022 Target Date: June, 2022

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: March, 2022 Target Date: June, 2022


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.

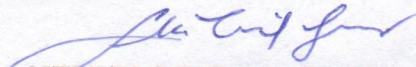
Recommendation:

The department should recruit additional faculty to cover the load of the K to 12 subjects to de-load existing faculty.

Prepared by:

  
SANTIAGO T. PEÑA, JR.  
College Dean

Conforme:

  
KENNY ORIEL A. OLANA  
Ratee