

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

Name of Faculty Members: **EUGENE B. LAÑADA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.61 x 50% = 2.30	
b. Students (50%)		5.00 x 50% = 2.50	
TOTAL for Instructiion	40%	4.8	1.92
2. Research	30%	4.72	1.42
3. Extension	15%	4.50	0.68
4. Administration	15%	4.54	0.68
5. Production		0	0
TOTAL			4.69

EQUIVALENT NUMERICAL RATING: 4.69

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.69

ADJECTIVAL NUMERICAL RATING

**Outstanding**

Prepared by:



**EUGENE B. LAÑADA**

Name of Faculty

Approved:

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

# UNITED STATES DEPARTMENT OF AGRICULTURE

## BUREAU OF PLANT INDUSTRY

### OFFICE OF THE CHIEF, BUREAU OF PLANT INDUSTRY

WASHINGTON, D. C. 20250

No.	Name of Plant	Origin	Remarks
1	Cotton	India	Ginn
2	Cotton	India	Ginn
3	Cotton	India	Ginn
4	Cotton	India	Ginn
5	Cotton	India	Ginn
6	Cotton	India	Ginn
7	Cotton	India	Ginn
8	Cotton	India	Ginn
9	Cotton	India	Ginn
10	Cotton	India	Ginn
11	Cotton	India	Ginn
12	Cotton	India	Ginn
13	Cotton	India	Ginn
14	Cotton	India	Ginn
15	Cotton	India	Ginn
16	Cotton	India	Ginn
17	Cotton	India	Ginn
18	Cotton	India	Ginn
19	Cotton	India	Ginn
20	Cotton	India	Ginn
21	Cotton	India	Ginn
22	Cotton	India	Ginn
23	Cotton	India	Ginn
24	Cotton	India	Ginn
25	Cotton	India	Ginn
26	Cotton	India	Ginn
27	Cotton	India	Ginn
28	Cotton	India	Ginn
29	Cotton	India	Ginn
30	Cotton	India	Ginn
31	Cotton	India	Ginn
32	Cotton	India	Ginn
33	Cotton	India	Ginn
34	Cotton	India	Ginn
35	Cotton	India	Ginn
36	Cotton	India	Ginn
37	Cotton	India	Ginn
38	Cotton	India	Ginn
39	Cotton	India	Ginn
40	Cotton	India	Ginn

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**“Exhibit B”**

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

I, **EUGENE B. LAÑADA**, of the Department of Veterinary Parclinical Sciences, 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, 2018 to DECEMBER 31, 2018**.

Ratee

**EUGENE B. LAÑADA**

Approved:  
Head of Unit

**BEATRIZ S. BELONIAS**

MFO & Performance Indicators (PI)	Program/Activities/ Projects	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
<b>Advanced and Higher Education Services</b>	Full Time Equivalent (FTE)	Provision of instruction in VMed 141 (Microbiology 1), VMed 142 (Veterinary Microbiology), VMed 145 (Epidemiology), VMed 148 (Zoonoses), and VMed 200 (Undergraduate Thesis)	4	37.10	5	5	5	5.00	
	Number of Student Research and Field Practice Advising: Approved Manuscript submitted within the prescribed period	College Dean: reviews, checks, and signs all approved undergraduate student thesis manuscripts	5	7	5	4	5	4.67	
		Thesis Adviser: advises student on planning, preparation, conduct, and writing of thesis	4	3	4	4	5	4.33	
	Number of teaching materials produced, updated or revised	Revision and updating of syllabi in VMed courses handled	0	4	5	4	5	4.67	
<b>Research Services</b>	Number of Outputs Published in CHED accredited international journals								
	Number of research output Presentation in Local Fora	Presentation of project progress reports to ODRD in VSU (as Project Leader)	1	1	5	5	5	5.00	
	Number of research output Presentation in National Fora	Presentation of project report in a national conference Philippine Veterinary Medical Association (PVMA)	0	2	5	5	5	5.00	
	Number of research projects	Research on artificial insemination in carabao artificial insemination, foodborne zoonoses in Magpanguapa area,	4	6	5	4	5	4.67	



	implemented	scoping study of zoonoses in Region 8, NCD vaccination in chickens							
	Number of Research Project Conducted	Research Team Leader: Scoping Study on Zoonoses in Eastern Visayas	1	1	5	4	5	4.67	
		Research Team Leader: Survey on the Prevalence of Selected Animal-borne Zoonotic Bacterial, Fungal and Parasitic Agents and Associate Risk Factors	1	1	4	4	5	4.33	
	Number of research papers reviewed for publication in a refereed journal	Papers submitted for review and publication in refereed scientific journals (e. g., Annals of Tropical Research)	2	2	5	5	4	4.67	
<b>Extension Services</b>	Number of beneficiaries served	Team Leader: "Evaluating Vaccination Strategies in Controlling New Castle Disease in smallholder Semi-Scavenging chicken: A Randomized Field Trial" in Western Leyte	50	60	5	4	5	4.67	
	Technical/ Expert services	As veterinary technical expert in (1) rabies control and eradication, (2) companion animals, (3) food animals, (4) exotic animals, and (5) aquatic animals. Also as technical member and former vice-chair of the Regional Advisory Committee on Animal Disease Control and Emergency (RAC-ADCE) in Region 8	5	35	5	5	4	4.67	
	Commodity teams	Member of the Poultry and Livestock Commodity Team (ViCARP); Member of RRDCT-Livestock (Region 8)	1	2	4	4	4	4.00	
	Number of extension projects conducted	Team Leader: "Control of New Castle Disease in smallholder chicken flocks in Western Leyte	3	2	5	4	5	4.67	
<b>Administrative Support Services</b>	Meetings attended	Meetings called by the President, Vice-Presidents, Directors, UADCO, UAC, University Committees, Dean's Meetings, Ad Hoc Committees, Meetings with extension partners, etc	7	10	5	4	4	4.33	
	Meetings presided	Mostly faculty and staff meetings; extension team meetings	4	12	4	4	4	4.00	
	No. of documents acted upon on time	Routine office documents for review and action	10	25	4	4	5	4.33	


Item No.	Description of Work	Quantity	Unit	Rate	Amount
1	Excavation and backfilling of trench for water supply line	10	m	100	1000
2	Laying of 150mm dia. water supply pipe	10	m	100	1000
3	Installation of 150mm dia. water supply valve	1	no	500	500
4	Construction of 150mm dia. water supply manhole	1	no	1000	1000
5	Excavation and backfilling of trench for sewer line	10	m	100	1000
6	Laying of 150mm dia. sewer pipe	10	m	100	1000
7	Installation of 150mm dia. sewer valve	1	no	500	500
8	Construction of 150mm dia. sewer manhole	1	no	1000	1000
9	Excavation and backfilling of trench for gas line	10	m	100	1000
10	Laying of 150mm dia. gas pipe	10	m	100	1000
11	Installation of 150mm dia. gas valve	1	no	500	500
12	Construction of 150mm dia. gas manhole	1	no	1000	1000

	No. of documents released on time	Routine office documents for review and action	18	129	5	5	5	5.00	
	No. of staff evaluated/monitored	Monitoring of staff under all the Departments of CVM	12	17	5	4	4	4.33	
	No. of assigned tasks completed before the deadline	Routine and special tasks	4	25	5	4	5	4.67	
	No. of curricular proposals reviewed/evaluated	As UAC member	2	6	4	5	5	4.67	
	No. of progress reports by center/ unit(retrieved, consolidated and submitted)	Progress report of the College of Veterinary Medicine submitted to the OVPI	1	1	5	5	5	5.00	
Total Over-all Rating								18.43	

Average Rating (Total Over-all rating divided by 4)	18.43/4	4.61
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.61
ADJECTIVAL RATING		Outstanding

Comments & Recommendations  
for Development Purpose:

Evaluated and Rated by:

  
**BEATRIZ S. BELONIAS**  
 Dept./Unit Head

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

Recommending Approval:

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

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

**EMPLOYEE DEVELOPMENT PLAN**

**Name of Employee:** EUGENE B. LAÑADA

**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 and extension activities and revision of instructional materials

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

**Date:** October 2018 **Target Date:** December 2018


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

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


**Recommendation:**

The college 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:

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

Conforme:

  
**EUGENE B. LAÑADA**  
Ratee



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