# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Members:

EUGENE B. LAÑADA

Program Involvement	Percentage Weight of Involvment	Numerical Rating (Rating x%)	Equivalent Numerical Rating
(1)	(2)	(Xating X/0) (3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		$4.61 \times 50\% = 2.30$	
b. Students (50%)		$5.00 \times 50\% = 2.50$	
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:

Name of Faculty

Approved:

Vice President for Instruction

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## "Exhibit B"

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

I, <u>EUGENE B. LAÑADA</u>, of the <u>Department of Veterinary Parclinical Sciences</u>, <u>College of Veterinary Medicine</u> commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>JULY 1, 2018 to DECEMBER 31, 2018.</u>

EUGENE B. LAÑADA

Approved: Head of Unit

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				Actual			3	Remarks	
MFO & Performance Indicators (PI)	Program/Activities/ Projects	Tasks Assigned	Target	Accomplishme nt	Q¹	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
Advanced and Higher Education Services	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	
Research Services	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	

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	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	
Extension Services	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	
Administrative Support Services	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	

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	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:	Recommending Approval:	Approved by:
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BEATRIZÉ. BELÓNIAS	<u>BEATRIZ S. BELÓNIAS</u>	<u>BEATRIZ S. BÉLONIAS</u>
Dept./Unit Head	Vice Président for Instruction	Vice Président for Instruction
Date:	Date:	Date:

LEGEND: Q<sup>1</sup> - quality 4.6 - 5.0 Outstanding

E<sup>2</sup> – Efficiency 3.8 - 4.5 Very Satisfactory

T³-Timeliness 3.0 - 3.7 Satisfactory

A<sup>4</sup> – Average 2.2 - 2.9 Unsatisfactory 2.1 & bellow Poor

#### **EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: <u>EUGENE B. LAÑADA</u>

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. BEL'ONIAS

Conforme:

<u>ŠÉNE B. LAÑADA</u>

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