

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

Name of Faculty Members: **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 (50%)		4.92 x 50% = 2.46	
b. Students (50%)		5.00 x 50% = 2.50	
TOTAL for Instruction	40%	4.96	1.98
2. Research	30%	5.00	1.50
3. Extension	15%	5.00	0.75
4. Administration	15%	5	0.75
5. Production	0%	0	0
TOTAL			4.98

EQUIVALENT NUMERICAL RATING: 4.98

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.98

ADJECTIVAL NUMERICAL RATING


OUTSTANDING

Prepared by:


JOHN PHILIP LOU M. LUMAIN
Name of Faculty

Reviewed by:


MELVINA A. BAGOT
Head, DVBS


EUGENE B. LAÑADA
College Dean

Approved:


BEATRIZ S. BELONIAS
Vice President for Instruction

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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 **JULY to DECEMBER 31, 2018.**


JOHN PHILIP LOU M. LUMAIN
 Ratee

Approved:


MELVIN A. BAGOT
 Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
HIGHER EDUCATION SERVICES	FTE	Instruction	15	15.10	4	5	5	4.67	
	Number of student-related activities assisted	Guide, oversee and facilitate students' activities	2	6	4	5	5	4.67	
Research Services	Number of research projects being conducted	As co- researcher on on the Prevalence of Selected Animal-Borne Zoonotic Bacterial, Fungal and Parasitic Agents and Associated Risk Factors	1	1	5	5	5	5.00	
		Publication	2	2	5	5	5	5.00	
		Scientific Paper Presentation	1	2	5	5	5	5.00	
Extension Services	Number of beneficiaries served	As veterinarian and member of City Rabies Control Committee	8	10	5	5	5	5.00	
	Number of extension projects being conducted	As co- component leader on Vaccinating Chicken Flocks Against ND Disease in Leyte	1	1	5	5	5	5.00	
	Technical/ Expert services	As veterinarian/consultant for small animals, wildlife animals, in the CVM clinic and neighboring baranggays Co-component leader on the Prevalence of Selected Animal-Borne Zoonotic Bacterial, Fungal and Parasitic Agents and Associated Risk Factors	5	6	5	5	5	5.00	
Administrative Support Services	Meetings attended	As faculty, CVM committee and CRCC member	3	5	5	5	5	5.00	

Section Number	Section Name	Section Description	Section Type	Section Code	Section Grade	Section Credits	Section Hours	Section Fee	Section Remarks
1	Section 1	Section 1 Description	Section 1 Type	Section 1 Code	Section 1 Grade	Section 1 Credits	Section 1 Hours	Section 1 Fee	Section 1 Remarks
2	Section 2	Section 2 Description	Section 2 Type	Section 2 Code	Section 2 Grade	Section 2 Credits	Section 2 Hours	Section 2 Fee	Section 2 Remarks
3	Section 3	Section 3 Description	Section 3 Type	Section 3 Code	Section 3 Grade	Section 3 Credits	Section 3 Hours	Section 3 Fee	Section 3 Remarks
4	Section 4	Section 4 Description	Section 4 Type	Section 4 Code	Section 4 Grade	Section 4 Credits	Section 4 Hours	Section 4 Fee	Section 4 Remarks
5	Section 5	Section 5 Description	Section 5 Type	Section 5 Code	Section 5 Grade	Section 5 Credits	Section 5 Hours	Section 5 Fee	Section 5 Remarks
6	Section 6	Section 6 Description	Section 6 Type	Section 6 Code	Section 6 Grade	Section 6 Credits	Section 6 Hours	Section 6 Fee	Section 6 Remarks
7	Section 7	Section 7 Description	Section 7 Type	Section 7 Code	Section 7 Grade	Section 7 Credits	Section 7 Hours	Section 7 Fee	Section 7 Remarks
8	Section 8	Section 8 Description	Section 8 Type	Section 8 Code	Section 8 Grade	Section 8 Credits	Section 8 Hours	Section 8 Fee	Section 8 Remarks
9	Section 9	Section 9 Description	Section 9 Type	Section 9 Code	Section 9 Grade	Section 9 Credits	Section 9 Hours	Section 9 Fee	Section 9 Remarks
10	Section 10	Section 10 Description	Section 10 Type	Section 10 Code	Section 10 Grade	Section 10 Credits	Section 10 Hours	Section 10 Fee	Section 10 Remarks

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Section 3

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U.S. DEPARTMENT OF AGRICULTURE
WASHINGTON, D.C.

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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: 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:


JOHN PHILIP LOU M. LUMAIN
Ratee

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1. *How do you think about the current situation of the Chinese economy?*
 2. *What are the main challenges facing the Chinese economy?*
 3. *What are the main opportunities for the Chinese economy?*
 4. *What are the main factors affecting the Chinese economy?*
 5. *What are the main trends in the Chinese economy?*
 6. *What are the main policies of the Chinese government?*
 7. *What are the main achievements of the Chinese government?*
 8. *What are the main problems of the Chinese government?*
 9. *What are the main goals of the Chinese government?*
 10. *What are the main responsibilities of the Chinese government?*

[illegible]

1. The first step is to identify the problem or question that needs to be answered. This involves understanding the context and the specific requirements of the task.

[illegible]

doi:10.1017/S0022292410000593

1. The individual involved in the incident was not a member of the organization.
 2. The individual involved in the incident was not a member of the organization.

1. *Chlorophyll a* and *Chlorophyll b* contents were determined by spectrophotometry using the method of Lichtenthaler and Whistler (1987).

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Abstract