

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

Name of Faculty Members: **SANTIAGO T. PEÑA, JR.**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.81 x 50% = 2.50	
b. Students (50%)		5.00 x 50% = 2.50	
TOTAL for Instruction	40%	5.00	2.00
2. Research	30%	5.00	1.50
3. Extension	15%	4.90	0.74
4. Administration	15%	5.00	0.75
5. Production	0%	0	0
TOTAL			4.99

EQUIVALENT NUMERICAL RATING: 4.99


Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.99

ADJECTIVAL NUMERICAL RATING

**OUTSTANDING**

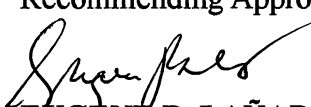
Prepared by:

  
**SANTIAGO T. PEÑA, JR.**  
Name of Faculty

Reviewed by:

  
**MELVIN A. BAGOT**  
Head DVPCS

Recommending Approval:

  
**EUGENE B. LAÑADA**  
College Dean

Approved:

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

# STATE OF NEW YORK

## OFFICE OF THE COMPTROLLER OF THE STATE

### REPORT ON THE FINANCIAL CONDITION OF THE STATE

Submitted to the Legislature at the Session of 1904

REVENUE		EXPENDITURES	
1903	1904	1903	1904
1. Taxation	1. Taxation	1. General	1. General
2. Licenses	2. Licenses	2. Education	2. Education
3. Interest	3. Interest	3. Public Works	3. Public Works
4. Miscellaneous	4. Miscellaneous	4. Debt	4. Debt
5. Contingents	5. Contingents	5. Other	5. Other
6. Total	6. Total	6. Total	6. Total
7. Surplus	7. Surplus	7. Surplus	7. Surplus

Submitted to the Legislature at the Session of 1904

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**“Exhibit B”**

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

I, **SANTIAGO T. PEÑA, JR.** 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 1 to DECEMBER 31, 2018.**

**SANTIAGO T. PEÑA, JR.**

Ratee

Approved:

**MELVIN A. BAGOT**

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	Instruction	12	18.88	4	5	5	4.67	
	Number of student-related activities assisted	Guide, oversee and facilitate students' activities	4	10	4	4	4	4.00	
<b>Research Services</b>	Number of research projects being conducted	As co- researcher on the <i>Survey on the Prevalence of Selected Animal-Borne Zoonotic Bacterial, Fungal and Parasitic Agents and Associated Risk Factors</i> As co-researcher on Vaccinating Chicken Flocks Against Newcastle Disease in Leyte.	2	2	5	5	5	5.00	
	Number of research projects being proposed	Project Leader: Seasonal and Climate Implications on the Reproductive Performance of Breeder Boars: Strategies on the Management and Mitigation of Summer Infertility	1	1	5	5	5	5.00	
		Study Leader: Breeding Soundness and Fertility Assessment of Heat Stress-Exposed Travelling Breeder Boars: Empirical Evaluation and Multiple Correspondence Analysis.	1	1	5	5	5	5.00	
		Study Leader: Formulation of Organic Local Antioxidant Supplement to Improve the Production and quality of Boar Semen During Periods of Summer Heat Stress at Farm Level	1	1	5	5	5	5.00	
<b>Extension Services</b>	Number of extension projects being conducted	As component leader on: Sustainable Control of Newcastle Disease in Smallholder chicken Flocks in the City of Baybay, Leyte	1	1	5	4	5	4.67	

Item No.	Description of Services to be performed	Unit of Measure	Quantity	Unit Price	Total Price	Remarks
1	Supply and installation of 1000 sq. ft. of 1/2" thick concrete floor in the kitchen area.	Sq. ft.	1000	1.00	1000.00	
2	Supply and installation of 1000 sq. ft. of 1/2" thick concrete floor in the living room area.	Sq. ft.	1000	1.00	1000.00	
3	Supply and installation of 1000 sq. ft. of 1/2" thick concrete floor in the bedroom area.	Sq. ft.	1000	1.00	1000.00	
4	Supply and installation of 1000 sq. ft. of 1/2" thick concrete floor in the bathroom area.	Sq. ft.	1000	1.00	1000.00	
5	Supply and installation of 1000 sq. ft. of 1/2" thick concrete floor in the hallway area.	Sq. ft.	1000	1.00	1000.00	
6	Supply and installation of 1000 sq. ft. of 1/2" thick concrete floor in the porch area.	Sq. ft.	1000	1.00	1000.00	
7	Supply and installation of 1000 sq. ft. of 1/2" thick concrete floor in the garage area.	Sq. ft.	1000	1.00	1000.00	
8	Supply and installation of 1000 sq. ft. of 1/2" thick concrete floor in the driveway area.	Sq. ft.	1000	1.00	1000.00	
9	Supply and installation of 1000 sq. ft. of 1/2" thick concrete floor in the front yard area.	Sq. ft.	1000	1.00	1000.00	
10	Supply and installation of 1000 sq. ft. of 1/2" thick concrete floor in the back yard area.	Sq. ft.	1000	1.00	1000.00	

CONTRACT NO. 123456789

APPROVED

DATE: 12/15/2023

FOR THE PROJECT, THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE FOLLOWING ITEMS:

123456789

123456789

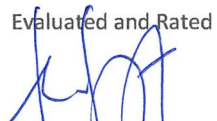
	Number of extension projects being proposed	As component leader on: Enhancing Animal Health Services in the Province of Southern Leyte	1	1	5	5	5	5.00	
	Technical/ Expert services	As veterinarian providing free consultation services for small animals and livestock within VSU community and neighboring barangays.	15	20	5	5	5	5.00	
<b>Administrative Support Services</b>	Meetings attended	As faculty member during regular faculty meetings, CVM committee meetings and thesis adviser	10	10	5	5	5	5.00	
	No. of documents acted upon on time	As faculty member, academic adviser and SRC member	10	10	5	5	5	5.00	
	No. of documents released on time	As academic adviser	5	5	5	5	5	5.00	
	No. of assigned tasks completed before the deadline	As faculty member	5	5	5	5	5	5.00	
<b>Total Over-all Rating</b>								<b>19.23</b>	

<b>Average Rating (Total Over-all rating divided by 4)</b>	<b>19.23/4</b>	<b>4.81</b>
<b>Additional Points:</b>		
<b>Punctuality</b>		
<b>Approved Additional points (with copy of approval)</b>		
<b>FINAL RATING</b>		<b>4.81</b>
<b>ADJECTIVAL RATING</b>		<b>Outstanding</b>

**Comments & Recommendations for Development Purpose:**

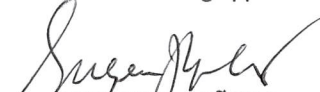
*Do more research*

Evaluated and Rated by:

  
**MELVIN A. BAGOT**  
 Dept./Unit Head

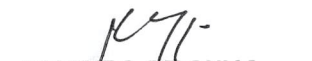
Date: \_\_\_\_\_

Recommending Approval:

  
**EUGENE B. LAÑADA**  
 College Dean

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:** SANTIAGO T. PEÑA, JR.  
**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 field veterinarian of the Department of Animal Science.

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

**Date:** April 2018 **Target Date:** June 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:

Conforme:

  
**SANTIAGO T. PEÑA, JR.**  
Ratee

  
**EUGENE B. LAÑADA**  
College Dean