SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **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%)		4.97x50%= 2.49	
b. Students (50%)		4.83x50%= 2.41	
Total for Instruction	40%	4.90	1.96
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		5.00 x100%= 5.00	
Total for Research	30%	5.00	1.50
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		5.00 x100% = 5.00	
Total for Extension	15%	5.00	0.75
4. Administration	15%	5.00	0.75
5. Production	0%	0	0.00
TOTAL			**4.96**

EQUIVALENT NUMERICAL RATING: **4.96**
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: **4.96**

ADJECTIVAL RATING: **Outstanding**

Prepared by: Reviewed by:

SANTIAGO T. PEÑA, JR.   **BEATRIZ S. BELONIAS**
Name of Faculty   Vice President for Academic Affairs

Recommending Approval:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

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 **January to December 2023.**

June 8

SANTIAGO T. PEÑA, JR.
Ratee

Approved: **BEATRIZ S. BELONIAS**
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplish ment	Rating				Remarks
					Q^1	E^2	T^3	A^4	
HIGHER EDUCATION SERVICES	PI 5: Total FTE, coordinated, implemented and monitored	Instruction	8	12.05	5	5	5	5.00	
	PI 8: Number of students advised:								
	On thesis	As adviser	2	-					
	No. of approved manuscripts submitted within the prescribed period	Ad adviser	2	-					
	On consultation	As adviser	20	40	5	5	5	5.00	
	PI 10: Number of instructional materials developed								
	Number of virtual classroom operationalized and maintained	As course in-charge	4	1	4	5	5	4.67	
	Flexible instructional materials	As course in-charge	3	1	5	4	5	4.67	
	Assessment tools	As course in-charge	4	4	5	5	5	5.00	
RESEARCH SERVICES	PI 1: Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries*	As research project/study leader	2	2	5	5	5	5.00	
	PI 2: Number of research output completed within the year*	As research project/study leader	2	2	5	5	5	5.00	

	PI 3: Percentage of research output published in internationally-referred or CHED recognized journal within the year*								
	In refereed international journals	As corresponding author	2	2	5	5	5	5.00	
	PI 4: Number of research outputs presented in regional/national/int'l for a/conferences	As research project/study leader	1	2	5	5	5	5.00	
	In National/regional for a/conferences		0	-					
	PI 5: Percentage of research proposal approved*	As research project/study leader	40%	-					
EXTENSION SERVICES	PI 1: Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	As extension project/study leader	5	5	5	5	5	5.00	
	PI 2: Number of trainees weighted by the length of training	As extension project/study leader	7.69	13.25	5	5	5	5.00	
	PI 3: Number of extension programs organized and supported consistent with the SUCs mandated and priority programs*	As extension project/study leader	3	3	5	5	5	5.00	
	PI 4: Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	As extension project/study leader	90%	95%	5	5	5	5.00	
	PI 5: Number of technical/expert services								
	Research Mentoring		2	10	5	5	5	5.00	
	Resource Persons		1	4	5	5	5	5.00	
	PI 8: Percentage of extension proposals approved	As extension project/study leader	100%	100%	5	5	5	5.00	
	PI 11: Additional outputs*								
	Number of clienteles served in extension related activities		30	26.5	5	5	5	5.00	
	Number of extension-related awards (extn. conducted by faculty or student and faculty)		1	-					

Administrative Support Services	PI 1: Submission of College/ Department PPMP for the following year within deadline as prescribed by BAC	As faculty	10	10	5	5	5	5.00	
	PI 3: Number of coaching sessions among department heads, faculty & staff	As faculty	8	4	5	5	5	5.00	
	PI 4: Number of planning sessions, tracking and monitoring of targets, etc conducted to ensure attainment of College/department targets	As content contributor	10	5	5	5	5	5.00	
	PI 5: Number of regular meetings conducted	As dean	10	6	5	5	5	5.00	
	PI 6: Additional Output								
	Number of best practices/new initiatives in college administration replication/ benchmarked by other colleges/other agencies		1	-					
Total Over-all Rating								19.87	

Average Rating (Total Over-all rating divided by 4)	19.87/4	4.97
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.97
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

Excellent performance as Dean.
Keep it up !

Evaluated & Rated by:

BEATRIZ S. BELONIAS
Dept/Unit Head

Date: July 14, 2023

Recommending Approval:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

Date: July 14, 2023

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

Date: July 14, 2024

1 – Quality   2 – Efficiency   3 – Timeliness   4 – Average

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: SANTIAGO T. PEÑA, JR.

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	Teaching materials produced, updated and/or revised	Instructional materials, laboratory manual/guide	January 2023	June 2023	June 2023	very impressive	Outstanding	None
2	Thesis proposals/manuscripts reviewed and completed	Approved thesis manuscript	January 2023	June 2023	June 2023	very impressive	Outstanding	None
3	Research projects conducted	Research project	January 2023	June 2023	June 2023	very impressive	Outstanding	None
4	Research papers published	Research papers	January 2023	June 2023	June 2023	very impressive	Outstanding	None
5	Expert consultation	Animal health check-up, consultation	January 2023	June 2023	June 2023	very impressive	Outstanding	None
6	Technical services	Vaccination and seminar activities	January 2023	June 2023	June 2023	very impressive	Outstanding	Vaccination conducted last March and May 2023
7	Administrative support services	Meetings attended	January 2023	June 2023	June 2023	very impressive	Outstanding	None
		No. of document acted upon on time	January 2023	June 2023	June 2023	very impressive	Outstanding	None
		No. of documents released on time	January 203	June 2023	June 2023	very impressive	Outstanding	None

| | | No. of assigned tasks completed before the deadline | January 2023 | June 2023 | June 2023 | very impressive | Outstanding | None |
| | | No. of student-related activities assisted | January 2023 | June 2023 | June 2023 | very impressive | Outstanding | None |

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

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

Prepared by:

BEATRIZ S. BELONIAS
Unit Head

EXHIBIT L

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: **January 2023**   **Target Date:**   **June 2023**

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: **March 2023**   **Target Date:**   **June 2023**

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 the K to 12 subjects to de-load existing faculty.

Prepared by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

Conforme:

SANTIAGO T. PEÑA, JR.
Ratee