

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **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%)		4.93 x 50%= 2.46	
b. Students (50%)		4.88 x 50%= 2.44	
Total for Instruction	70%	4.90	3.43
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	00%		
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		5.00x100% = 5.00	
Total for Extension	15%	5.00	0.75
4. Administration	15%	5.00	0.75
5. Production	0%	0	0.00
TOTAL			4.93

EQUIVALENT NUMERICAL RATING: **4.93**

Add: Additional Points, if any:

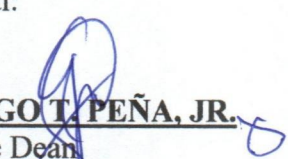
TOTAL NUMERICAL RATING: **4.93**ADJECTIVAL RATING: **Outstanding**

Prepared by:

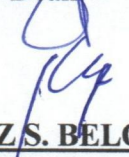
Reviewed by:


JOHN PHILIP LOU M. LUMAIN
Name of Faculty
CARL LEONARD M. PRADERA
Department Head

Recommending Approval:


SANTIAGO T. PEÑA, JR.
College Dean

Approved:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs

“Exhibit B”

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 **January 2023** to **June 2023**.


JOHN PHILIP LOU M. LUMAIN
Ratee


Approved: **CARL LEONARD M. PRADERA**
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	PI 5: Total FTE, coordinates, implemented and monitored	As course in-charge	30	38.30	5	5	5	5.00	
	PI 8: Number of students advised:								
	On thesis/ field practice/ special problem	As adviser	4	2	5	4	5	4.67	
	Number of approved manuscripts submitted within prescribed period	As adviser	2	-	-	-	-	-	To be completed on July to December 2023
	On consultation	As academic adviser	50	50	4	5	5	4.67	
	PI 10: Number of instructional materials developed								
	Number of virtual classrooms created and operationalized	As course in-charge/instructor	2	2	5	4	5	4.67	
	Flexible instructional materials	As course in-charge/instructor	2	2	5	5	5	5.00	
Research Innovation Services	PI 1. Number of published paper in internationally indexed journals								
	In refereed international journal	As co-author	1	-	-	-	-	-	Submitted an article = July to Dec 2023

[illegible]

Average Rating (Total Over-all rating divided by 3)	14.80/3	4.93
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.93
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development

Purpose:

Dr. Luman is very passionate & committed to his work. I recommend that he take lead role in research where he can share his expertise and gain more experience

Evaluated & Rated by:



CARL LEONARD M. PRADERA

Dept/Unit Head

Date: July 7, 2023

Recommending Approval:

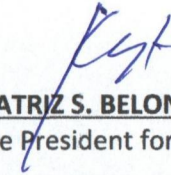


SANTIAGO T. PEÑA, JR.

College Dean

Date: July 13, 2023

Approved by:



BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: July 14, 2023

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

PERFORMANCE MONITORING FORM

Name of Employee: JOHN PHILIP LOU M. LUMAIN

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	Exams Grades	February 2023	June 2023	February to June 2023	Very Impressive	Outstanding	-Create activities that increase student interaction and collaboration. -Use of other platforms that could increase student participation.
2	Consultation with students/ Number of students advised	Student registration/ Thesis outline	February 2023	June 2023	June 2023	Very impressive	Outstanding	-The teacher may record the consultation video for other students to watch especially those that haven't attended the Google meet.
3	Creation of assessment tools	Assessment tool	February 2023	June 2023	February to June 2023	Impressive	Very satisfactory	-Make the assessment tools ready for student use. -Find ways to increase assessment tools
4	Updating of virtual classroom	Virtual classroom	February 2023	June 2023	February to June 2023	Very impressive	Outstanding	Make full use of the applications of the VSUEE and increase student engagement.
5	Extension service, technical/expert services/ consultancy	Animal health check-up	January to June 2023	January to June 2023	January to June 2023	Very impressive	Outstanding	Improve technical service rendered

6	Admission and registration services	Number of students enrolled and validated within scheduled regular registration period.	February 2023	February 2023	March 2023	Very impressive	Outstanding	Find ways to increase student engagement
7	Administrative support services	Meetings attended	January to June 2023	January to June 2023	January to June 2023	Very impressive	Outstanding	-Increase participation in committee meetings. -Suggest relevant ideas during meetings. -Find way to improve promptness.
		No. of documents acted upon on time	January to June 2023	January to June 2023	January to June 2023	Impressive	Outstanding	
		No. of documents released on time	January to June 2023	January to June 2023	January to June 2023	Very impressive	Outstanding	
		No. of assigned tasks completed before the deadline	January to June 2023	January to June 2023	January to June 2023	Impressive	Very satisfactory	

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

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

Prepared by:

CARL LEONARD M. PRADERA
Unit Head, DVPCS

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: January, 2023 Target Date: June, 2023

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: March, 2023 Target Date: June, 2023

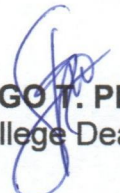
Next Step: To do instruction, research, extension and revision of instructional materials.

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


Recommendation:

The department/college should recruit additional faculty to cover the load of the K to 12 subjects to de-load existing faculty.

Prepared by:


SANTIAGO T. PEÑA, JR.
College Dean

Conforme:


JOHN PHILIP LOU M. LUMAIN
Ratee