

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%)		4.79 x 50%= 2.40	
b. Students (50%)		4.75 x 50%= 2.38	
Total for Instruction	40%	4.78	1.91
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		4.80 x 10% = 4.80	
Total for Research	30%	4.80	1.44
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		4.92x100% = 4.92	
Total for Extension	15%	4.92	0.74
4. Administration	15%	4.89	0.73
5. Production	0%	0	0.00
TOTAL			4.82

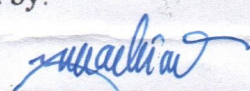
EQUIVALENT NUMERICAL RATING: **4.82**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.82**ADJECTIVAL RATING: **Outstanding**

Prepared by:

Reviewed by:


JOHN PHILIP LOU M. LUMAIN

Name of Faculty


LOTIS M. BALALA

Department Head

Recommending Approval:


SANTIAGO T. PEÑA, JR.

College Dean

Approved:

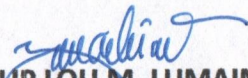

BEATRIZ S. BELONIAS

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 2022** to **June 2022**.


JOHN PHILIP LOU M. LUMAIN
 Ratee


 Approved: **LOTIS M. BALALA**
 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	7	38.70	5	5	5	5.00	
	PI 8: Number of students advised:								
	On thesis/ field practice/ special problem	As adviser	4	4	5	4	5	4.67	
	Number of approved manuscripts submitted within prescribed period	As adviser	2	2	4	5	5	4.67	
	On consultation	As academic adviser	16	20	5	5	5	5.00	
	PI 10: Number of instructional materials developed								
	Number of virtual classrooms created and operationalized	As course in-charge/instructor	1	1	5	5	4	4.67	
	Flexible instructional materials	As course in-charge/instructor	1	1	5	5	5	5.00	
	Assessment tools (No. of courses handled X 2)	As course in-charge/instructor	1	1	4	5	5	4.67	
	PI 11. Additional Outputs – No. of instructional materials reviewed	As member of the Instructional Materials Committee	2	2	5	5	4	4.67	
Research Innovation Services	PI 1. Number of published paper in internationally indexed journals								
	In refereed international journal	As co-author	1	1	5	5	4	4.67	
	PI 11: Percentage of research outputs published in internationally refereed, or CHED recognized journal within the year	As primary author	1	1	5	5	5	5.00	
	PI 14: Number of research output publication produced/ related technical publication/ manual produced and distributed	As primary author/ co-author	1	1	5	5	4	4.67	
	PI 28: Number of VSU faculty/ researchers/ staff attended IP related trainings and seminars	As attendee	1	1	5	5	5	5.00	

	(local/ national/ international training conference)								
	PI 29: Number of publications qualified for VSU publication incentive award	As primary author	1	1	5	4	5	4.67	
Extension Services	PI 1: Number of person-days trained weighted by length of training	As component leader/ member	16	16	4	5	5	4.67	
	PI 4: Number of beneficiaries served	As component leader/ member	39	39	5	5	5	5.00	
	PI 13: Number of trainees weighted by the length of training (Output indicator)	As component leader/ member	16	16	5	5	5	5.00	
	PI 21: Number of clients assisted in agri-fair, walk-in clients, training requests, in-house reviews, trainings, and related activities	As component leader/ member/ technical personnel	39	39	5	5	5	5.00	
General Admin. & Support Services (GASS)	PI 5: Number of meetings (college, department, special, consultation meeting, etc.,)								
	Number of college meetings	As CVM faculty member	6	9	5	5	4	4.67	
	Number of regular and committee meetings attended.	As member/chairman of the duly approved CVM standing committees.	5	7	5	5	5	5.00	
	Number of activities attended and organized by committee.	As member/chairman of the duly approved CVM standing committees.	4	6	5	5	5	5.00	
Total Over-all Rating								19.40	

Average Rating (Total Over-all rating divided by 4)	19.40/4	4.85
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.85
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

Dr. Luman's contribution to the department is significant. He is encouraged though to manage his time to maintain a healthy & balance life.

Evaluated & Rated by:

LOTIS M. BALALA

Dept/Unit Head

Date: 8-2-2022

Recommending Approval:

SANTIAGO T. PEÑA, JR.

College Dean

Date: 8/11/2022

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 8/16/2022

1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average

PERFORMANCE MONITORING FORMName of Employee: JOHN PHILIP LOU M. LUMAIN

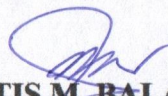
Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Teaching	Exams Grades	February 2022	June 2022	February to June 2022	Very Impressive	Outstanding	-Create activities 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 2022	June 2022	June 2022	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 2022	June 2022	February to June 2022	Impressive	Very satisfactory	-Make the assessment tools ready for student use. -Find ways to increase assessment tools
4	Creation of virtual classroom	Virtual classroom	February 2022	June 2022	February to June 2022	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 2022	January to June 2022	January to June 2022	Very impressive	Outstanding	Improve technical service rendered
6	Admission and registration services	Number of students enrolled and validated within scheduled regular registration period.	February 2022	February 2022	March 2022	Very impressive	Outstanding	Find ways to increase student engagement
7	Administrative support services	Meetings attended	January to June 2022	January to June 2022	January to June 2022	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 2022	January to June 2022	January to June 2022	Impressive	Outstanding	
		No. of documents released on time	January to June 2022	January to June 2022	January to June 2022	Very impressive	Outstanding	
		No. of assigned tasks completed before the deadline	January to June 2022	January to June 2022	January to June 2022	Impressive	Very satisfactory	

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

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

Prepared by:


LOTIS M. BALALA
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, 2022

Target Date: June, 2022

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, 2022

Target Date: June, 2022

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.

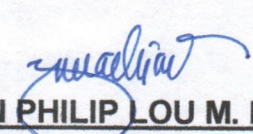
Recommendation:

The department should recruit additional faculty to cover the load of 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