

**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%)		4.62 x 50% = 2.31	
b. Students (50%)		5.00 x 50% = 2.50	
TOTAL for Instruction	40%	4.81	1.92
2. Research	30%	4.75	1.43
3. Extension	15%	4.56	0.68
4. Administration	15%	4.50	0.68
5. Production	0%	0	0
TOTAL			4.71

EQUIVALENT NUMERICAL RATING: 4.71

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.71

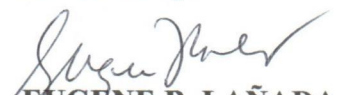
ADJECTIVAL NUMERICAL RATING

**OUTSTANDING**


Prepared by:

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

Reviewed by:

  
**EUGENE B. LAÑADA**  
Dean, Head DVPCS

Approved:

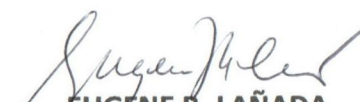
  
**BEATRIZ S. BELONIAS**  
Vice President for Instruction

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, 2019 to DECEMBER 31, 2019.**

**SANTIAGO T. PEÑA, JR.**  
Ratee

Approved:

  
**EUGENE B. LAÑADA**  
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	10	12.20	5	5	5	5.00	
	Number of student-related activities assisted	Guide, oversee and facilitate students' activities	4	8	5	4	4	4.67	
<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	4	5	4.67	
	Number of research proposed	As research project leader	1	2	4	4	5	4.33	
	Number of research article reviewed for publication	As researcher	0	2	5	5	5	5.00	
	Number of research presented	Researcher	1	1	5	5	5	5.00	
<b>EXTENSION SERVICES</b>	Number of extension projects being conducted	As co- component leader on Vaccinating Chicken Flocks Against ND Disease in Leyte	1	1	4	5	5	4.67	
	Number of extension projects being proposed	Enhancing Animal Health Services in the Province of Southern Leyte	1	1	5	4	4	4.33	
	Technical/ Expert services	As veterinarian/consultant for small animals, wildlife animals, in the CVM clinic and neighboring baranggays Co-component leader on Vaccinating Chicken Flocks Against ND Disease in Leyte	15	20	4	5	5	4.67	

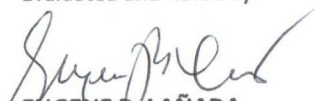
<b>Administrative Support Services</b>	Meetings attended	As faculty, CVM committee and CRCC member	10	15	5	4	4	4.33	
	No. of documents acted upon on time	As faculty member, academic adviser and SRC member	10	15	4	4	5	4.33	
	No. of documents released on time	As academic adviser	5	10	4	4	5	4.33	
	No. of assigned tasks completed before the deadline	As faculty member	5	5	5	5	5	5.00	
<b>Total Over-all Rating</b>								<b>18.48</b>	

<b>Average Rating (Total Over-all rating divided by 4)</b>	<b>18.48/4</b>	<b>4.62</b>
<b>Additional Points:</b>		
<b>Punctuality</b>		
<b>Approved Additional points (with copy of approval)</b>		
<b>FINAL RATING</b>		<b>4.62</b>
<b>ADJECTIVAL RATING</b>		<b>Outstanding</b>

**Comments & Recommendations for Development Purpose:**

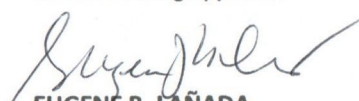
Provide more time and effort for higher education services

Evaluated and Rated by:

  
**EUGENE B. LAÑADA**  
 Dept./Unit Head

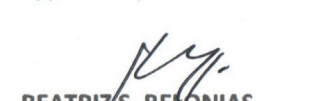
Date: \_\_\_\_\_

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 2019 Target Date: December 2019

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: October 2019 Target Date: December 2019


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:

  
**SANTIAGO T. PEÑA, JR.**  
Ratee