

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		$50\% = 2.45$	
a. Head/Dean (100%) 50%		$4.89 \times 100\% = 4.89$	
b. Students (0%) 50%		$4.72 \times 50\% = 2.36$	
Total for Instruction	70%	4.89 4.84	3.42 3.39
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	0%		
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		$4.84 \times 100\% = 4.84$	
Total for Extension	15%	4.84	0.73
4. Administration	15%	4.92	0.74
5. Production	0%	0	0.00
TOTAL			4.89 4.86

EQUIVALENT NUMERICAL RATING:

~~4.89~~ 4.86

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

~~4.89~~ 4.86


ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

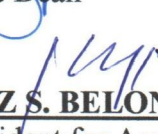

JOHN PHILIP LOU M. LUMAIN
Name of Faculty


EUGENE B. LAÑADA
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 2021** to **June 2021**.


JOHN PHILIP LOU M. LUMAIN

Ratee

Approved:  **EUGENE B. LAÑADA**

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	4	32.80	5	5	5	5.00	
	PI 8: Number of students advised:								
	On thesis/ field practice/ special problem	As adviser	1	2	5	5	5	5.00	
	Number of approved manuscripts submitted within prescribed period	As adviser	1	1	4	5	5	4.67	
	On consultation	As adviser	2	3	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	5	5.00	
	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	2	5	5	4	4.67	
	PI 11: Additional Outputs – No. of instructional materials reviewed	As member of the Instructional Materials Committee	2	5	5	5	5	5.00	
Extension Services	PI 2: Number of trainees weighted by the length of training	As component leader	63	-					
	PI 11: Additional outputs Expert/technical services rendered (training, referral, consultation, disease diagnosis and other relevant activities, target)	As expert in the field of veterinary medicine	1	2	5	4	5	4.67	


	Number of clientele served	As technical staff during the rabies and vaccination, spay and neuter activities, and Newcastle disease.	-	127	5	5	5	5.00	
General Admin. & Support Services (GASS)	PI 6. Additional Outputs								
	Number of planning sessions, tracking, and monitoring of targets, etc. attended or assisted to ensure attainment of College/department targets.	As content contributor	5	6	5	5	5	5.00	
	Number of regular and committee meetings attended.	As member of the CVM faculty	6	8	5	5	5	5.00	
	Number of activities attended and organized by committee.	As member/chairman of the duly approved CVM standing committees.	1	3	5	5	5	5.00	
	Number of Best Practices/New initiatives in College administration replicated/benchmarked by other Colleges/other agencies.	As content contributor	1	2	5	4	5	4.67	
Total Over-all Rating								14.68	

Average Rating (Total Over-all rating divided by 3)	14.68/3	4.89
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.89
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:


Propose how to launch project

Evaluated & Rated by:


EUGENE B. LAÑADA
 Dept/Unit Head

Date: 11/3/2011

Recommending Approval:


SANTIAGO J. PEÑA
 College Dean

Date: 11/4/2011

Approved by:


BEATRIZ S. BELONIAS
 Vice President for Academic Affairs

Date: 11/5/2011

LEGEND:

Q¹ – Quality
 E² – Efficiency
 T³ – Timeline
 A⁴ – Average

4.6 - 5.0 Outstanding
 3.8 - 4.5 Very Satisfactory
 3.0 - 3.7 Satisfactory
 2.2 - 2.9 Unsatisfactory
 2.1 - Below Poor

PERFORMANCE MONITORING FORM

Name of Employee: JOHN PHILIP LOU M. LUMAIN

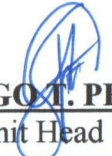
Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Teaching	Exams Grades	March 2021	January 2021	July 2021	Very Impressive	Outstanding	-Create activities that increase 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 2021	July 2021	July 2021	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	March 2021	July 2021	April 2021	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 2021	July 2021	June 2021	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 2021	January to June 2021	January to June 2021	Very impressive	Outstanding	Improve technical service rendered
6	Admission and registration services	Number of students enrolled and	February 2021	February 2021	March 2021	Very impressive	Outstanding	Find ways to increase student engagement

		validated within scheduled regular registration period.						
7	Administrative support services	Meetings attended	January to June 2021	January to June 2021	January to June 2021	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 2021	January to June 2021	January to June 2021	Impressive	Outstanding	
		No. of documents released on time	January to June 2021	January to June 2021	January to June 2021	Very impressive	Outstanding	
		No. of assigned tasks completed before the deadline	January to June 2021	January to June 2021	January to June 2021	Impressive	Very satisfactory	

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

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

Prepared by:


SANTIAGO T. PEÑA, JR.
 Unit Head

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, 2021

Target Date: June, 2021

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, 2021

Target Date: June, 2021

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:


SANTIAGO T. PEÑA, JR.
College Dean

Conforme:


JOHN PHILIP LOU M. LUMAIN
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