

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Members: **JOAN MARIE Y. CORMANES**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.61 x 50% = 2.31	
b. Students (50%)		5.00 x 50% = 2.50	
TOTAL for Instruction	40%	4.81	1.92
2. Research	30%	4.33	1.30
3. Extension	15%	4.67	0.70
4. Administration	15%	4.59	0.69
5. Production	0%	0	0
TOTAL			4.61

EQUIVALENT NUMERICAL RATING: 4.61

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.61


ADJECTIVAL NUMERICAL RATING

OUTSTANDING


Prepared by:

Reviewed by:


JOAN MARIE Y. CORMANES
Name of Faculty


ANA MARQUIZA M. QUILICOT
Dean, Head DVCS

Approved:


BEATRIZ S. BELONIAS
Vice President for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **JOAN MARIE Y. CORMANES** 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**.


JOAN MARIE Y. CORMANES
Ratee

Approved:


ANA MARQUIZA M. QUILICOT
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	FTE	Instruction	10	16.30	5	5	5	5.00	
	Number of student-related activities assisted	Guide, oversee and facilitate students' activities	2	2	5	5	4	4.67	
Research Services	Number of research projects being conducted	As co- researcher on the <i>Prevalence of Selected Animal-Borne Zoonotic Bacterial, Fungal and Parasitic Agents and Associated Risk Factors</i> As co-researcher on the <i>Vaccination of chicken flocks against ND disease in Leyte</i>	2	2	4	4	5	4.33	
Extension Services	Number of beneficiaries served	As veterinarian and member of City Rabies Control Committee	10	10	5	4	5	4.67	
	Number of extension projects being conducted	As co-component leader on <i>Vaccinating chicken flocks against ND disease in Leyte</i>	1	1	4	5	5	4.67	
	Technical/ Expert services	As veterinarian/consultant for small animals and wildlife animals, in the CVM clinic and neighboring barangays As co-component leader on the <i>Survey and Prevalence of Selected Animal-Borne Zoonotic Bacterial, Fungal, and Parasitic Agents and Associated Risk Factors</i>	10	12	5	5	4	4.67	

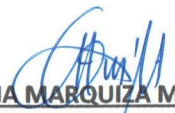
Administrative Support Services	Meetings attended	As faculty, CVM committee and CRCC member	10	10	5	5	4	4.67	
	No. of documents acted upon on time	As faculty member, academic adviser and SRC member	25	25	5	4	4	4.33	
	No. of documents released on time	As academic adviser	10	10	5	4	5	4.67	
	No. of assigned tasks completed before the deadline	As faculty member	5	5	5	4	5	4.67	
Total Over-all Rating								18.43	

Average Rating (Total Over-all rating divided by 4)	18.435/4	4.61
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.61
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

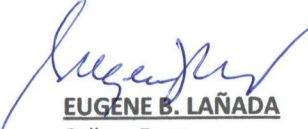
Pursue post graduate studies

Evaluated and Rated by:


ANA MARQUIZA M. QUILICOT
 Dept./Unit Head

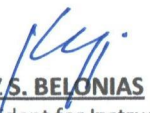
Date: _____

Recommending Approval:


EUGENE B. LAÑADA
 College Dean

Date: _____

Approved by:


BEATRIZ S. BELONIAS
 Vice President for Instruction

Date: _____

LEGEND: Q¹ – quality 4.6 - 5.0 Outstanding
 E² – Efficiency 3.8 - 4.5 Very Satisfactory
 T³ – Timeliness 3.0 - 3.7 Satisfactory
 A⁴ – Average 2.2 - 2.9 Unsatisfactory
 2.1 & below Poor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: JOAN MARIE Y. CORMANES
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 veterinarian.

Result: A better schedule that will allow time for research, extension, field veterinarian and revision of new Instructional Materials.

Date: October, 2019 **Target Date:** June, 2019

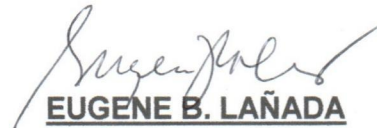
Next Step: To do instruction, research, extension and revision of instructional materials.

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:


JOAN MARIE Y. CORMANES
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