

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: EUGENE B. LAÑADA

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction		$50\% \times 2.44$	
a. Head/Dean (100%)		$4.88 \times 100\% = 4.88$	
b. Students (0%)		$3.77 \times 50\% = 1.89$	
Total for Instruction	40%	4.88 4.33	1.95 1.73
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		$4.84 \times 100\% = 4.84$	
Total for Research	30%	4.84	1.45
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept. Head/Center Director (50%)		$4.78 \times 100\% = 4.78$	
Total for Extension	15%	4.85	0.73
4. Administration	15%	4.89	0.73
5. Production	0%	0	0.00
TOTAL			4.86 4.64

EQUIVALENT NUMERICAL RATING: ~~4.86~~ 4.64

Add: Additional Points, if any:

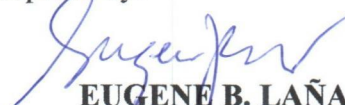
TOTAL NUMERICAL RATING: ~~4.86~~ 4.64

ADJECTIVAL RATING:

Outstanding

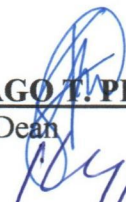
Prepared by:

Reviewed by:


EUGENE B. LAÑADA
Name of Faculty


SANTIAGO T. PEÑA, JR.
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, **EUGENE B. LAÑADA** 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 to June 2021**.


EUGENE B. LAÑADA
 Ratee

Approved:


SANTIAGO T. PEÑA, JR.
 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, coordinated, implemented and monitored	Instruction	10	18.40	5	5	5	5.00	
	PI 8: Number of students advised:								
	On thesis	As adviser	1	4	5	5	5	5.00	
	No. of approved manuscripts submitted within the prescribed period	Ad adviser	1	2	5	5	5	5.00	
	On consultation	As adviser	4	6	5	4	5	4.67	
	PI 10: Number of instructional materials developed								
	Number of virtual classroom created and operationalized	As course in-charge	1	2	5	5	5	5.00	
	Flexible instructional materials	As course in-charge	1	2	5	5	5	5.00	
	Assessment tools	As course in-charge	1	1	4	5	5	4.67	
	PI 11: Additional Outputs-No. of instructional materials	As course in-charge	0	4	5	5	5	5.00	
RESEARCH SERVICES	PI 1: Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries*	As research project/study leader	0	0	5	5	5	5.00	

	PI 2: Number of research output completed within the year*	As research project/study leader	0	0	5	5	4	4.67	
	PI 3: Percentage of research output published in internationally-referred or CHED recognized journal within the year*								
	In refereed international journals	As corresponding author	0	0	4	5	5	4.67	
	PI 4: Number of research outputs presented in regional/national/int'l for a/conferences								
	In National/regional for a/conferences		1	1	5	5	5	5.00	
	PI 5: Percentage of research proposal approved*	As research project/study leader	20%	20%	5	5	5	5.00	
EXTENSION SERVICES	PI 1: Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	As extension project/study leader	2	2	5	5	5	5.00	
	PI 2: Number of trainees weighted by the length of training	As extension project/study leader	63	-					
	PI 3: Number of extension programs organized and supported consistent with the SUCs mandated and priority programs*	As extension project/study leader	2	2	5	5	5	5.00	
	PI 4: Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	As extension project/study leader	90%	95%	5	5	5	5.00	
	PI 5: Number of technical/expert services								
	Research Mentoring		2	4	5	5	5	5.00	
	Resource Persons		0	0	5	5	4	4.67	
	Convenor/Organizer		0	0	5	4	5	4.67	
	PI 8: Percentage of extension proposals approved	As extension project/study leader	100%	100%	5	5	5	5.00	
	PI 11: Additional outputs*		0	0	5	4	5	4.67	
	Number of extension-related awards (extn. conducted by faculty or student and faculty)		0	0	4	5	5	4.67	

Administrative Support Services	PI 3: Number of coaching sessions among department heads, faculty & staff	As faculty	3	6	5	5	5	5.00	
	PI 4: Number of planning sessions, tracking and monitoring of targets, etc conducted to ensure attainment of College/department targets	As content contributor	4	5	5	4	5	4.67	
	PI 5: Number of regular meetings attended/conducted	As Head	2	6	5	5	5	5.00	
Total Over-all Rating								19.50	

Average Rating (Total Over-all rating divided by 4)	19.50/4	4.88
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING		4.88
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

Yairbach active connection of College research & extension.

Evaluated & Rated by:


SANTIAGO T. PEÑA, JR.
Dept/Unit Head

Date: 11/4/2011

Recommending Approval:


SANTIAGO T. PEÑA, JR.
College Dean

Date: 11/4/2011

Approved by:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs

Date: 11/8/2011

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

Exhibit I

PERFORMANCE MONITORING FORMName of Employee: Eugene B. Lañada

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	Grades submitted at the end of the semester	January 2021	June 2021	June 2021	Very impressive	Outstanding	None
2	Review of student's thesis outline and manuscript	Approved Thesis outline Thesis manuscript	March 2021	April 2021	June 2021	Impressive	Very satisfactory	Should have thesis advisee(s) in the coming semester
3	As SRC chairman	Approved thesis manuscripts	January 2021	June 2021	June 2021	Impressive	Outstanding	None
4	Creating instructional material	Learning guide/Workbook	January 4, 2021	March 2021	June 2021	Impressive	Outstanding	None
5	Extension services as a member of extension project	Number of extension activities conducted and number of clients served	March 2021	June 2021	June 2021	Very impressive	Outstanding	None
6	Meeting attended	Attendance and participation in regular and special meetings	January 2021	June 2021	June 2021	Very impressive	Outstanding	None

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

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

Prepared by:



SANTIAGO K. PEÑA, JR.
Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: EUGENE B. LAÑADA
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 and extension activities and revision of instructional materials

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

Date: March 2021 Target Date: June 2021

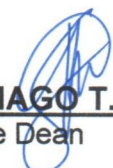
Next Step: To do administration, research, extension and revision of instructional materials.

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

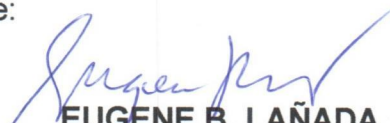
Recommendation:

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:


EUGENE B. LAÑADA
Ratee