

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ANA MARQUIZA M. QUILICOT

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction		$50\% = 2.44$	
a. Head/Dean (50%)		$4.88 \times 100\% = 4.88$	
b. Students (50%)		$4.54 \times 50\% = 2.27$	
Total for Instruction	40%	4.88 4.71	-1.95 1.88
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		$4.67 \times 100\% = 4.67$	
Total for Research	30%	4.67	1.40
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		$5.00 \times 100\% = 5.00$	
Total for Extension	15%	5.00	0.75
4. Administration	15%	4.93	0.74
5. Production	0%	0.00	0.00
TOTAL			-4.84 4.77

EQUIVALENT NUMERICAL RATING:

4.84 4.77

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.84 4.77 8

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

ANA MARQUIZA M. QUILICOT

Name of Faculty

EUGENE B. LAÑADA

Department Head

Recommending Approval:

SANTIAGO T. PEÑA, JR.

Dean

Approved:


BEATRIZ S. BELONIAS

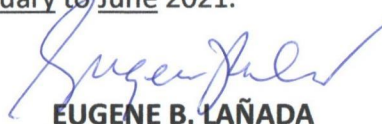
Vice President for Academic Affairs

“Exhibit B”

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **ANA MARQUIZA M. QUILICOT**, 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.


ANA MARQUIZA M. QUILICOT
 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	
MFO 2. Higher Education Services									
	PI 5: Total FTE, coordinated, implemented and monitored	Teaching	4	5.30	5	5	5	5.00	
	PI 8: Number of students advised:								
	On thesis/ field practice/ special problem	As thesis adviser	1	20	5	5	5	5.00	
	No. of approved manuscript submitted within prescribed period	As thesis adviser, SRC member/chairman, and/or department head	4	7	5	5	5	5.00	
	On consultation	As academic adviser or SRC member/chairman	2	10	5	5	5	5.00	
	PI 10: Number of instructional materials developed								
	Number of virtual classrooms created and operationalized	As author/co-author and faculty member handling the course	1	1	5	5	5	5.00	
	Flexible learning materials	As author/co-author and faculty member handling the course	1	1	5	4	5	4.67	

	Assessment tool (No. of courses handled x 2)	As faculty member handling the course	2	2	5	5	5	5.00	
	PI 11: Additional Outputs- No. of instructional materials reviewed	As author and faculty member handling the course	4	4	5	5	4	4.67	
MFO 3 Research Services									
	PI 2: Number of research outputs completed within the year	As adviser of the research conducted	0	0	5	4	5	4.67	
MFO 4 Extension Services									
	PI 2. Number of trainees weighted by the length of training	As veterinarian	63						
	PI 5. Number of technical services								
	Peer reviewers/Panelists	As reviewer to journal articles	1	1	5	5	5	5.00	
	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	127	5	5	5	5.00	
MFO 6 General Administration and Support Services (GASS)									
	Number of regular and committee meetings attended	As member of the CVM faculty	6	10	5	5	5	5.00	
	Number of activities attended and organized by committee	As member/chairman of the duly approved CVM standing committees	1	2	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	1	5	4	5	4.67	
	International Affairs Services								

	Efficient and effective recruitment and collaborative linkages with international institutions	As head of the International Affairs Office	100%	100%	5	5	5	5.00	
	Submission of procurement plan	As head of the International Affairs Office	100%	100%	5	5	5	5.00	
Total Over-all Rating								19.32	

Average Rating (Total Over-all rating divided by 4)	19.52/4	4.88
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING		4.88
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

Work on papers for publication - produce more policies in journals

Evaluated & Rated by:


EUGENE B. LAÑADA

Department Head

Date: 11/5/2011


Recommending Approval:


SANTIAGO T. PEÑA, JR.

College Dean

Date: 11/4/2011

Approved by:


BEATRIZ S. BELONIAS

Vice President

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: Ana Marquiza M. Quilicot

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	Grade submitted at the end of the semester	January 2021	June 2021	June 2021	Very impressive	Outstanding	Encourage student participation
2	As thesis adviser	Thesis outlines/ approved thesis manuscripts	January 2021	June 2021	June 2021	Very impressive	Outstanding	None
3	As SRC chairman	Approved thesis manuscripts	January 2021	June 2021	June 2021	Impressive	Outstanding	None
3	As author/co-author and faculty member handling courses	Online ready courseware, flexible learning materials	January 2021	June 2021	June 2021	Very impressive	Outstanding	None
4	As author/co-author and faculty member handling courses	Assessment tools	January 2021	June 2021	June 2021	Very impressive	Outstanding	None
5	As adviser of research content	Approved thesis outline	January 2021	June 2021	June 2021	Very impressive	Outstanding	None
6	As veterinarian	Communication on animal consultations	January 2021	June 2021	June 2021	Impressive	Outstanding	Improve services offered to clientele
7	As head of the International Affairs Office	Attended meetings for prospective collaborative linkages with international institutions	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 T. PEÑA, JR.

Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ANA MARQUIZA M. QUILICOT
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.

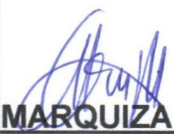
Outcome: Submitted research output for publication, engaged in Extension activities and revised Instructional Materials.

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:

Conforme:


ANA MARQUIZA M. QUILICOT
Ratee


SANTIAGO T. PEÑA, JR.
College Dean