

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

Name of Faculty Members: **ANA MARQUIZA M. QUILICOT**

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 Instructiion	40%	4.81	1.92
2. Research	30%	4.44	1.33
3. Extension	15%	4.67	0.70
4. Administration	15%	4.67	0.70
5. Production	0%	0	0
TOTAL			4.66

EQUIVALENT NUMERICAL RATING: 4.66

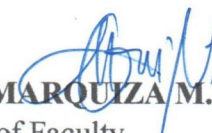
Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.66

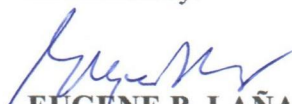
ADJECTIVAL NUMERICAL RATING

**OUTSTANDING**

Prepared by:

  
**ANA MARQUIZA M. QUILICOT**  
Name of Faculty

Reviewed by:

  
**EUGENE B. LAÑADA**  
College Dean


Approved:

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

**“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 **JULY 1, 2019** to **DECEMBER 31, 2019**.

  
**ANA MARQUIZA M. QUILICOT**  
 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>	
HIGHER EDUCATION SERVICES	FTE	Instruction	15	19.05	5	5	5	5.00	
	Number of student-related activities assisted	Guide, oversee and facilitate students' activities	2	2	4	5	4	4.33	
Research Services	Number of research projects being conducted	As co- researcher on on the Prevalence of Selected Animal-Borne Zoonotic Bacterial, Fungal and Parasitic Agents and Associated Risk Factors	1	1	4	5	5	4.67	
		Publication	2	1	4	5	4	4.33	
		Scientific Paper Presentation	1	1	4	5	4	4.33	
Extension Services	Number of beneficiaries served	As veterinarian and member of Newcastle Disease project	8	28	5	4	5	4.67	
	Number of extension projects being conducted	As co- component leader on Vaccinating Chicken Flocks Against ND Disease in Leyte	1	2	5	4	5	4.67	
	Number of extension projects proposed	As co- component leader Enhancing Animal Health Services in the Province of Southern Leyte project	0	1	5	5	4	4.67	
	Technical/ Expert services	As veterinarian/consultant for small animals, wildlife animals, in the CVM clinic and neighboring baranggays	5	6	5	4	5	4.67	

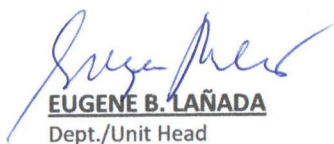
Administrative Support Services	Meetings attended	As faculty, CVM committee and CRCC member	10	20	5	5	4	4.67	
	No. of documents acted upon on time	As faculty member, academic adviser	10	20	4	5	5	4.67	
	No. of documents released on time	As academic adviser	10	10	4	4	5	4.33	
	No. of assigned tasks completed before the deadline	As faculty member	5	20	5	5	5	5.00	
Total Over-all Rating								18.68	

Additional Points:	18.45/4	4.61
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.61
ADJECTIVAL RATING		Outstanding

### Comments & Recommendations for Development Purpose:

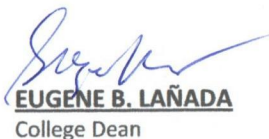
Do more work on higher education services, manual instructional materials, etc.

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: 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: 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: 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.

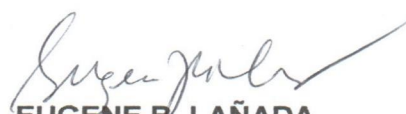
Recommendation:

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:

Conforme:

  
ANA MARQUIZA M. QUILICOT  
Ratee

  
EUGENE B. LAÑADA  
College Dean