

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **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%)		4.92x50%= 2.46	
b. Students (50%)		5.00x50% = 2.50	
Total for Instruction	70%	4.96	3.47
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%)		5.00x100% = 5.00	
Total for Extension	15%	5.00	0.75
4. Administration	15%	4.76	0.71
5. Production	0%	0	0.00
TOTAL			4.94

EQUIVALENT NUMERICAL RATING: **4.94**

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: **4.94**ADJECTIVAL RATING: **Outstanding**

Prepared by:

Reviewed by:


JOAN MARIE Y. CORMANES
Name of Faculty
ANA MARQUIZA M. QUILICOT
Department Head

Recommending Approval:


EUGENE B. LAÑADA
College Dean

Approved:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs

“Exhibit B”

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 **JANUARY to JUNE, 2020**.

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	Total FTE, coordinated, implemented, and monitored	Teaching	15	21.15	5	5	5	5.00	
	Number of students advised:								
	On thesis/ field practice/ special problem	As thesis adviser and/or SRC member	1	1	5	5	5	5.00	
	No. of approved manuscript submitted within prescribed period	As thesis adviser and/or SRC member	1	5	5	5	5	5.00	
	On consultation	As academic adviser/ SRC member	1	10	5	5	5	5.00	
	Number of student organizations advised/assisted								
	Student organizations assisted on student related activities	Assisted as proctor for activities during the celebration of the Veterinary Medicine Week	1	2	5	5	5	5.00	

[illegible]

Average Rating (Total Over-all rating divided by 3)	14.76 / 3	4.92
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING		4.92
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

*Pursue Public Studies
(post graduate work)*

Evaluated & Rated by:

ANA MARQUIZA M. QUILICOT

Dept/Unit Head

Date: 10/5/20

Recommending Approval:

EUGENE B. LAÑADA

College Dean

Date: 10/5/20

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: _____

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

PERFORMANCE MONITORING FORM

Name of Employee: JOAN MARIE Y. CORMANES


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 3, 2020	June 20, 2020	June 15, 2020	very impressive	outstanding	none
2	As thesis adviser and/or SRC Member	Signed thesis manuscripts	April 13, 2020	June 15, 2020	June 9, 2020	impressive	very satisfactory	should have thesis advisees in the coming semester
3	As proctor for activities during the celebration of the Veterinary Medicine week	List of questions and answer keys	February 14, 2020	February 19, 2020	February 17, 2020	very impressive	outstanding	none
4	As author and faculty member handling VMed courses	- Drafts of instructional materials and coursewear of handled subjects - Assessment tools for student evaluation	January 3, 2020 January 3, 2020	- June 30, 2020 - March 17, 2020	- January 3 to June 30, 2020 - March 15, 2020	very impressive	outstanding	none

		- Number of Virtual classrooms	January 3, 2020	- January 6, 2020	- January 17, 2020			
5	As veterinarian or consultant for dogs and cats in the CVM clinic and neighboring barangays	Number of cases attended	January 3, 2020	June 30, 2020	January 3 to June 30, 2020	very impressive	outstanding	none
6	As veterinarian attending seminars/trainings/workshops	Certificate of appearance Attendance to Faculty meetings	February 17, 2020	February 19, 2020	February 19, 2020	very impressive	outstanding	none

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

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

Prepared by:


ANA MARQUIZA M. QUILICOT
Unit Head

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: January, 2020

Target Date: June, 2020

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: April, 2020

Target Date: June, 2020


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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