

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%)		4.67 x 50% = 2.34	
b. Students (50%)		4.50 x 50% = 2.25	
Total for Instruction	70%	4.95	3.21
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%)		4.67x100% = 4.67	
Total for Extension	15%	4.67	0.70
4. Administration	15%	4.61	0.69
5. Production	0%	0	0.00
TOTAL			4.60

EQUIVALENT NUMERICAL RATING: **4.60**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.60**ADJECTIVAL RATING: **Outstanding**

Prepared by:

Reviewed by:

JOAN MARIE Y. CORMANES

Name of Faculty

LOTIS M. BALALA

Department Head

Recommending Approval:

SANTIAGO T. PEÑA, JR.

College Dean

Approved:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

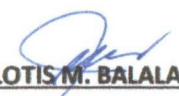
"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **JOAN MARIE Y. CORMANES** of the **College of Veterinary Medicine** commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **July to December 2021**.


JOAN MARIE Y. CORMANES
Ratee

Approved:


LOTIS M. BALALA
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Targets	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
	PI 5: Total FTE, coordinated, implemented and monitored	As course in-charge	4	39.00	5	5	5	5.0	
	PI 8: Number of students advised:								
HIGHER EDUCATION SERVICES	On thesis/ field practice/special problem	As adviser/SRC Member	1	4	4	5	5	4.67	
	No. of approved manuscripts submitted within prescribed period	As adviser/SRC Member	1	4	4	5	5	4.67	
	On consultation	As adviser	2	2	4	5	4	4.33	
	PI 10: Number of instructional materials developed								
	Number of virtual classrooms created and operationalized	As course in-charge/instructor	1	1	4	4	5	4.33	
	Flexible instructional materials	As course in-charge/instructor	1	4	5	5	5	5.0	
	Assessment tools (No. of courses handled X 2)	As course in-charge/instructor	2	6	5	5	5	5.0	
	PI 11: Additional Outputs								
EXTENSION SERVICES	PI 2. Number of trainees weighted by the length of training	As component leader of VETMends extension project							
	PI 5. Number of technical/expert services rendered	As component leader of VETMends extension project	1	1	4	5	4	4.33	

	PI 11. Additional outputs - Expert/technical services rendered (training, referral, consultation, disease diagnosis and other relevant activities, target)	As component leader of VETMends extension project	1	1	5	4	5	4.67	
		As in-charge for poster advertisements and other related graphics for extension project	1	5	5	5	5	5.0	
General Admin. & Support Services (GASS)	PI 6. Additional Outputs								
	Number of coaching sessions attended or assisted among department heads, faculty & staff	As faculty	1	1	4	5	5	4.67	
	Number of planning sessions, tracking and monitoring of targets, etc. attended or assisted to ensure attainment of College/department targets	As content contributor, oversees VTH, and clinics III (internship) coordinator	5	6	5	5	4	4.67	
	Number of regular and committee meetings attended	As member of the CVM faculty	6	5	4	4	5	4.33	
	Number of special meetings attended	As member of the CVM Faculty	1	2	4	5	5	4.67	
	Number of activities attended and organized by committee	As member of the duly-approved CVM standing committees	1	2	4	5	5	4.67	
	Number of Best practices/new initiatives in College administration replicated/benchmarked by other Colleges/other agencies	As content contributor in the CVM-VSU website	1	1	5	4	5	4.67	
	Total Over-all Rating							13.99	


Average Rating (Total Over-all rating divided by 3)	13.99 / 3	4.67
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.67

Comments & Recommendations for Development Purpose:

Dr. Cormanes' collective output in the College is commendable. It is recommended that she will be involved in CVM research.


ADJECTIVAL RATING		OUTSTANDING	
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Evaluated & Rated by:


LOTIS M. BALALA
Dept/Unit Head


Date: 2-22-22

Recommending Approval:


SANTIAGO T. PEÑA
College Dean

Date: 2/22/22

Approved by:


BEATRIZ S. BELONIAS
Vice President

Date: 2/24/22

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	August 2021	December 2021	December 2021	Impressive	Very Satisfactory	Introduce methods to increase student engagement
2	Consultation as SRC Member	Thesis Manuscript	August 2021	December 2021	December 2021	Very impressive	Outstanding	Have students as thesis adviser
3	Student Consultation	Consultation with students for handled classes, advising for concerns and problems met	August 2021	December 2021	December 2021	Very impressive	Outstanding	Increase student engagement
4	Consultation as academic adviser	Number of students enrolled and registered within the scheduled registration dates	August 2021	December 2021	December 2021	Very impressive	Outstanding	Introduce methods to increase student engagement
5	Number of student organizations advised/assisted	Certificate of Appreciation and Letter of thanks as judge for the VSU USSC-Baybay Digital Art contest and slogan & poster making contest	November 2021	December 2021	December 2021	Very impressive	Outstanding	
6	As author and faculty member handling VMed courses	- Instructional materials and online ready coursewear for handled subjects	August 2021	December 2021	December 2021	Impressive	Very Satisfactory	Lessen the learning activities for each module

		Assessment tools for student evaluation	- July 2020	December 2021	January 2021	Impressive	Very satisfactory	Increase efficiency of assessment tool
		Number of Virtual classrooms	- July 2020	December 2021	December 2021	Very impressive	Outstanding	Input methods for a more interactive learning environment
7	Extension service, technical/expert services/consultancy	Animal health check up	July to December 2021	July to December 2021	July to December 2021	Impressive	Very Satisfactory	Improve service rendered to constituents
8	As veterinarian attending seminars/trainings/workshops	Certificate of appearance Attendance to Faculty meetings	July to December 2021	July to December 2021	July to December 2021	impressive	Outstanding	
9	Administrative support services	No. of meetings attended	July to December 2021	July to December 2021	July to December 2021	Very impressive	Outstanding	Improve and maintain punctuality in submission of documents.
		No. of documents acted upon on time	July to December 2021	July to December 2021	July to December 2021	Impressive	Outstanding	
		Number of documents released on time	July to December 2021	July to December 2021	July to December 2021	Very Impressive	Outstanding	
		Number of assigned tasks completed before the deadline	July to December 2021	July to December 2021	July to December 2021	Impressive	Very satisfactory	

* 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: 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, 2021 Target Date: December, 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: October, 2021 Target Date: December, 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:


SANTIAGO T. PEÑA, JR.
College Dean

Conforme:


JOAN MARIE Y. CORMANES

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