

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

Name of Faculty Members: **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%)		4.71 x 50% = 2.35	
b. Students (50%)		4.60 x 50% = 2.30	
TOTAL for Instruction	40%	4.65	1.86
2. Research	30%	4.67	1.40
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

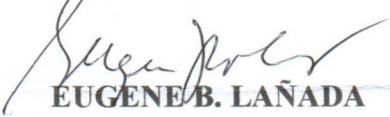
**OUTSTANDING**

Prepared by:

Reviewed by:


  
**JOAN MARIE Y. CORMANES**

Name of Faculty

  
**EUGENE B. LAÑADA**

Dean, Head DVPCS

Approved:

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

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, 2019.

  
JOAN MARIE Y. CORMANES  
Ratee

Approved:   
ANA M. QUILICOT  
Head of Unit

MFO & PAPS  HIGHER EDUCATION SERVICES	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>	
	FTE	Instruction	15	50.70	5	5	5	5.00	
	Number of student-related activities assisted	Guide, oversee and facilitate students' activities	2	2	4	5	5	4.67	
		As co- researcher on the <i>Prevalence of Selected Animal-Borne Zoonotic Bacterial, Fungal and Parasitic Agents and Associated Risk Factors</i>							
	Number of research projects being conducted	As co-researcher on the <i>Vaccination of chicken flocks against ND disease in Leyte</i>	2	2	5	4	5	4.67	
Research Services									
	Number of beneficiaries served	As veterinarian and member of City Rabies Control Committee	10	12	5	5	4	4.67	
Extension Services									
	Number of extension projects being conducted	As co-component leader on <i>Vaccinating chicken flocks against ND disease in Leyte</i>	1	1	4	5	5	4.67	
		As veterinarian/consultant for small animals and wildlife animals, in the CVM clinic and neighboring barangays							
	Technical/ Expert services	As co-component leader on the <i>Survey and Prevalence of Selected Animal-Borne Zoonotic Bacterial, Fungal, and Parasitic Agents and Associated Risk Factors</i>	10	12	5	4	5	4.67	

Administrative Support Services	Meetings attended	As faculty, CVM committee and CRCC member	10	15	5	5	5	5.00	
	No. of documents acted upon on time	As faculty member, academic adviser and SRC member	25	25	4	5	5	4.67	
	No. of documents released on time	As academic adviser	10	10	5	5	4	4.67	
	No. of assigned tasks completed before the deadline	As faculty member	5	7	4	5	4	4.33	
Total Over-all Rating								18.84	

Average Rating (Total Over-all rating divided by 4)	18.84/4	4.71
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.71
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

*Student has been awarded degree in Vet. Med*

Evaluated and Rated by:

Recommending Approval:

Approved by:

  
**ANA MARRONIZ M. QUILCOT**  
Dept./Unit Head

  
**EUGENE B. LAÑADA**  
College Dean

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

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

LEGEND: Q<sup>1</sup> – quality  
E<sup>2</sup> – Efficiency  
T<sup>3</sup> – Timeliness  
A<sup>4</sup> – 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



**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, 2019 **Target Date:** June, 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:** April, 2019 **Target Date:** June, 2019

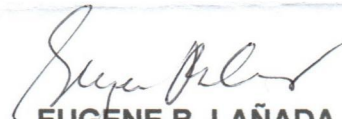
**Next Step:** To do instruction, research, extension and revision of instructional materials.

**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:

  
**EUGENE B. LAÑADA**  
College Dean

Conforme:

  
**JOAN MARIE Y. CORMANES**  
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