

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **LOTIS M. BALALA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.88x50%= 2.44	
b. Students (50%)		4.83x50%= 2.42	
Total for Instruction	40%	4.86	1.94
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		4.84x100%=4.84	
Total for Research	30%	4.84	1.45
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		4.95 x 100% = 4.95	
Total for Extension	15%	4.95	0.74
4. Administration	15%	4.86	0.73
5. Production	0%	0	0.00
TOTAL			4.86


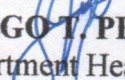
EQUIVALENT NUMERICAL RATING: **4.86**

Add: Additional Points, if any:

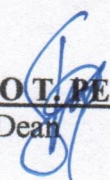
TOTAL NUMERICAL RATING: **4.86**ADJECTIVAL RATING: **Outstanding**

Prepared by:

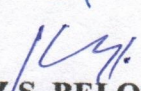
Reviewed by:


LOTIS M. BALALA
Name of Faculty
SANTIAGO T. PEÑA, JR.
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, **LOTIS M. BALALA** 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 2022**.

LOTIS M. BALALA

Ratee

Approved:

SANTIAGO T. PEÑA, JR.

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	PI 5: Total FTE, coordinated, implemented and monitored	As course in-charge	4	11	5	5	5	5.00	
	PI. 8: No. of students advised								
	On thesis	As SRC chairman or member	7	15	5	5	5	5.00	
	On consultation	As course in-charge or academic adviser	2	10	5	5	5	5.00	
	PI. 10: Number of instructional materials developed								
	Number of virtual classrooms created and operationalized	As course in-charge	1	1	5	5	4	4.67	
	Flexible instructional materials	As course in-charge	1	2	5	4	5	4.67	
	Assessment tools (No. of courses handled x 2)	As course in-charge	1	2	5	5	4	4.67	
	PI. 11: Additional Outputs – No. of instructional materials reviewed	As member of IMs committee	2	2	5	5	5	5.00	
RESEARCH SERVICES	PI. 3: Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year								
	PI 4: Number of research proposals submitted/endorsed for internal funding	As main proponent for CVM research for the internationalization funding	1	1	5	5	4	4.67	
	PI 6: Amount of research money generated from external funding (Thousand PHP)	As project leader of NSTEP funded research	-	499,982.00	5	5	5	5.00	
	PI. 2: Number of trainees weighed by the length of training	As resource person for Rabies Awareness Campaign		50	5	5	5	5.00	

Average Rating (Total Over-all rating divided by 4)	19.51/4	4.88
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.88
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

*Congratulations for your PhD!
Continue to innovate ways for
the successful implementation
of the UVA IT-Research Project*

Evaluated & Rated by:

SANTIAGO T. PEÑA, JR.
Dept/Unit Head

Date: 8/14/2011

Recommending Approval:

SANTIAGO T. PEÑA, JR.
College Dean

Date: 8/14/2011

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

Date: 8/10/2011

1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average

PERFORMANCE MONITORING FORM

Name of Employee: Lotis M. Balala

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	Exams and Grades submitted	January 17, 2022	January 28, 2022	January 28, 2022	Very impressive	Outstanding	None
2	Review of student's thesis outline and manuscript	Final thesis outline and thesis manuscript	January 4, 2022	June 30, 2022	June 30, 2022	Impressive	Very satisfactory	None
3	Developing course OBE syllabi	Approved OBE course syllabi	February 7, 2022	February 14, 2022	February 15, 2022	Very impressive	Outstanding	None
4	Creating instructional material	Learning guide/Workbook	February 4, 2022	February 12, 2022	February 15, 2022	Impressive	Outstanding	None
5	Extension services as a member of extension project	Number of extension activities conducted and number of clients served	March 15, 2022	March 22, 2022	March 22, May 4, 2022	Very impressive	Outstanding	None
6	Attending meeting	Attendance and participation in regular and special meetings	January 4, 2022	January 14, February 11, March 11, April 8, May 13, & June 10, 2022	January 14, February 11, March 11, April 8, May 13, & June 10, 2022	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: LOTIS M. BALALA
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

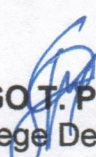
Next Step: To do instruction, research, extension and revision of instructional materials.

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 the K to 12 subjects to de-load existing faculty.

Prepared by:


SANTIAGO T. PEÑA, JR.
College Dean

Conforme:


LOTIS M. BALALA
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