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 Dear

Approved:

BEATRIZ'S. BELONIAS

Vice President for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, <u>LOTIS M. BALALA</u> of the <u>College of Veterinary Medicine</u> commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>January to June 2022.</u>

LOTIS M. BALALA

Ratee

Approved:

SANTIAGO PEÑA, JR.

Head of Unit

MFO & PAPs				Actual Accomplish ment	Rating				Remarks
	Success Indicators	Tasks Assigned	Target		Q ¹	E ²	T ³	A ⁴	
	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	
OUED	On consultation	As course in-charge or academic adviser	2	10	5	5	5	5.00	
HIGHER EDUCATION	PI. 10: Number of instructional materials developed								
SERVICES	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	PI. 3: Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year								
SERVICES	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	- 1	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	

	. NOTE (1997年) 1997年 - 1997年						-	
	PI.5: Number of technical/expert services rendered	As component leader of VETMends extension project	1	1	5	5	5	5.00
	As peer reviewers/Panelists	As peer reviewer for 3 papers for SLSU and ATR journals	0	4	5	5	5	5.00
EXTENSION SERVICES	As evaluator	As evaluator for NRCP project	0	1	5	5	5	5.00
OLIVIOLO	PI 11: Additional Outputs. Expert/technical services rendered (training, referral, consultation, disease diagnosis and other relevant activities)	As veterinarian or technical staff	1	2	5	5	4	4.67
	No. of clienteles served	As technical staff during the rabies vaccination and spay and neuter activities	-	251	5	5	5	5.00
	PI.3: Number of coaching sessions among department heads, faculty and staff	As department head	2	2	5	5	4	4.67
	PI.4: Number of planning sessions, tracking and monitoring of targets, etc. attended or assisted to ensure attainment of College/department targets	As department head As chair of awards and incentives committee As member of instruction, REI and CPD committee	1	5	5	5	5	5.00
	PI.6 Additional Outputs							
GENERAL ADMIN. &	Number of regular committee meetings attended	As faculty member	6	6	5	5	5	5.00
SUPPORT SERVICES	Number of special meetings attended	As Dept. Head and faculty member	0	5	5	5	5	5.00
(GASS)	Number of activities attended and organized by committee	As member of the duly-approved CVM standing committees		5	5	5	4	4.67
	Number of in-house seminars/trainings/ workshops/reviews conducted/attended	As research coordinator who organized the mini-workshop for KAP studies	0	1	5	5	5	5.00
	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	5	4	4.67
Total Over-all Rating								19.51

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

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Evaluated & Rated by:

Recommending Approval:

Approved by:

SANTIAGO TAPEÑA, JR Dept/Unit Head

Date:

SANTIAGO TUPEÑA, JR. College Dear

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

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, & June10, 2022	January 14, February 11, March 11, April 8, May 13, & June10, 2022	Very impressive	Outstanding	None

^{*} Either very impressive, impressive, needs improvement, poor, very poor ** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

SANTIAGO TAPEÑA, 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:

Conforme: