### Exhibit K

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ANA MARQUIZA M. QUILICOT

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.96x50%= 2.48	
b. Students (50%)		3.67x50%= 1.84	
Total for Instruction	40%	4. 32	1.73
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		5.00x100%=5.00	
Total for Research	30%	5.00	1.50
3. Extension		- A	
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		$5.00 \times 100\% = 5.00$	
Total for Extension	0%	-	-
4. Administration	30%	4.87	1.50
5. Production	0%	0	0.00
TOTAL			4.73

**EQUIVALENT NUMERICAL RATING:** 

4.73

Add: Additional Points, if any: TOTAL NUMERICAL RATING:

4.73

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

ANA MARQUIZA M. QUILICOT

dame of Faculty

HARVIE P. PORUTALIZA

Department Head

Recommending Approval:

SANTIAGO T. PEÑA, JR.

Approved:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

"Exhibit B"

# INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, <u>ANA MARQUIZA M. QUILICOT</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</u> to <u>December 2022.</u>

ANA MARQUIZAM. QUILICOT

Approved:

HARVIE P. PORTUGALIZA

Head of Unit

		The second secon		Actual Accomplis hment	Rating			Remarks	
MFO & PAPs	Success Indicators	Tasks Assigned	Target		Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
IFO 2. Higher Ed	ucation Services								
	PI 5: Total FTE, coordinated, implemented and monitored	Teaching	8	6.80	5	5	5	5.00	
	PI 8: Number of students advised:								
	On thesis/ field practice/ special problem	As thesis adviser	4	6	5	5	5	5.00	
	On consultation	As academic adviser or SRC member/chairman	16	25	5	5	5	5.00	
	PI 10: Number of instructional materials developed								
	Number of virtual classrooms created and operationalized	As author/co-author and faculty member handling the course	1	2	5	5	5	5.00	
	Flexible learning materials	As author/co-author and faculty member handling the course	1	2	5	5	5	5.00	
	Assessment tool	As faculty member handling the course	2	4	5	5	5	5.00	
	PI 11: Additional Outputs- No. of instructional materials reviewed	As author and faculty member handling the course	1	1	5	5	5	5.00	
MFO 3 Research S	Services								
	<u>PI 1</u> : Number of published papers in internationally indexed journals								
	In refereed int'l journals	As author/co-author	1	1	5	5	5	5.00	

	PI 2: Number of research outputs presented in regional/national/int'l for a/conferences	As adviser of the research conducted	2	1	5	5	5	5.00	
	PI 9: Number of research outputs in the last three years utilized by the industry or other beneficiaries	As project leader	1	1	4	5	5	4.67	
	PI 11: Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	As author/co-author	1	1	5	5	5	5.00	
	PI 14: Number of research output publication produced/ related technical publication/ Manual produced and distributed	As author/co-author	1	1	5	4	5	4.67	
MFO 4 Extension	Services								
	PI 1. Number of trainees weighted by the length of training	As veterinarian	8	-					To be accomplish this July-December
	PI 5. Number of technical services						102.64		
	Resource Persons	As resource person	2	-					To be accomplish this July-December
	PI 13. Number of trainees weighted by the length of training	As expert in the field of veterinary medicine	8	- Track					To be accomplish this July-December
	PI 21: Number of clients assisted in agri-fair, walk in clients, training requests, in-house reviews, trainings and related activities	As expert in the field of veterinary medicine	20	-					To be accomplish this July-December
MFO 6 General Ac (GASS)	dministration and Support Services								
	P1 5. Number of meetings (college, department, special, consultation meetings, etc).	As member of the CVM faculty	10	12	5	5	5	5.00	
	International Affairs Services								
	Efficient and effective recruitment and collaborative linkages with international institutions	As head of the International Affairs Office	100%	100%	5	5	5	5.00	
	Submission of procurement plan	As head of the International Affairs Office	100%	100%	5	5	5	5.00	
Total Over-all Rating								14.87	

Average Rating (Total Over-all rating divided by 3)	14.87/3	4.96
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.96
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for **Development Purpose:** Accomplish extension targets in the god & 4th quarters of theyear.

Evaluated & Rated by:

HARVIE P. PORTUGALIZA

Dept/Unit Head

Date:

Recommending Approval:

SANTIAGO T. PEÑA, JR

Dean/Director

Approved by:

BEATRIZ S. BELONIAS Vice President

1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average

# **FERFORMANCE MONITORING FORM**

Name of Employee: Ana Marquiza M. Quilicot

Remarks/ Recommendation	Over-all assessment ** In other	To VillanQ *inqinO	Actual Date accomplished	Expected Date to Accomplish	oted Assigned	Expected Output	пондітэгэД ЯгвТ	Task No.
None	gnibnststuO	Very impressive	January 2022	January 2022	2022 January	Exams and Grades submitted	Teaching	I
Мопе	Very	Impressive	June 2022	June 30, 2022	2022	Final thesis outline and thesis manuscript	Review of student's thesis outline and manuscript	7
None	gnibnststuO	Very impressive	February 2022	February 2022	7077 February	Approved OBE course syllabi	Developing course OBE syllabi	3
None	gnibnststuO	Impressive	February 2022	February 2022	7077 February	Learning guide/Workbook	Creating instructional material	7
None	gnibnststuO	Very impressive	March 22, May 4, 2022	March 2022	2022 March	Number of extension activities conducted and number of clients served	Extension services as a member of extension project	ς
Лопе	gnibnststuO	Very impressive	June 2022	June 2022	2022 January	Attendance and participation in regular and special meetings	Attending meeting	9

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

Prepared by:

HARVIE P. PORTUGALIZA
Unit Head

#### **EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: ANA MARQUIZA M. QUILICOT

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, 2022 Target Date: June, 2022

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: March, 2021 Target Date: June, 2022

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:

ANA MARQUIZA M. QUILICOT

Ratee