

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%)		$4.96 \times 50\% = 2.48$	
b. Students (50%)		$3.67 \times 50\% = 1.84$	
Total for Instruction	40%	4.32	1.73
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		$5.00 \times 100\% = 5.00$	
Total for Research	30%	5.00	1.50
3. Extension			
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

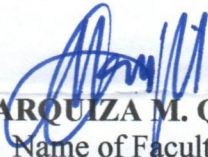
EQUIVALENT NUMERICAL RATING: **4.73**

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: **4.73**ADJECTIVAL RATING: **Outstanding**

Prepared by:

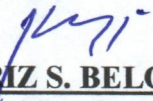
Reviewed by:


ANA MARQUIZA M. QUILICOT
Name of Faculty
HARVIE P. PORUTALIZA
Department Head

Recommending Approval:


SANTIAGO T. PEÑA, JR.
College Dean 8/2/15

Approved:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs

“Exhibit B”

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **ANA MARQUIZA M. QUILICOT**, 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 December 2022.

ANA MARQUIZA M. QUILICOT

Ratee

Approved:

HARVIE P. PORTUGALIZA

Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO 2. Higher Education 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 Services									
	PI 1: Number of published papers in internationally indexed journals								
	In refereed int'l journals	As author/co-author	1	1	5	5	5	5.00	

[illegible]

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 3rd & 4th quarters of the year.

Evaluated & Rated by:


HARVIE P. PORTUGALIZA
 Dept/Unit Head

Date:

8/15/2022


Recommending Approval:


SANTIAGO T. PEÑA, JR.
 Dean/Director

Date:

8/15/2022

Approved by:


BEATRIZ S. BELONIAS
 Vice President

Date:

8/16/2022

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

PERFORMANCE MONITORING FORM

Name of Employee: Ana Marquiza M. Quilicot

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 2022	January 2022	January 2022	Very impressive	Outstanding	None
2	Review of student's thesis outline and manuscript	Final thesis outline and thesis manuscript	January 2022	June 30, 2022	June 2022	Impressive	Very satisfactory	None
3	Developing course OBE syllabi	Approved OBE course syllabi	February 2022	February 2022	February 2022	Very impressive	Outstanding	None
4	Creating instructional material	Learning guide/Workbook	February 2022	February 2022	February 2022	Impressive	Outstanding	None
5	Extension services as a member of extension project	Number of extension activities conducted and number of clients served	March 2022	March 2022	March 22, May 4, 2022	Very impressive	Outstanding	None
6	Attending meeting	Attendance and participation in regular and special meetings	January 2022	June 2022	June 2022	Very impressive	Outstanding	None

* Either very impressive, needs improvement, poor, very poor
 ** Outstanding, very satisfactory, satisfactory, unsatisfactory, 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.

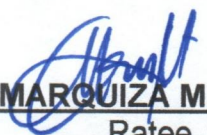
Recommendation:

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 *8/5/2021*

Conforme:


ANA MARQUIZA M. QUILICOT
Ratee