

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **JOHN PHILIP LOU M. LUMAIN**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.78x50%= 2.39	
b. Students (50%)		5.00x50%= 2.50	
Total for Instruction	40%	4.89	1.96
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. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		4.67x100% = 4.67	
Total for Extension	15%	4.67	0.70
4. Administration	15%	4.67	0.70
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:

JOHN PHILIP LOU M. LUMAIN
Name of Faculty

Reviewed by:

EUGENE B. LAÑADA
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, **JOHN PHILIP LOU M. LUMAIN**, 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 **July 2021** to **December 2021**.


JOHN PHILIP LOU M. LUMAIN

Ratee

Approved: 
EUGENE B. LAÑADA

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, coordinates, implemented and monitored	As course in-charge	4	31.15	5	4	5	4.67	
	PI 8: Number of students advised:								
	On thesis/ field practice/ special problem	As adviser	1	3	4	5	5	4.67	
	Number of approved manuscripts submitted within prescribed period	As adviser	1	1	5	5	5	5.00	
	On consultation	As adviser	2	3	4	5	4	4.33	
	PI 10: Number of instructional materials developed								
	Number of virtual classrooms created and operationalized	As course in-charge/instructor	1	2	5	5	5	5.00	
	Flexible instructional materials	As course in-charge/instructor	1	2	5	5	5	5.00	
	Assessment tools (No. of courses handled X 2)	As course in-charge/instructor	1	2	4	5	5	4.67	
	PI 11: Additional Outputs – No. of instructional materials reviewed	As member of the Instructional Materials Committee	2	5	5	5	5	5.00	
Extension Services	PI 2: Number of trainees weighted by the length of training	As component leader	63	-					No formal training conducted.
	PI 5: Number of technical/expert services rendered	As component leader of ND extension project	1	1	4	4	4	4.00	
	As peer reviewer/panelist	As reviewer of one journal article for one article for ATR	1	1	5	5	5	5.00	
	PI 11: Additional outputs Expert/technical services rendered (training, referral, consultation, disease diagnosis and other relevant activities, target)	As expert in the field of veterinary medicine	1	2	5	5	5	5.00	

Research Innovation Services	PI 1: Number of published papers in internationally indexed journals								
	In refereed international journal	As primary author/ co-author	0	2	5	5	5	5.00	
General Admin. & Support Services (GASS)	PI 5: Number of meetings (college, department, special, consultation meeting, etc.,)								
	Number of planning sessions, tracking, and monitoring of targets, etc. attended or assisted to ensure attainment of college/ department targets	As content contributor/ CVM faculty member	5	31	5	5	4	4.67	
	Number of regular and committee meetings attended.	As member/chairman of the duly approved CVM standing committees.	6	9	5	5	4	4.67	
	Number of activities attended and organized by committee.	As member/chairman of the duly approved CVM standing committees.	1	3	5	5	5	5.00	
	Number of Best Practices/New initiatives in College administration replicated/benchmarked by other Colleges/other agencies.	As content contributor	1	1	4	4	5	4.33	
Total Over-all Rating								19.13	

Average Rating (Total Over-all rating divided by 4)	19.13/4	4.78
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.78
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

*Dr. Eugene Peña
Get a PhD*

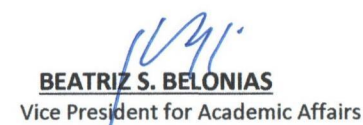
Evaluated & Rated by:

Recommending Approval:

Approved by:


EUGENE B. LAÑADA
Dept/Unit Head


SANTIAGO T. PEÑA
College Dean


BEATRIZ S. BELONIAS
Vice President for Academic Affairs

Date: _____

Date: _____

Date: _____

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

Exhibit I

PERFORMANCE MONITORING FORMName of Employee: JOHN PHILIP LOU M. LUMAIN


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 Grades	February 2022	June 2022	February to June 2022	Very Impressive	Outstanding	-Create activities that increase student interaction and collaboration. -Use of other platforms that could increase student participation.
2	Consultation with students/ Number of students advised	Student registration/ Thesis outline	February 2022	June 2022	June 2022	Very impressive	Outstanding	-The teacher may record the consultation video for other students to watch especially those that haven't attended the Google meet.
3	Creation of assessment tools	Assessment tool	February 2022	June 2022	February to June 2022	Impressive	Very satisfactory	-Make the assessment tools ready for student use. -Find ways to increase assessment tools
4	Creation of virtual classroom	Virtual classroom	February 2022	June 2022	February to June 2022	Very impressive	Outstanding	Make full use of the applications of the VSUEE

								and increase student engagement.
5	Extension service, technical/expert services/ consultancy	Animal health check-up	January to June 2022	January to June 2022	January to June 2022	Very impressive	Outstanding	Improve technical service rendered
6	Admission and registration services	Number of students enrolled and validated within scheduled regular registration period.	February 2022	February 2022	March 2022	Very impressive	Outstanding	Find ways to increase student engagement
7	Administrative support services	Meetings attended	January to June 2022	January to June 2022	January to June 2022	Very impressive	Outstanding	-Increase participation in committee meetings.
		No. of documents acted upon on time	January to June 2022	January to June 2022	January to June 2022	Impressive	Outstanding	-Suggest relevant ideas during meetings.
		No. of documents released on time	January to June 2022	January to June 2022	January to June 2022	Very impressive	Outstanding	-Find way to improve promptness.
		No. of assigned tasks completed before the deadline	January to June 2022	January to June 2022	January to June 2022	Impressive	Very satisfactory	

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

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:


EUGENE B. LAÑADA
Unit Head, DVPCS

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: JOHN PHILIP LOU M. LUMAIN

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 those who are on study leave and the K to 12 subjects to de-load existing faculty.

Prepared by:


SANTIAGO T. PEÑA, JR.
College Dean

Conforme:


JOHN PHILIP LOU M. LUMAIN
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