

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Members: **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%)		4.63 x 50% = 2.32	
b. Students (50%)		4.67 x 50% = 2.34	
TOTAL for Instruction	40%	4.66	1.86
2. Research	30%	4.33	1.30
3. Extension	15%	4.78	0.72
4. Administration	15%	4.58	0.69
5. Production	0%	0	0
TOTAL			4.57

EQUIVALENT NUMERICAL RATING: 4.57

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.57

ADJECTIVAL NUMERICAL RATING

OUTSTANDING

Prepared by:

Reviewed by:

JOHN PHILIP LOU M. LUMAIN

Name of Faculty

EUGENE B. LAÑADA

Dean, Head DVPCS

Approved:

BEATRIZ S. BELONIAS

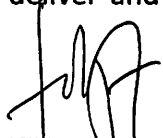
Vice President for Instruction

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 JANUARY to JUNE 2018.


JOHN PHILIP LOU M. LUMAIN
Ratee

Approved:


MELVIN A. BAGOT
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	FTE	Instruction	15	45.25	5	5	5	5.00	
	Number of student-related activities assisted	Guide, oversee and facilitate students' activities	2	3	5	4	5	4.67	
Research Services	Number of research projects being conducted	As co- researcher on the Prevalence of Selected Animal-Borne Zoonotic Bacterial, Fungal and Parasitic Agents and Associated Risk Factors	1	1	4	4	5	4.33	
Extension Services	Number of beneficiaries served	As veterinarian and member of City Rabies Control Committee	10	15	5	5	5	5.00	
	Number of extension projects being conducted	As co- component leader on Vaccinating Chicken Flocks Against ND Disease in Leyte	1	1	5	4	5	4.67	
	Technical/ Expert services	As veterinarian/consultant for small animals, wildlife animals, in the CVM clinic and neighboring baranggays Co-component leader on Vaccinating Chicken Flocks Against ND Disease in Leyte	10	18	5	4	5	4.67	

Administrative Support Services	Meetings attended	As faculty, CVM committee and CRCC member	3	3	4	5	4	4.33	
	No. of documents acted upon on time	As faculty member, academic adviser and SRC member	3	3	5	5	5	5.00	
	No. of documents released on time	As academic adviser	2	3	5	4	4	4.33	
	No. of assigned tasks completed before the deadline	As faculty member	5	6	5	4	5	4.67	
Total Over-all Rating								18.53	

Average Rating (Total Over-all rating divided by 4)	18.53	4.63
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.83
ADJECTIVAL RATING		Outstanding

Comments & Recommendations
for Development Purpose:

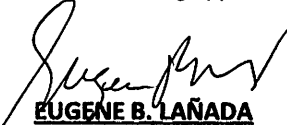
Enroll in a
master's course

Evaluated and Rated by:


MELVIN A. BAGOT
Dept./Unit Head


Date: _____

Recommending Approval:


EUGENE B. LAÑADA
College Dean

Date: _____

Approved by:


BEATRIZ S. BELONIAS
Vice President for Instruction

Date: _____

LEGEND: Q¹ – quality 4.6 - 5.0 Outstanding
E² – Efficiency 3.8 - 4.5 Very Satisfactory
T³ – Timeliness 3.0 - 3.7 Satisfactory
A⁴ – Average 2.2 - 2.9 Unsatisfactory
2.1 & below Poor

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: January, 2018 Target Date: June, 2018

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 field veterinarian of the Department of Animal Science.

Result: A better schedule that will allow time for research, extension, field veterinarian and revision of new Instructional Materials.

Date: April 2018 Target Date: June 2018

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:


EUGENE B. LAÑADA
College Dean

Conforme:


JOHN PHILIP LOU M. LUMAIN
Ratee

REPORT OF DEVELOPMENT PLAN

RESEARCH AND DEVELOPMENT
DEPARTMENT

RESEARCH AND DEVELOPMENT
DEPARTMENT

It is the policy of the Department to develop and maintain a high level of research and development activities in the field of research and development.

The Department is committed to the development of research and development activities in the field of research and development.

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RESEARCH AND DEVELOPMENT

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Prepared by

RESEARCH AND DEVELOPMENT
DEPARTMENT