

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **JANE P. DAUTIL**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)		4.89 x 100% = 4.89	
b. Students (0%) no TPES	on study leave		
Total for Instruction	70%	4.89	3.42
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
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%	5.00	0.75
5. Production	0%	0	0.00
TOTAL			4.87



EQUIVALENT NUMERICAL RATING: **4.87**

Add: Additional Points, if any:

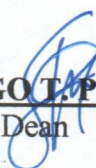
TOTAL NUMERICAL RATING: **4.87**ADJECTIVAL RATING: **Outstanding**

Prepared by:


Reviewed by:


JANE P. DAUTIL
Name of Faculty
LOTIS M. BALALA
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, Jane P. Dautil, 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 June 1, 2022 to June 30, 2022.

JANE P. DAUTIL

Ratee

Approved:

LOTIS M. BALALA

Head of Unit


[illegible]

Average Rating (Total Over-all rating divided by 3)	14.67/3	4.89
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.89
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:


Dr. Dantil's potential & skills are coming out, she is encouraged to be more expressive.

Evaluated & Rated by:


LOTIS M. BALALA
 Dept/Unit Head


Date: 8-2-2022

Recommending Approval:


SANTIAGO T. PEÑA, JR.
 College Dean

Date: 8/12/2022

Approved by:


BEATRIZ S. BELONIAS
 Vice President for Academic Affairs

Date: 8/10/2022

1 – Quality 2 – Efficiency 3 – Timeliness 4 – Average

PERFORMANCE MONITORING FORM

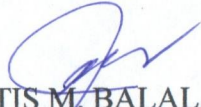
Name of Employee: Jane P. Dautil

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	Creating instructional material for midyear summer class	Powerpoint, quizzes, and exams	June 2022	June 30, 2022	June 30, 2022	Impressive	Very satisfactory	Keep doing a great job.
2	Attending meeting	Attendance and participation	June 2022	June 30, 2022	June 30, 2022	Impressive	Very satisfactory	Be more interactive

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

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

Prepared by:


LOTIS M. BALALA
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: JANE P. DAUTIL
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, 2022 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:

JANE P. DAUTIL
Ratee