

Exhibit K

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%)		4.95 x 50%= 2.47	
b. Students (50%)		5.00 x 50%= 2.50	
Total for Instruction	40%	4.97	1.99
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	30%	4.87	1.46
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		5.00x100% = 5.00	
Total for Extension	15%	5.00	0.75
4. Administration	15%	5.00	0.75
5. Production	0%	0	0.00
TOTAL			4.95

EQUIVALENT NUMERICAL RATING: **4.95**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.95**

ADJECTIVAL RATING: **Outstanding**

Prepared by:

Reviewed by:

JOHN PHILIP LOU M. LUMAIN

Name of Faculty

CARL LEONARD M. PRADERA

Department Head

Recommending Approval:

HARVIE P. PORTUGALIZA

OIC 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 2023** to **December 2023**.


JOHN PHILIP LOU M. LUMAIN
Ratee


Approved: **CARL LEONARD M. PRADERA** ✓
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	30	43.30	5	5	5	5.00	
	PI 8: Number of students advised:								
	On thesis/ field practice/ special problem	As adviser	4	2	5	5	5	5.00	
	Number of approved manuscripts submitted within prescribed period	As adviser	2	2	5	5	4	4.67	
	On consultation	As academic adviser	50	50	5	5	5	5.00	
	PI 10: Number of instructional materials developed								
	Number of virtual classrooms created and operationalized	As course in-charge/instructor	2	2	5	5	5	5.00	
	Flexible instructional materials	As course in-charge/instructor	2	2	5	5	5	5.00	
Research Innovation Services	PI 1. Number of published paper in internationally indexed journals								
	In refereed international journal	As co-author	1	1	5	4	5	5.00	
	PI 11: Percentage of research outputs published in internationally refereed, or CHED recognized journal within the year	As primary author	1	1	5	5	5	5.00	On-review
	PI 14: Number of research output publication produced/ related technical publication/ manual produced and distributed	As primary author/ co-author	1	1	5	5	4	4.67	On-review
	PI 28: Number of VSU faculty/ researchers/ staff attended IP related trainings and seminars (local/ national/ international trainings/ conference)	As attendee	1	1	5	5	5	5.00	On-review

	PI 29: Number of publications qualified for VSU publication incentive award	As primary author	1	1	5	4	5	4.67	On-review
Extension Services	PI 1: Number of person-days trained weighted by length of training	As component leader/ member	15	26	5	5	5	5.00	
	PI 4: Number of beneficiaries served	As component leader/ member	30	28	5	5	5	5.00	
	PI 13: Number of trainees weighted by the length of training (Output indicator)	As component leader/ member	7.69	26	5	5	5	5.00	
	PI 21: Number of clients assisted in agri-fair, walk-in clients, training requests, in-house reviews, trainings, and related activities	As component leader/ member/ technical personnel	30	28	5	5	5	5.00	35 clients assisted in the Jan to June 2023
General Admin. & Support Services (GASS)	PI 3: Number of coaching sessions among dept. heads, faculty and staff.	As CVM faculty member	2	2	5	5	5	5.00	
	PI 5: Number of meetings (college, department, special, consultation meeting, etc.,)	As CVM faculty member and as member/chairman of the duly approved CVM standing committees	12	7	5	5	5	5.00	
Total Over-all Rating								19.81	

Average Rating (Total Over-all rating divided by 4)	19.81/4	4.95
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.95
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

Dr. Hamad is a productive faculty of the college. He needs to start taking load in research + extension activities

Evaluated & Rated by:


CARL LEONARD M. PRADERA
Dept/Unit Head

Date:

2/20/2024

Recommending Approval:


HARVIE P. PORTUGALIZA
OIC College Dean

Date:

2/20/2024

Approved by:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs

Date:

02/20/24

PERFORMANCE MONITORING FORM

Name of Employee: JOHN PHILIP LOU M. LUMAIN

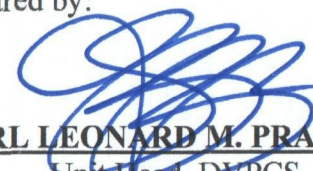
Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Teaching	Exams Grades	August 2023	December 2023	July to December 2023	Very Impressive	Outstanding	Use of other platforms that could increase student participation.
2	Consultation with students/ Number of students advised	Student registration/ Thesis outline	July 2023	August 2023	August 2023	Very impressive	Outstanding	None
3	Creation of assessment tools	Assessment tool	August 2023	August 2023	August 2023	Very Impressive	Very satisfactory	Explore other assessment tools that can be used as an aid in learning delivery.
4	Updating of virtual classroom	Virtual classroom	August 2023	August 2023	August 2023	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	July to December 2023	July to December 2023	July to December 2023	Very impressive	Outstanding	Improve technical service rendered
6	Admission and registration services	Number of students enrolled and validated within scheduled regular registration period.	August 2023	August 2023	August 2023	Very impressive	Outstanding	None

7	Administrative support services	Meetings attended	July to December 2023	July to December 2023	July to December 2023	Very impressive	Outstanding	-Suggest agenda that can help the college. -Increase participation in committee meetings.
		No. of documents acted upon on time	July to December 2023	July to December 2023	July to December 2023	Impressive	Outstanding	
		No. of documents released on time	July to December 2023	July to December 2023	July to December 2023	Very impressive	Outstanding	
		No. of assigned tasks completed before the deadline	July to December 2023	July to December 2023	July to December 2023	Very impressive	Outstanding	

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

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

Prepared by:


CARL LEONARD M. PRADERA
 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, 2023

Target Date: December, 2023

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, 2023

Target Date: December, 2023

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/college should recruit additional faculty to cover the load of the K to 12 subjects to de-load existing faculty.

Prepared by:


HARVIE P. PORTUGALIZA
OIC College Dean

Conforme:


JOHN PHILIP LOU M. LUMAIN
Ratee