

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%) | | 4.87x50%= 2.43 | |
| b. Students (50%) | | 5.00x50%= 2.50 | |
| Total for Instruction | 40% | 4.93 | 1.97 |
| 2. Research | | | |
| a. Client/Dir. for Research (50%) | | | |
| b. Dept. Head/Center Director (50%) | | 4.67x100%=4.67 | |
| Total for Research | 30% | 4.67 | 1.40 |
| 3. Extension | | | |
| a. Client/Dir. for Extension (50%) | | | |
| b. Dept Head/Center Director (50%) | | 4.92x100% = 4.92 | |
| Total for Extension | 15% | 4.92 | 0.74 |
| 4. Administration | 15% | 5.00 | 0.75 |
| 5. Production | 0% | 0 | 0.00 |
| TOTAL | | | 4.86 |

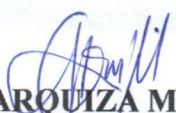
EQUIVALENT NUMERICAL RATING: **4.86**

Add: Additional Points, if any:

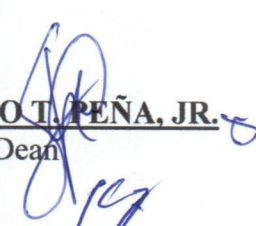
TOTAL NUMERICAL RATING: **4.86**ADJECTIVAL RATING: **Outstanding**

Prepared by:

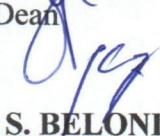
Reviewed by:


ANA MARQUIZA M. QUILICOT
Name of Faculty
HARVIE P. PORUTALIZA
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, **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 June 2023.

ANA MARQUIZA M. QUILICOT

Ratee

Approved:

HARVIE P. PORTUGALIZA

Head of Unit

| MFO & PAPs | Success Indicators | Tasks Assigned | Target | Actual Accomplish ment | 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 | 9.70 | 5 | 5 | 5 | 5.00 | |
| | PI 8: Number of students advised: | | | | | | | | |
| | On thesis/ field practice/ special problem | As thesis adviser | 4 | 7 | 5 | 5 | 5 | 5.00 | |
| | On consultation | As academic adviser or SRC member/chairman | 10 | 5 | 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 | 2 | 2 | 5 | 5 | 5 | 5.00 | |
| | Flexible learning materials | As author/co-author and faculty member handling the course | 2 | 2 | 4 | 5 | 5 | 4.67 | |
| | Assessment tool | As faculty member handling the course | 4 | 4 | 5 | 5 | 4 | 4.67 | |
| | PI 11: Additional Outputs- No. of instructional materials reviewed | As author and faculty member handling the course | 2 | 2 | 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 | 0 | 4 | 5 | 5 | 4.67 | |

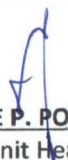
| | | | | | | | | | |
|---|---|---|------|------|---|---|---|-------|--|
| | PI 2: Number of research outputs presented in regional/national/int'l for a/conferences | As adviser of the research conducted | - | - | | | | | |
| | PI 9: Number of research outputs in the last three years utilized by the industry or other beneficiaries | As project leader | - | - | | | | | |
| | PI 11: Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year | As author/co-author | 1 | 0 | 4 | 5 | 5 | 4.67 | |
| | PI 14: Number of research output publication produced/ related technical publication/ Manual produced and distributed | As author/co-author | - | - | | | | | |
| MFO 4 Extension Services | | | | | | | | | |
| | PI 1. Number of trainees | As veterinarian | 5 | 8 | 5 | 5 | 5 | 5.00 | |
| | PI 5. Number of technical services | As veterinarian | | | | | | | |
| | <i>Resource Persons</i> | As resource person | 2 | 0 | 5 | 4 | 5 | 4.67 | |
| | PI 13. Number of trainees weighted by the length of training | As expert in the field of veterinary medicine | 7.69 | 8 | 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 expert in the field of veterinary medicine | 10 | 15 | 5 | 5 | 5 | 5.00 | |
| MFO 6 General Administration and Support Services (GASS) | | | | | | | | | |
| | PI 5. Number of meetings (College, department, special, consultation meeting, etc.) | | | | | | | | |
| | Number of meetings (college, department, special, consultation meetings, etc). | As member of the CVM faculty | 12 | 10 | 5 | 5 | 5 | 5.00 | |
| International Affairs Services | | | | | | | | | |
| | Efficient and effective recruitment and collaborative linkages with international institutions | As head of the International Affairs Office | 100% | 100% | 5 | 5 | 5 | 5.00 | |
| | Submission of procurement plan | As head of the International Affairs Office | 100% | 100% | 5 | 5 | 5 | 5.00 | |
| Total Over-all Rating | | | | | | | | 19.49 | |

| | | |
|---|---------|-------------|
| Average Rating (Total Over-all rating divided by 4) | 19.49/4 | 4.87 |
| Additional Points: | | |
| Approved Additional points (with copy of approval) | XX | |
| FINAL RATING | | 4.87 |
| ADJECTIVAL RATING | | Outstanding |

Comments & Recommendations for Development Purpose:


Need more research and extension project

Evaluated & Rated by:


HARVIE P. PORTUGALIZA
Dept/Unit Head


Date: July 10, 2023

Recommending Approval:


SANTIAGO T. PEÑA, JR.
Dean/Director

Date: July 11, 2023

Approved by:


BEATRIZ S. BELONIAS
Vice President

Date: July 14, 2023

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

PERFORMANCE MONITORING FORM

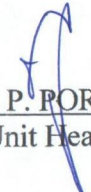
Name of Employee: Ana Marquiza M. Quilicot

| 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 | Grade submitted at the end of the semester | January 2023 | June 2023 | June 2023 | Very impressive | Outstanding | Encourage student participation |
| 2 | As thesis adviser | Thesis outlines/ approved thesis manuscripts | January 2023 | June 2023 | June 2023 | Very impressive | Outstanding | None |
| 3 | As author/co-author and faculty member handling courses | Online ready courseware, flexible learning materials | January 2023 | June 2023 | June 2023 | Very impressive | Outstanding | None |
| 4 | As author/co-author and faculty member handling courses | Assessment tools | January 2023 | June 2023 | June 2023 | Very impressive | Outstanding | None |
| 5 | As adviser of research content | Approved thesis outline | January 2023 | June 2023 | June 2023 | Very impressive | Outstanding | None |
| 6 | As veterinarian | Communication on animal consultations | January 2023 | June 2023 | June 2023 | Impressive | Outstanding | Improve services offered to clientele |
| 7 | As head of the International Affairs Office | Attended meetings for prospective collaborative linkages with international institutions | January 2023 | June 2023 | June 2023 | Very impressive | Outstanding | None |

* Either very impressive, 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, 2023 **Target Date:** June, 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: March, 2023 **Target Date:** June, 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:


SANTIAGO T. PEÑA, JR.
College Dean

Conforme:


ANA MARQUIZA M. QUILICOT
Ratee