

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

Name of Faculty Members: **EUGENE B. LAÑADA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.76 x 50% = 2.38	
b. Students (50%)		4.75 x 50% = 2.38	
TOTAL for Instruction	40%	4.76	1.90
2. Research	30%	4.80	1.44
3. Extension	15%	4.76	0.71
4. Administration	15%	4.71	0.71
5. Production		0	0
TOTAL			4.76

EQUIVALENT NUMERICAL RATING: 4.76

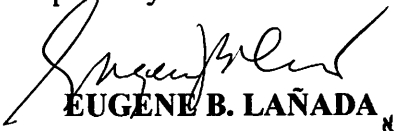
Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.76

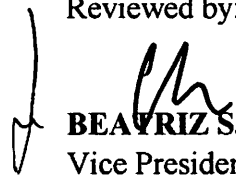
ADJECTIVAL NUMERICAL RATING

Outstanding

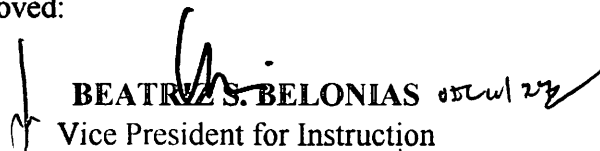
Prepared by:


EUGENE B. LAÑADA
Name of Faculty

Reviewed by:


BEATRIZ S. BELONIAS *05/21/22*
Vice President for Instruction

Approved:


BEATRIZ S. BELONIAS *05/21/22*
Vice President for Instruction

STANDARDIZATION OF RATING SYSTEM
WITHIN THE DISTRICT

APPROXIMATE

Name of Faculty Members

Program in operation (1)	Percentage Weight in operation (2)	Number of Rating (Rating %) (3)	Equivalent Numerical Rating (3x3) (4)
1. Instruction			
a. Lecture (50%)		4.00 x 50% = 2.00	
b. Seminar (50%)		4.00 x 50% = 2.00	
2. Total for Instruction	100%	4.00	1.00
3. Research	20%	4.00	0.80
4. Extension	15%	4.00	0.60
5. Administration	15%	4.00	0.60
6. Production		0	0
TOTAL			3.00

4.00

TOTAL WEIGHTED RATING

Add Additional Rating if any

4.00

TOTAL NUMERICAL RATING

Standardizing

ADJUSTED NUMERICAL RATING

Reviewed by

Reviewed by

REVIEWED BY
 Vice President for Instruction

REVIEWED BY
 Name of Faculty

Approved

FORWARDED BY
 President

“Exhibit B”

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **EUGENE B. LAÑADA**, of the Department of Veterinary Parclinical Sciences, 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 1, 2018 to JUNE 30, 2018**.

Ratee

EUGENE B. LAÑADA

Approved:
Head of Unit

BEATRIZ S. BELONIAS

MFO & Performance Indicators (PI)	Program/Activities/ Projects	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Advanced and Higher Education Services	Full Time Equivalent (FTE)	Provision of instruction in VMed 141 (Microbiology 1), VMed 142 (Veterinary Microbiology), VMed 145 (Epidemiology), VMed 148 (Zoonoses), and VMed 200 (Undergraduate Thesis)	4	30.70	5	5	5	5.00	
	Number of Student Research and Field Practice Advising: Approved Manuscript submitted within the prescribed period	College Dean: reviews, checks, and signs all approved undergraduate student thesis manuscripts	10	17	5	4	4	4.33	
		Thesis Adviser: advises student on planning, preparation, conduct, and writing of thesis	3	3	4	5	5	4.67	
	Number of teaching materials produced, updated or revised	Revision and updating of syllabi in VMed courses handled	2	2	5	5	5	5.00	
Research Services	Number of Outputs Published in CHED accredited international journals		0	0	4	5	5	4.67	
	Number of research output Presentation in Local Fora	Presentation of project progress reports to ODRD in VSU (as Project Leader)	0	0	5	4	5	4.67	
	Number of research output Presentation in Regional Fora	Paper presentation during the Philippine Veterinary Medical Association-Eastern Visayas conference	0	0	5	5	4	4.67	
	Number of research output Presentation in National Fora	Presentation of project report in a national conference	0	1	5	5	5	5.00	

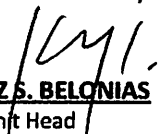
	Number of research projects implemented	Research on artificial insemination in carabao artificial insemination, foodborne zoonoses in Magpanguapa area, scoping study of zoonoses in Region 8, NCD vaccination in chickens	4	4	4	5	5	4.67	
	Number of Research Project Conducted	Research Team Leader: Scoping Study on Zoonoses in Eastern Visayas	1	2	5	5	5	5.00	
		Research Team Leader: Survey on the Prevalence of Selected Animal-borne Zoonotic Bacterial, Fungal and Parasitic Agents and Associate Risk Factors	1	2	5	5	5	5.00	
	Number of research papers reviewed for publication in a refereed journal	Papers submitted for review and publication in refereed scientific journals (e. g., Annals of Tropical Research)	0	0	4	5	5	4.67	
Extension Services	Number of beneficiaries served	Team Leader: "Evaluating Vaccination Strategies in Controlling New Castle Disease in smallholder Semi-Scavenging chicken: A Randomized Field Trial" in Western Leyte	50	100	5	5	4	4.67	
	Technical/ Expert services	As veterinary technical expert in (1) rabies control and eradication, (2) companion animals, (3) food animals, (4) exotic animals, and (5) aquatic animals. Also as technical member and former vice-chair of the Regional Advisory Committee on Animal Disease Control and Emergency (RAC-ADCE) in Region 8	3	5	5	5	5	5.00	
	Commodity teams	Member of the Poultry and Livestock Commodity Team (VICARP); Member of RRDCT-Livestock (Region 8)	1	1	5	4	5	4.67	
	Number of extension projects conducted	Team Leader: "Control of New Castle Disease in smallholder chicken flocks in Western Leyte	2	2	5	5	4	4.67	
Administrative Support Services	Meetings attended	Meetings called by the President, Vice-Presidents, Directors, UADCO, UAC, University Committees, Dean's Meetings, Ad Hoc Committees, Meetings with extension partners, etc	7	10	5	4	5	4.67	
	Meetings presided	Mostly faculty and staff meetings; extension team meetings	6	10	4	5	5	4.67	

	No. of documents acted upon on time	Routine office documents for review and action	40	50	5	5	5	5.00	
	No. of documents released on time	Routine office documents for review and action	40	50	4	4	5	4.33	
	No. of staff evaluated/monitored	Monitoring of staff under all the Departments of CVM	12	12	4	5	5	4.67	
	No. of assigned tasks completed before the deadline	Routine and special tasks	4	5	5	5	5	5.00	
	No. of curricular proposals reviewed/evaluated	As UAC member	2	2	5	5	4	4.67	
	No. of progress reports by center/ unit(retrieved, consolidated and submitted)	Progress report of the College of Veterinary Medicine submitted to the OVPI	1	1	5	5	4	4.67	
Total Over-all Rating								19.02	

Average Rating (Total Over-all rating divided by 4)	19.02	4.76
Additional Points:		
Punctuality	XX	
Approved Additional points (with copy of approval)	XX	
FINAL RATING		4.76
ADJECTIVAL RATING		OUTSTANDING

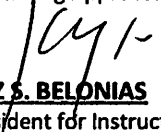
**Comments & Recommendations
for Development Purpose:**

Evaluated and Rated by:


BEATRIZ S. BELONIAS
Dept./Unit Head

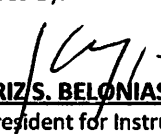
Date: _____

Recommending Approval:


BEATRIZ S. BELONIAS
Vice President for Instruction

Date: _____

Approved by:


BEATRIZ S. BELONIAS
Vice President for Instruction

Date: _____

LEGEND:

Q ¹ – quality	4.6 - 5.0	Outstanding
E ² – Efficiency	3.8 - 4.5	Very Satisfactory
T ³ – Timeliness	3.0 - 3.7	Satisfactory
A ⁴ – Average	2.2 - 2.9	Unsatisfactory
	2.1 & below	Poor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: EUGENE B. LAÑADA

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 and extension activities and revision of instructional materials

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

Date: April 2018 **Target Date:** June 2018

Next Step: To do administration, research, extension and revision of instructional materials.

Outcome: Submitted research output for publication, engaged in Extension activities and revised Instructional Materials.


Recommendation:

The college 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:


BEATRIZ S. BELONIAS
Vice President for Instruction

Conforme:


EUGENE B. LAÑADA
Ratee