

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **ANA MARQUIZA M. QUILICOT**

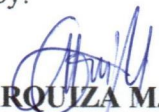
Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.93 \times 50\% = 2.47$	
b. Students (50%)		$5.00 \times 50\% = 2.50$	
Total for Instruction	40%	4.97	1.99
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		$4.84 \times 100\% = 4.84$	
Total for Research	30%	4.84	1.45
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		$5.00 \times 100\% = 5.00$	
Total for Extension	15%	5.00	0.75
4. Administration	15%	5.00	0.75
5. Production	0%	0.00	0.00
TOTAL			4.94

EQUIVALENT NUMERICAL RATING: **4.94**

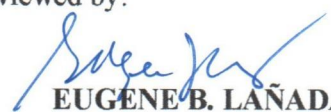
Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.94**ADJECTIVAL RATING: **Outstanding**

Prepared by:


ANA MARQUIZA M. QUILICOT
Name of Faculty


Reviewed by:


EUGENE B. LAÑADA
Department Head

Recommending Approval:


EUGENE B. LAÑADA
Dean/Director

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, 2020**.


ANA MARQUIZA M. QUILICOT
Ratee


EUGENE B. LAÑADA
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	Total FTE, coordinated, implemented and monitored	Teaching	10	11.75	5	5	5	5.00	
	Number of students advised:								
	On thesis/ field practice/ special problem	As thesis adviser	2	3	4	5	5	4.67	
	No. of approved manuscript submitted within prescribed period	As thesis adviser, SRC member/chairman, and/or department head	1	9	5	5	5	5.00	
	On consultation	As academic adviser or SRC member/chairman	2	5	5	4	5	4.67	
	Number of instructional materials developed								
	On-line ready courseware	As author/ co-author and faculty member handling the course	1	4	5	5	4	4.67	
	Flexible learning materials	As author/co-author and faculty member handling the course	1	4	5	5	5	5.00	
	Assessment tool	As faculty member handling the course	1	2	5	5	5	5.00	

[illegible]

Average Rating (Total Over-all rating divided by 4)	19.73 / 4	4.89
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING		4.89
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

Keep it up - Good work!

Evaluated & Rated by:

Eugene B. Lañada
EUGENE B. LAÑADA

Dept/Unit Head

Date: 10/5/20

Recommending Approval:

Eugene B. Lañada
EUGENE B. LAÑADA

College Dean

Date: 10/5/20

Approved by:

Beatriz S. Belonias
BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: _____

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 3, 2020	June 20, 2020	June 15, 2020			
2	As thesis adviser	Thesis outlines/ approved thesis manuscripts	January 3, 2020	June 15, 2020	May 29, 2020			
3	As SRC chairman and department head	Approved thesis manuscripts	January 3, 2020	June 15, 2020	June 15, 2020			
3	As author/co-author and faculty member handling courses	Draft of online ready courseware, flexible learning materials	April 20, 2020	May 29, 2020	May 26, 2020			
4	As author/co-author and faculty member handling courses	Assessment tools	January 3, 2020	June 15, 2020	May 29, 2020			
5	As adviser of research content	Approved thesis outline	January 3, 2020	June 15, 2020	May 29, 2020			
6	As adviser of research content	Research output presented to PVMA National Convention	January 20, 2020	February 21, 2020	February 21, 2020			
7	As resource person	Presented at the PVMA National Convention	January 20, 2020	February 21, 2020	February 21, 2020			
8	As resource person	Resource person at DYDC regarding	May 4, 2020	May 6, 2020	May 6, 2020			

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
		COVID-19 and zoonosis						
9	As veterinarian	Communication on animal consultations	January 3, 2020	June 30, 2020	June 30, 2020			
10	As department head	Filled out performance monitoring and coaching journal	January 3, 2020	June 30, 2020	June 15, 2020			
11	As head of the International Affairs Office	Attended meetings for prospective collaborative linkages with international institutions	March 2, 2020	June 30, 2020	June 30, 2020			
12	As head of the International Affairs Office and department head	Procurement plan submitted on time	March 2, 2020/ January 3, 2020	April 7, 2020/ March 14, 2020 and May 25, 2020	June 30, 2020			

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

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

Prepared by:


EUGENE B. LAÑADA
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 2020 Target Date: June 2020

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: April 2020 Target Date: June 2020

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:

Conforme:


ANA MARQUIZA M. QUILICOT
Ratee


EUGENE B. LAÑADA
College Dean