SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: LOTIS M. BALALA

Program Involvement	Percentage	Numerical Rating	Equivalent
(1)	Weight of	(Rating x%)	Numerical
	Involvement	(3)	Rating
	(2)		(2x3)
1. Instruction			
a. Head/Dean (50%) wh		4.85 x100%= 4.85	
b. Students (50%)			
Total for Instruction	40%	4.85	1.95
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%)		4.87x100% = 4.87	
Total for Extension	15%	4.93	0.74
4. Administration	15%	4.93	0.74
5. Production	0%	0	0.00
TOTAL			4.82

NO THES

EQUIVALENT NUMERICAL RATING:

<u>4.82</u>

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.82

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

LOTIS M. BALALA

Name of Faculty

. PEÑA, JR.

Department Head

Recommending Approval:

SANTIAGO TOPEÑA, JR.

College Dean

Approved:

Vice President for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, <u>LOTIS M. BALALA</u> of the <u>College of Veterinary Medicine</u> commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>January to June 2021.</u>

LOTIS M. BALALA

Ratee

Approved:

SANTIAGO T PEÑA, JR.

Head of Unit/

				Actual		Rating			Remarks
MFO & PAPs	Success Indicators	Tasks Assigned	Target	Accomplishment	Q ¹	E ²	T ³	A ⁴	
	PI 5: Total FTE, coordinated, implemented and monitored	As course in-charge	4	9.85	5	5	5	5.00	
	PI. 8: No. of students advised								
	On thesis	As SRC chairman or member	1	11	5	5	5	5.00	
	On consultation	As course in-charge or academic adviser	2	10	5	5	5	5.00	
HIGHER EDUCATION	PI. 10: Number of instructional materials developed								
SERVICES	Number of virtual classrooms created and operationalized	As course in-charge	1	3	5	5	4	4.67	
	Flexible instructional materials	As course in-charge	1	3	5	5	5	5.00	
	Assessment tools (No. of courses handled x 2)	As course in-charge	1	6	5	5	4	4.67	
	PI. 11. Additional Outputs – No. of instructional materials reviewed	As member of IMs committee	2	5	5	5	4	4.67	
	PI. 3: Percentage of research outputs published in internationally-refereed								

RESEARCH SERVICES	or CHED recognized journal within the year								
	In refereed international journals	As 1 st /corresponding author in 2 articles submitted in international journals	1	2	5	4	5	4.67	
	PI. 2: Number of trainees weighed by the length of training	As component leader of VETMends extension project	63						
	PI.5: Number of technical/expert services rendered	As component leader of VETMends extension project	1	1	5	5	5	5.00	
EXTENSION SERVICES	As peer reviewer/panelist	As program and project evaluator of two NRCP research proposals As reviewer of one journal article for SLSU's JSET and one article for ATR	1	4	5	5	5	5.00	
	PI 11: Additional Outputs. Expert/technical services rendered (training, referral, consultation, disease diagnosis and other relevant activities)	As veterinarian or technical staff	1	2	5	5	5	5.00	
	No. of clienteles served	As technical staff during the rabies vaccination and spay and neuter activities		127	5	5	5	5.00	
	No. of coaching/training participated	As participant in the coaching/training session for analyzing KAP scores delivered by Dr. EB Lanada	0	1	5	4	5	4.67	
	PI.3: Number of coaching sessions among department heads, faculty and staff	As department head	2	6	5	5	4	4.67	
	PI.4: Number of planning sessions, tracking and monitoring of targets, etc. attended or assisted to ensure attainment of College/department targets	As department head As overseer of VTH As chair of the Ad Hoc Committee on Ethics Review	1	10	5	5	5	5.00	
GENERAL	PI.6 Additional Outputs								
ADMIN. &	Number of regular committee meetings attended	As faculty member	6	6	5	5	5	5.00	

SUPPORT SERVICES (GASS)	Number of special meetings attended	As Dept. Head and faculty member	0	12	5	5	5	5.00	
	Number of activities attended and organized by committee	As member of the duly-approved CVM standing committees	1	5	5	5	4	4.67	,
	Number of Best practices/new initiatives in College administration replicated/benchmarked by other Colleges/other agencies *	As content contributor in the CVM-VSU website	1	1	5	5	5	5.00	
Total Over-all Rating			4					19.39	

Average Rating (Total Over-all rating divided by 4)	19.39/4	4.85
Additional Points:		
Approved Additional points (with copy of approval)	хх	
FINAL RATING		4.85
ADJECTIVAL RATING		Outstanding

0011111101110	& Recommendations for ent Purpose:	
Hant	leading a Viscord project.	

Evaluated & Ra	ited by	y :
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Recommending Approval:

Approved by:

SANTIAGO TOPEÑA, JR

Dept/Unit Head

Date:

SANTIAGO PEÑA, JR.

College Dean

Date:

BEATRIZ'S. BELONIAS

Vice President

LEGEND:

Q1-Quality

E² – Efficiency

4.6 - 5.0 Outstanding
3.8 - 4.5 Very Satisfactory
3.0 - 3.7 Satisfactory
2.2 - 2.9 Unsatisfactory
2.1 - Bellow Poor

T3 - Timeline

A4 - Average

PERFORMANCE MONITORING FORM

Name of Employee: Lotis M. Balala

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 and Grades submitted	January 4, 2021	March 15, 2021	March 15, 2021	Very impressive	Outstanding	None
2	Review of student's thesis outline and manuscript	Approved Thesis outline Thesis manuscript	March 1, 2021	April 20, 2021	April 20, 2021	Impressive	Very satisfactory	Should have thesis advisee(s) in the coming semester
3	Developing course OBE syllabi	Approved OBE course syllabi	Jan 4, 2021	Mar 13, 2021	Mar 13, 2021	Very impressive	Outstanding	None
4	Creating instructional material	Learning guide/Workbook	January 4, 2021	Mar 13, 2021	Mar 15, 2021	Impressive	Outstanding	None
5	Extension services as a member of extension project	Number of extension activities conducted and number of clients served	April 24, 2021	April 30, 2021	April 30, 2021	Very impressive	Outstanding	None
6	Attending meeting	Attendance and participation in regular and special meetings	Jan 4, 2021	June 30, 2021	June 30, 2021	Very impressive	Outstanding	None

^{*} Either very impressive, impressive, needs improvement, poor, very poor ** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

SANTIAGOT. PEÑA, JR.

Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee:

LOTIS M. BALALA

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, 2021

Target Date:

June, 2021

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

services and creation or revision of new or existing Instructional

Materials.

Date:

March, 2021

Target Date: June, 2021

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: