

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **KENNY ORIEL A. OLANA**

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% = 2.48	
b. Students (50%)		4.10 x 50% = 2.04	
Total for Instruction	40%	4.52	1.81
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		4.92 x 100% = 4.92	1.48
Total for Research	30%	4.92	
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		5.00 x 100% = 5.00	
Total for Extension	15%	5.00	0.75
4. Administration	15%	5.00	0.75
5. Production	0%	0	0.00
TOTAL			4.79

EQUIVALENT NUMERICAL RATING: **4.79**


Add: Additional Points, if any:


TOTAL NUMERICAL RATING: **4.79**

ADJECTIVAL RATING: **Outstanding**

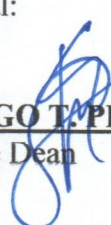
Prepared by:

Reviewed by:


KENNY ORIEL A. OLANA
Name of Faculty


LOTIS M. BALALA
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, **KENNY ORIEL A. OLANA**, 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 **June to December, 2022.**


KENNY ORIEL A. OLANA
Ratee

Approved: 
LOTIS M. BALALA
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	FTE	Teaching	3.5	24.70	5	5	5	5.00	
	PI 8: Number of students advised on thesis	As thesis adviser, as SRC	2	2	5	5	5	5.00	
	Number of approved manuscripts submitted within prescribed period	As thesis adviser	1	3	5	5	4	4.67	
	Number of students advised on consultation	As academic adviser	8	10	5	5	5	5.00	
	PI 10: Number of virtual classrooms created and operationalized	As course in-charge	2	2	4	5	5	4.67	
RESEARCH INNOVATION SERVICES	PI 1: Number of published papers in internationally indexed journal In internationally refereed journal	As faculty member	1	1	5	5	5	5.00	
	PI 11: Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	As faculty member	1	1	5	5	4	4.67	
	Additional Outputs PI 14: Number of research output publication produced/ related technical publication/ Manual produced and distributed	As faculty member	1	1	5	5	5	5.00	

	PI 28: Number of VSU faculty/ researchers/ staff attended IP related trainings and seminars (local/national/ international trainings/ conference)	As faculty member	1	1	5	5	5	5.00	
EXTENSION SERVICES	PI 1: Number of person-days trained weighted by the length of training	As faculty member	4	125	5	5	5	5.00	
	PI 13: Number of trainees weighted by the length of training	As faculty member	8	125	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 a veterinarian member	10	20	5	5	5	5.00	
General Admin & Support Services	PI 5: Number of meetings (college, department, special, consultation meetings, etc).	As faculty member member	5	10	5	5	5	5.00	
	Number of activities attended and organized by committee	As member of the duly-approved CVM standing committees	2	3	5	5	5	5.00	
Total Over-all Rating								19.79	

Average Rating (Total Over-all rating divided by 4)	19.79/4	4.95
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING		4.95
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

Dr. Olana is doing well to balance the three pillars of the academe. He should pursue graduate studies to harness further his specialization.

Evaluated & Rated by:


LOTIS M. BALALA
Dept/Unit Head

Date:

2/13/2008

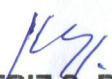
Recommending Approval:


SANTIAGO T. PEÑA, JR.
Dean/Director

Date:

2/13/2008

Approved by:


BEATRIZ S. BELONIAS
Vice President

Date:

2/16/2008

PERFORMANCE MONITORING FORM

Name of Employee: KENNY ORIEL A. OLANA

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	Created OBE Syllabus for VZoo 106, VPbh 101	OBE Syllabus	August 2022	August 2022	August 23, 2022	Impressive	Outstanding	Add more assessment
2	Maintained Moodle online courseware for VZoo 106,	Virtual classroom	August 2022	August 2022	August 2022	Impressive	Outstanding	Be more creative on virtual platform
3	Made midterm exams for VMed 106, VZoo 106, VPbh 101, VPbh 102 lab	Printed Exams	November 2022	November 2022	November 2022	Impressive	Outstanding	Efficient
4	Computed midterm grades for VMed 106, VZoo 106, VPbh 101, VPbh 102 lab	Grades in Cumulus	November 2022	December 2022	December 2022	Impressive	Outstanding	Efficient
5	As member of extension projects	Participated in anti-Rabies vaccination drives Participated in planning sessions for Vaccination drive in VSU Anniversary and World Rabies	September 28, 2022	September 28, 2022	September 28, 2022	Impressive	Outstanding	Enhance interpersonal communication skills

		Day						
6	As member of extension projects	Participated in anti-Rabies vaccination drives at Limasawa, Southern Leyte	August 25-26, 2022	August 25-26, 2022	August 25-26, 2022	Impressive	Outstanding	Enhance managerial skills

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

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

Prepared by:


LOTIS M. BALALA
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: KENNY ORIEL A. OLANA

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, 2022 **Target Date:** December, 2022

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, 2022 **Target Date:** December, 2022

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 the K to 12 subjects to de-load existing faculty.

Prepared by:


SANTIAGO T. PEÑA, JR.
College Dean

Conforme:


KENNY ORIEL A. OLANA
Ratee