

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

Name of Faculty Members: **SANTIAGO T. PEÑA, JR.**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.64 x 50% = 2.32	
b. Students (50%)		5.00 x 50% = 2.50	
TOTAL for Instruction	40%	4.82	1.93
2. Research	30%	4.50	1.35
3. Extension	15%	5.00	0.75
4. Administration	15%	4.40	0.66
5. Production	0%	0	0
TOTAL			4.69

EQUIVALENT NUMERICAL RATING: 4.69


Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.69

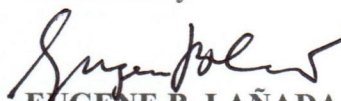
ADJECTIVAL NUMERICAL RATING

OUTSTANDING

Prepared by:


SANTIAGO T. PEÑA, JR.
Name of Faculty

Reviewed by:


EUGENE B. LAÑADA
Dean, Head DVPCS

Approved:


BEATRIZ S. BELONIAS
Vice President for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **SANTIAGO T. PEÑA, JR.** 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 1 to JUNE 30, 2019.**


SANTIAGO T. PEÑA, JR.
Ratee

Approved: 
EUGENE B. LANADA
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	Instruction	12	21.30	5	5	5	5.00	
	No. of teaching materials produced, updated and/or revised	Updating of outcomes-based syllabi, course outlines and laboratory exercises in subjects handled	7	7	5	4	5	4.67	
	No. of thesis proposals/manuscripts reviewed and completed	As adviser or SRC member	5	5	4	5	4	4.33	
	Number of research projects being conducted	As co-researcher on the <i>Survey on the Prevalence of Selected Animal-Borne Zoonotic Bacterial, Fungal and Parasitic Agents and Associated Risk Factors</i> As co-researcher on Vaccinating Chicken Flocks Against Newcastle Disease in Leyte.	2	2	5	5	4	4.67	
RESEARCH SERVICES	Number of research proposed	As research project leader	1	1	5	4	4	4.33	
	Number of research papers published	As 1 st /corresponding author	2	4	5	4	4	4.33	
	Number of research articles reviewed in peer-reviewed journal	As reviewer	1	3	4	5	5	4.67	
	Number of extension projects being conducted	As component leader on Vaccinating Chicken Flocks Against ND Disease in Leyte	1	1	5	5	5	5.00	
EXTENSION SERVICES	Expert consultation rendered	As veterinarian or consultant for small and livestock animals in CVM clinic and neighboring barangays.	10	15	5	5	5	5.00	
	Technical services	Vaccination and seminar activities to farmers against ND disease	10	30	5	5	5	5.00	

Administrative Support Services	Meetings attended	As faculty	10	15	4	4	4	4.00	
	No. of documents acted upon on time	As faculty member, academic adviser and SRC member	10	20	4	5	5	4.67	
	No. of documents released on time	As academic adviser	5	10	5	4	4	4.33	
	No. of assigned tasks completed before the deadline	As academic adviser, faculty member and student organization adviser	7	7	4	4	5	4.33	
	Number of student-related activities assisted	Guide, oversee and facilitate students' activities	4	4	4	5	5	4.67	
Total Over-all Rating								18.57	

Average Rating (Total Over-all rating divided by 4)	18.57/4	4.64
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.64
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

Excellent. More forward project & strong means progress


EUGENE B. LANADA
Dept./Unit Head



EUGENE B. LANADA
College Dean

Date: _____

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

Approved by:


BEATRIZ S. BELONIAS
Vice President for Instruction

Date: _____

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: SANTIAGO T. PEÑA, JR.

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 2019

Target Date: December 2019

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 field veterinarian of the Department of Animal Science.

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

Date: April 2019

Target Date: June 2019

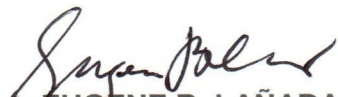
Next Step: To do instruction, research, extension and revision of instructional materials.

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:


EUGENE B. LAÑADA
College Dean

Conforme:


SANTIAGO T. PEÑA, JR.
Ratee