

**Exhibit K**

## 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%)		4.20 x 50% = 2.10	
Total for Instruction	40%	4.58	1.83
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		4.89 x 100% = 4.89	1.47
Total for Research	30%	4.89	
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
<b>TOTAL</b>			<b>4.80</b>

EQUIVALENT NUMERICAL RATING: **4.80**

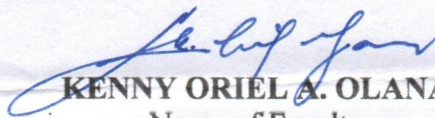
Add: Additional Points, if any:

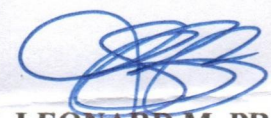
TOTAL NUMERICAL RATING: **4.80**

ADJECTIVAL RATING: **Outstanding**

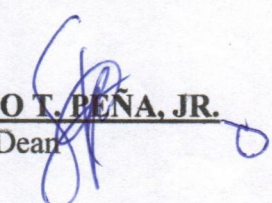
Prepared by:

Reviewed by:

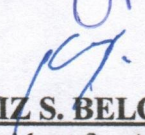
  
**KENNY ORIEL A. OLANA**  
Name of Faculty

  
**CARL LEONARD M. PRADERA**  
Department Head

Recommending Approval:

  
**SANTIAGO T. PEÑA, JR.**  
College Dean

Approved:

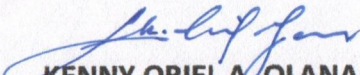
  
**BEATRIZ S. BELONIAS**  
Vice President for Academic Affairs




**"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 **January 1, 2023 to May 31, 2023**.

  
**KENNY ORIEL A. OLANA**  
Ratee

Approved:   
**CARL LEONARD M. PRADERA**  
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
<b>HIGHER EDUCATION SERVICES</b>	FTE	Teaching	5	26.5	5	5	5	5.00	
	<b>PI 8:</b> Number of students advised on thesis	As thesis adviser, as SRC	1	2	5	5	5	5.00	
	Number of approved manuscripts submitted within prescribed period	As thesis adviser	1	1	4	5	5	4.67	
	Number of students advised on consultation	As academic adviser	7	8	5	5	5	5.00	
<b>RESEARCH INNOVATION SERVICES</b>	<b>PI 1:</b> Number of published papers in internationally indexed journal In internationally refereed journal	As faculty member	1	1	5	5	5	5.00	
	<b>PI 28:</b> Number of VSU faculty/ researchers/ staff attended IP related trainings and seminars (local/national/ international trainings/ conference	As faculty member	1	1	4	5	5	4.67	
	<b>PI. 29.</b> Number of publication qualified for VSU publication incentive award	As faculty member coauthored a journal article	1	1	5	5	5	5.00	



<b>EXTENSION SERVICES</b>	<b>PI 1:</b> Number of trainees	As faculty member	7	7	5	5	5	5.00	
	<b>PI 4:</b> Beneficiaries served	As member of the extension committee	15	26.5	5	5	5	5.00	
	<b>PI 13:</b> Number of trainees weighted by the length of training *	As member of the extension committee	3.35	24	5	5	5	5.00	
	<b>PI 21:</b> Number of client assisted in agri-fair, walk in clients, training requests, in-house review, training and related activities	As member of the extension committee	15	15	5	5	5	5.00	
<b>General Admin &amp; Support Services</b>	<b>PI 5:</b> Number of regular executive committee meetings conducted	As faculty member	6	6	5	5	5	5.00	
<b>Total Over-all Rating</b>								<b>19.81</b>	

<b>Average Rating (Total Over-all rating divided by 4)</b>	<b>19.81/4</b>	<b>4.95</b>
<b>Additional Points:</b>		
<b>Approved Additional points (with copy of approval)</b>	<b>XX</b>	
<b>FINAL RATING</b>		<b>4.95</b>
<b>ADJECTIVAL RATING</b>		<b>Outstanding</b>

**Comments & Recommendations for Development Purpose:**

*Dr. Olana is doing well in his job. I recommend that he manage his time properly, especially in coming in the office.*

Evaluated & Rated by:

**CARL LEONARD M. PRADERA**

Dept/Unit Head

Date: July 7, 2023

Recommending Approval:

**SANTIAGO T. PEÑA, JR.**

Dean/Director

Date: July 14, 2023

Approved by:

**BEATRIZ S. BELONIAS**

Vice President

Date: July 14, 2023

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average



# 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 VMed 112, VMed 107, VThs 101	OBE Syllabus	February 2023	February 2023	February 13, 2023	Impressive	Outstanding	Add more assessment
2.	Maintained Moodle online courseware for VMed 107, VThs 101	Virtual classroom	February 2023	February 2023	February 15, 2023	Impressive	Outstanding	Be more creative on virtual platform
3.	Created Moodle online courseware for VMed 112,	Virtual classroom	February 2023	February 2023	February 15, 2023	Impressive	Outstanding	Be more creative on virtual platform
4.	Made midterm exams for VMed 112, VMed 107	Printed Exams	April 17-21, 2023	April 17-21, 2023	April 17-21, 2023	Impressive	Outstanding	Efficient
5.	Computed midterm grades for VMed 112, VMed 107, VThs 101, VPha 102 Lab	Grades in Cumulus	May 2023	May 2023	May 2023	Impressive	Outstanding	Efficient
6.	As member of extension projects	Participated in anti-Rabies vaccination drives	April 26, 2023	April 26, 2023	April 26, 2023	Impressive	Outstanding	Enhance interpersonal communication skills
7.	As member of extension committee	Participated in the writing of impact study.	April 2023	April 2023	April 2023	Impressive	Outstanding	Enhance managerial skills
8.	As faculty representative	Served as panel for UGMAD Awards	April 2023	April 2023	April 2023	Impressive	Outstanding	Excellent

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

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

Prepared by:

  
**CARL LEONARD M. PRADERA**  
 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: January, 2023 Target Date: May, 20223

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: March, 2023 Target Date: May, 2023  
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