

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **JOHN PHILIP LOU M. LUMAIN**

| Program Involvement (1) | Percentage Weight of Involvement (2) | Numerical Rating (Rating x%) (3) | Equivalent Numerical Rating (2x3) |
|--|---|--|--|
| 1. Instruction | | | |
| a. Head/Dean (50%) | | 4.96 x 50% = 2.48 | |
| b. Students (50%) | | 4.75 x 50% = 2.38 | |
| Total for Instruction | 40% | 4.86 | 1.94 |
| 2. Research | | | |
| a. Client/Dir. for Research (50%) | | | |
| b. Dept. Head/Center Director (50%) | | 5.00 x 10% = 5.00 | |
| Total for Research | 30% | 5.00 | 1.50 |
| 3. Extension | | | |
| a. Client/Dir. for Extension (50%) | | | |
| b. Dept Head/Center Director (50%) | | 5.00x100% = 5.00 | |
| Total for Extension | 15% | 5.00 | 0.75 |
| 4. Administration | 15% | 5.00 | 0.75 |
| 5. Production | 0% | 0 | 0.00 |
| TOTAL | | | 4.94 |

EQUIVALENT NUMERICAL RATING: **4.94**

Add: Additional Points, if any:

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

Prepared by:

Reviewed by:



JOHN PHILIP LOU M. LUMAIN
 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, **JOHN PHILIP LOU M. LUMAIN**, 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 **July 2022** to **December 2022**.


JOHN PHILIP LOU M. LUMAIN

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 | PI 5: Total FTE, coordinates, implemented and monitored | As course in-charge | 7 | 37.00 | 5 | 5 | 5 | 5.00 | |
| | PI 8: Number of students advised: | | | | | | | | |
| | On thesis/ field practice/ special problem | As adviser | 4 | 4 | 5 | 5 | 5 | 5.00 | |
| | Number of approved manuscripts submitted within prescribed period | As adviser | 2 | 2 | 4 | 5 | 5 | 4.67 | |
| | On consultation | As academic adviser | 16 | 18 | 5 | 4 | 5 | 4.67 | |
| | PI 10: Number of instructional materials developed | | | | | | | | |
| | Number of virtual classrooms created and operationalized | As course in-charge/instructor | 2 | 2 | 5 | 5 | 5 | 5.00 | |
| | Flexible instructional materials | As course in-charge/instructor | 2 | 2 | 5 | 5 | 4 | 4.67 | |
| | Assessment tools (No. of courses handled X 2) | As course in-charge/instructor | 2 | 2 | 5 | 5 | 5 | 5.00 | |
| Research Innovation Services | PI 1. Number of published paper in internationally indexed journals | | | | | | | | |
| | In refereed international journal | As co-author | 1 | 1 | 5 | 5 | 5 | 5.00 | |

[illegible]

| | | |
|---|---------|-------------|
| Average Rating (Total Over-all rating divided by 4) | 19.86/4 | 4.96 |
| Additional Points: | | |
| Approved Additional points (with copy of approval) | | |
| FINAL RATING | | 4.96 |
| ADJECTIVAL RATING | | Outstanding |

Comments & Recommendations for Development

Purpose:

Dr. Lumaín is very generous with his time and talent. I would recommend that he'll be given admin function to start harnessing his leadership skills.

Evaluated & Rated by:

LOTIS M. BALALA

Dept/Unit Head

Date: 2/10/2003

Recommending Approval:

SANTIAGO T. PEÑA

College Dean

Date: 2/10/2003

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 2/10/2003

1 – Quality 2 – Efficiency 3 – Timeliness 4 – Average

PERFORMANCE MONITORING FORM

Name of Employee: JOHN PHILIP LOU M. LUMAIN


| 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 Grades | August 2022 | September 2022 | August to September 2022 | Very Impressive | Outstanding | -Create activities that increase student interaction and collaboration. -Use of other platforms that could increase student participation. |
| 2 | Consultation with students/ Number of students advised | Student registration/ Thesis outline | August 2022 | September 2022 | September 2022 | Very impressive | Outstanding | -The teacher may record the consultation video for other students to watch especially those that haven't attended the Google meet. |
| 3 | Creation of assessment tools | Assessment tool | August 2022 | September 2022 | August to September 2022 | Impressive | Very satisfactory | -Make the assessment tools ready for student use. -Find ways to increase assessment tools |
| 4 | Creation of virtual classroom | Virtual classroom | August 2022 | September 2022 | August to September 2022 | Very impressive | Outstanding | Make full use of the applications of the VSUEE and increase student engagement. |

| | | | | | | | | |
|---|---|---|-----------------------|-----------------------|-----------------------|-----------------|-------------------|--|
| 5 | Extension service, technical/expert services/ consultancy | Animal health check-up | July to December 2022 | July to December 2022 | July to December 2022 | Very impressive | Outstanding | Improve technical service rendered |
| 6 | Admission and registration services | Number of students enrolled and validated within scheduled regular registration period. | August 2022 | August 2022 | September 2022 | Very impressive | Outstanding | Find ways to increase student engagement |
| 7 | Administrative support services | Meetings attended | July to December 2022 | July to December 2022 | July to December 2022 | Very impressive | Outstanding | -Increase participation in committee meetings. -Suggest relevant ideas during meetings. -Find way to improve promptness. |
| | | No. of documents acted upon on time | July to December 2022 | July to December 2022 | July to December 2022 | Impressive | Outstanding | |
| | | No. of documents released on time | July to December 2022 | July to December 2022 | July to December 2022 | Very impressive | Outstanding | |
| | | No. of assigned tasks completed before the deadline | July to December 2022 | July to December 2022 | July to December 2022 | Impressive | Very satisfactory | |

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

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

Prepared by:


LOTIS M. BALALA
 Unit Head, DVPCS

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: JOHN PHILIP LOU M. LUMAIN
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.

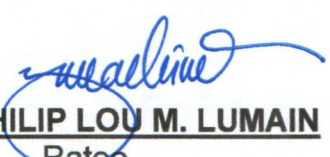
Recommendation:

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:


JOHN PHILIP LOU M. LUMAIN
Ratee