### 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%)		$5.00 \times 100\% = 5.00$	
Total for Extension	15%	5.00	0.75
4. Administration	15%	5.00	0.75
5. Production	0%	0	0.00
TOTAL			4.94

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 D

Approved:

BEATRIZ \$. 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 <u>July 2022</u> to <u>December 2022</u>.

JOHN PHILIP LOU M. LUMAIN

Approved: LOTIS M. BALALA

Head of Unit

				Actual Accomplish ment	Rating				Remarks
MFO & PAPs	Success Indicators	Tasks Assigned	Target		Q <sup>1</sup>	E <sup>2</sup>	<b>T</b> <sup>3</sup>	A <sup>4</sup>	
	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:						1		
	On thesis/ field practice/ special problem	As adviser	4	4	5	5	5	5.00	
Nichas Education	Number of approved manuscripts submitted within prescribed period	As adviser	2	2	4	5	5	4.67	
Higher Education Services	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 nnovation	PI 1. Number of published paper in internationally indexed journals								
Services	In refereed international journal	As co-author	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 primary author	1	1	5	5	5	5.00	
	PI 14: Number of research output publication produced/ related technical publication/ manual produced and distributed	As primary author/ co-author	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 attendee		-	-					Complied in Ja June 2022 IPC Accomplishme
	PI 29: Number of publications qualified for VSU publication incentive award	As primary author	1	1	5	5	5	5.00	
	PI 1: Number of person-days trained weighted by length of training	As component leader/ member	30	125	5	5	5	5.00	
	PI 4: Number of beneficiaries served	As component leader/ member	50	125	5	5	5	5.00	
Extension Services	PI 13: Number of trainees weighted by the length of training (Output indicator)	As component leader/ member	30	30	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 component leader/ member/ technical personnel	100	100	5	5	5	5.00	
General Admin. & Support Services (GASS)	PI 5: Number of meetings (college, department, special, consultation meeting, etc.,)								
	Number of college meetings	As CVM faculty member	12	15	5	5	5	5.00	
	Number of regular and committee meetings attended.	As member/chairman of the duly approved CVM standing committees.	5	6	5	5	5	5.00	
	Number of activities attended and organized by committee.	As member/chairman of the duly approved CVM standing committees.	5	7	.5	5	5	5.00	
Total Over-all Rating								19.86	

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. Lumain is very generous with
his time and talent. I would recomm
and that he'll be given admin
function to start varnessing
his lendership skills.

Eval	uated	& F	Rated	by:
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Recommending Approval:

Approved by:

LOTIS	M.	BALALA
Dent/L	Init	Head

SANTIAGO 7 PEÑA College Dean BEATRIZ S. BELONIAS
Vice President for Academic Affairs

Date:

Date:

Date: 1/16/7007

1 - Quality

2 - Efficiency

3 - Timeliness

4 – Average

## Exhibit I

### PERFORMANCE MONITORING FORM

Name of Employee: <u>JOHN PHILIP LOU M. LUMAIN</u>

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 useFind 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
	Administrative support services	Meetings attended	July to December 2022	July to December 2022	July to December 2022	Very impressive	Outstanding	-Increase participation in committee meetingsSuggest relevant ideas
7		No. of documents acted upon on time	July to December 2022	July to December 2022	July to December 2022	Impressive	Outstanding	during meetingsFind way to improve promptness.
,		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	

<sup>\*</sup> 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:

Conforme: