

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **SENONA A. CESAR**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2 x 3)
1. Instruction			
a. Head (50%)		2.495	1.996
b. Students (50%)		2.5	2
TOTAL for Instruction	80%		
2. Research	15%		0.75
3. Extension	5%		0.25
TOTAL RATING			4.996

EQUIVALENT NUMERICAL RATING:

4.996

Add: Additional Points, if any:

TOTAL NUMERICAL RATING

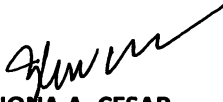
4.996

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

Reviewed by:

  
**SENONA A. CESAR**

Name of Faculty

  
**ANALYN M. MAZO**

Head

Recommending Approval:

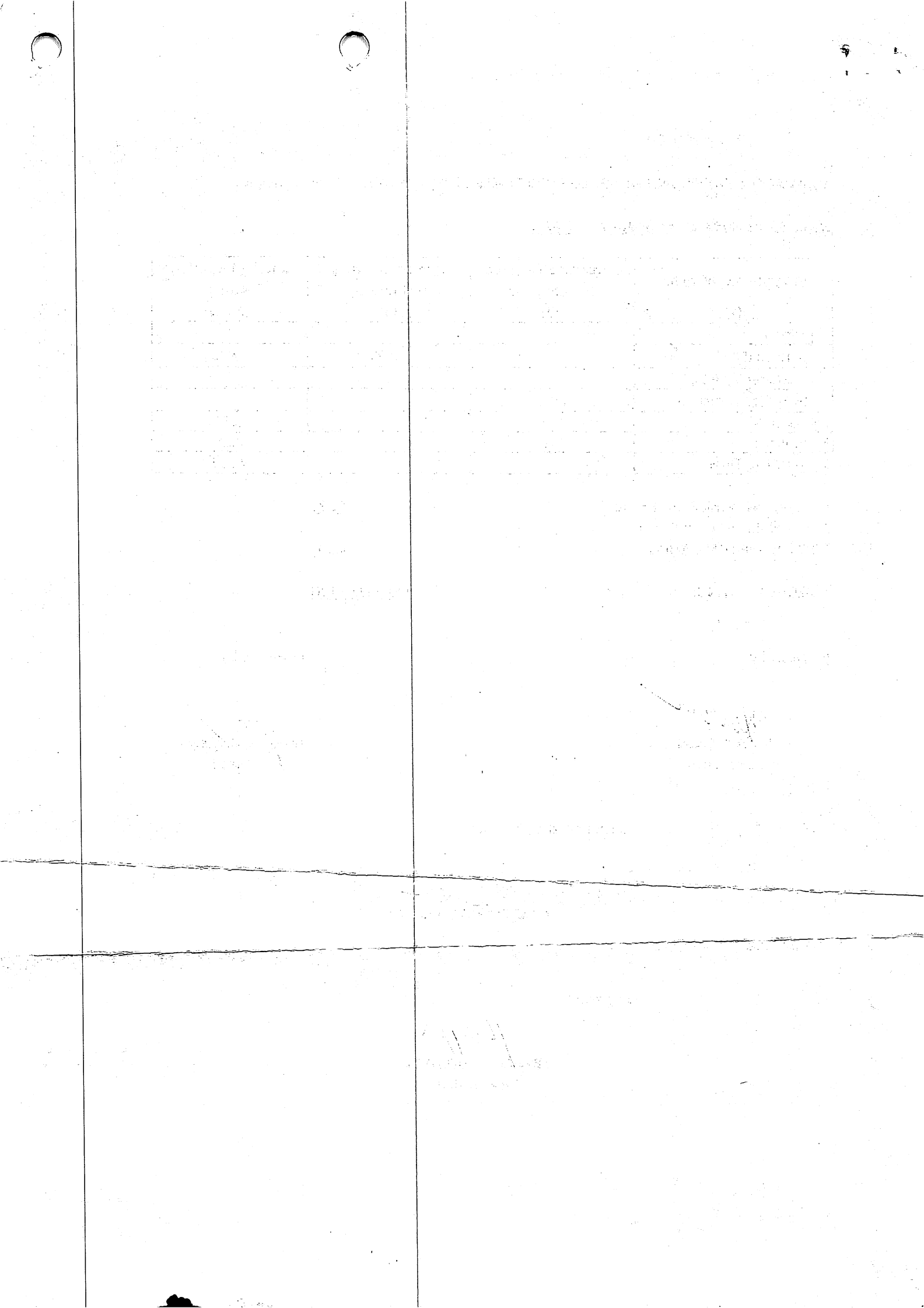
  
**CANDELARIO L. CALIBO**

CAS, Dean

Approved:

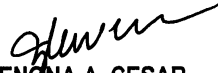
  
**BEATRIZ S. BELONIAS**

Vice President




Visayas State University  
**DEPARTMENT OF BIOLOGICAL SCIENCES**  
Visca, Baybay City, Leyte  
**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)**

I, **SENONA A. CESAR**, Associate Professor , 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 to December 2017.

  
**SENONA A. CESAR**  
Associate Professor

Date: \_\_\_\_\_

  
**ANALYN M. MAZO**  
Head, DBS

Date: \_\_\_\_\_

MFO No.	MFO Description	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
UMFO	1: Advanced Education Services									
DBS MFO 1. Graduate Degree Program										
DBS MFO 2. Graduate Student										
	PI 3: Number of graduate students advised	GAC chairman=6;	6	7	5	5	5	5.00	CHAIRMAN Sanchez, MLL, Cacho, E. Sampan, E. Gogo, G., Modina, C., Royo, CM., Tortusa, J., Pecolados , M.	
UMFO 2. Higher Education Services										
DBS MFO 1. Curriculum Program										
	PI 1: Total FTE monitored	MarB 11=3.3; Biol 125 lec=5.7; Biol 125 lab=2.7; BIOL 205 lec= 1.58; BIOL 205 lab= 1.58; ScTS lec=7.8	19.50	22.66	5	5	5	5.00		

	PI 7: Number of academe/industry linkage established	Institute of Climate Change and Sustainable Cities; FISH CORAL							thru the Regional Climate Research Center; thru ITEEM -Marine Lab
	PI 8: Number of students advised for their academic and thesis concerns	served as academic adviser, thesis adviser, thesis chairman and SRC member for BS Biology students	16	16	5	5	5	5.00	THESIS Adviser Jumao-as, C., Agcang, A., Honor, ; Puray, X., Omapas, MPT., Gadiz,FA, Rojas. M., Halang, CLA SRC Chairman Mapa, B.J., Bacsal, WJ.; member Jamin, MS ACADEMIC ADVISER Pableo, F, Mandras, CM, Cabradilla, A.
	PI 9: Number of student organizations advised								
	PI 10: Number of instructional materials			1					Lab Manual for Ecology (MarB 11)
	PI 11: Number of OBE compliant syllabus prepared		5	7	5	5	4.5	4.83	Ecology, Coral Reefs, ICRM, Systematics, Biodiversity and Evolution, Science, Technology and Society and TREC 205
	Number of seminar/workshop attended		1	5	5	5	5	5.00	
	Number of learning materials acquired		1	4	5	5	5	5.00	ScTS textbook by Serafica <i>et al.</i> , 2018; Mussel aquaculture by Diocton et al., Anatomy and Physiology cards and sphygmomanometer donated by M Michel; underwater notebooks by Guarte
	Number of Accreditation Process		2	2	5	5	5	5.00	RQAT for BS Biology and BS Marine Biology assigned for laboratory and extension components and supported BS EM program (supported documents like TOS and syllabus)
<b>DBS MFO 3. RESEARCH</b>									
	PI 3. Number of research project/study conducted and/or completed in schedule	CHED DARE TO coral component; Artificial reef project	1	2	5	5	5	5.00	
	PI 4: Number of research proposals submitted								
	PI 5: Number of research proposals approved	Fish Coral; Climate Change	1	2	5	5	5	5.00	
	Number of exchange scholars/researchers/visiting			1	5	5	5	5.00	courtesy and university tour of Dr. Triest
	Number of research articles submitted for publications			1	5	5	5	5.00	draft of policy brief for climate change
	Number of terminal reports submitted								
<b>DBS MFO 4. Extension services</b>									
	PI 1: Number of technical/expert services rendered		1	3	5	5	5	5.00	Regional RDE evaluator
	Number of scientific fora attended as speaker/resource person		1	4	5	5	5	5.00	50th FIMFS annual convention; Regional RDE

	Number of scientific fora attended as participant		1	3	5	5	5	5.00	National Conference on Climate Change Research, Development and Extension;seminars by Drs Brachmann and Dr. Triest
DBS MFO 5. Support to operation									
DBS MFO 6: General Administration and Support									
	Laboratory Services								
Total Over-all Rating								69.83	
Average Rating								4.99	
Adjectival Rating					OUTSTANDING				


Evaluated & Rated by:

  
ANALYN M. MAZO  
Department Head

Recommending Approval:

  
CANDELARIO L. CALIBO  
College Dean

Approved:

  
BEATRIZ S. BELONIAS  
Vice President for Instruction

Comments and Suggestions:

*Finish graduate studies  
soon; more publications*

12 3 4 5 6 7 8 9 10 11 12



1/11

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Senona A. Cesar  
Performance Rating: Outstanding

Aim: Finish graduate studies

Proposed Interventions to Improve Performance:

Date: June 2018      Target Date: 2019

First Step:

Finish dissertation-proposal

Result:

De-loaded from research engagement

Date: \_\_\_\_\_ Target Date: September-December

Next Step:

Set target date to submit approved proposal

Outcome:

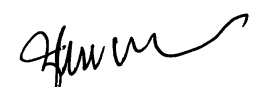
Working on the approval of proposal  
Final Step/Recommendation:

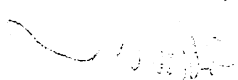
Should finish by 2019

Prepared by:

  
**ANALYN M. MAZO**  
Unit Head

Conforme :

  
SENONA A. CESAR  
Ratee

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