SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ULYSSES A. CAGASAN (ASSOCIATE PROFESSOR V)

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	30.00	4.55	1.37
b. Students	30.00	4.50 71	1.35 41
Total for Instruction	**60**	**4.53**	**2.78**
2. Research			
a. Client/Dir. for Research			
b. College Dean	10	5.00	0.50
Total for Research	**10**	**5.00**	**0.50**
3. Extension			
a. Client/Dir. for Extension			
b. College Dean	10.00	4.83	0.48
Total for Extension	**10.00**	**4.83**	**0.48**
4. Admin and support to operations	20.00	4.50	0.90
TOTAL	**100%**		**4.64 65**

EQUIVALENT NUMERICAL RATING: | 4.64 65 | 4.64 65 |

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: | 4.64 65 |

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by: Reviewed by:

ULYSSES A. CAGASAN   **RUTH O. ESCASINAS**
.   Name of Faculty   Head, Department of Agronomy

Recommending Approval:

VICTOR B. ASIO
Dean, CAFS

Approved by:

BEATRIZ S. BELONIAS
Vise President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Ulysses A. Cagasan, a faculty member of the <u>DEPARTMENT OF AGRONOMY</u> commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period   Jan-June, 2022.

Approved:

ULYSSES A. CAGASAN
Assoc Prof. V
Date: 7/11/2022

RUTH O. ESCASINAS
Department Head
Date: July 15, 2022

VICTOR B. ASIO
College Dean
Date: July 20, 2022

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Quality	Efficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	6	4.7	5	5	5	5.00	This is for 1 semester only
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	4	5	5	5	5	5.00	4 will be graduated this SY 2021-2022
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	6	5	5	5	5.00	4 manuscripts and 2 MS research outlines
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	3	5	5	5	5.00	1 will graduate this 2021-2022 and and 3 this summer 2021-2022

		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	10	20	5	5	5	5.00	MS students advisees and MS students
	PI 9: Number of instructional materials developed *	**A5**. Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems	1	4	5	5	5	5.00	blended learning mode of classes in all courses handled
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	4	5	5	5	5.00	blended learning mode of classes in all courses handled
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	2	5	5	5	5.00	some courses were already preepared from the previous semesters, it was only improved.
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	10	5	5	5	5.00	some courses were already preepared from the previous semesters, it was only improved.
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	1	2	5	5	5	5.00	for instructional and NBC purposes
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	3	4	5	5	5	5.00	4 lecture classess prepared and improved
	PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	2	5	5	5	5.00	
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	8	4.4	4	4	4	4.00	This is for 1 semester only

		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	6	5	5	5		5.00	including the g undergraduate Thesis
		A 11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	4	8	5	5	5		5.00	Including the deferred grade
		A12. Number of trainings attended related to instruction	Attend mandated trainings	4	5	5	5	5		5.00	attended all the mandated trainings
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	3	5	5	5		5.00	This is for 1 semester only
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	3	7	5		5		3.33	This is for 1 semester only
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	10	12	5	5	5		5.00	This is for 1 semester only
PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	15	18	5	5	5		5.00	academic and thesis adiver
	A17. Number of students advised on thesis/ field practice/special problem:		5	3	4	4	4		4.00	This is for 1 semester only
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	2	2	5	5	5		5.00	This is for 1 semester only
	As SRC Member	Advises and check research outline and thesis/SP manuscript	3	3	5	5	5		5.00	all advises will soon to graduate this SY 2021-2022
	A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	20	15	5	5	5		5.00	This is for 1 semester only
PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	1	0	3	3	3		3.00	due to Pandemic

		A20. *Number of Student organizations assisted on student related activities*	Assists student organizations in implementing student related	**1**	0	3	3	3	3.00	due to Pandemic
	PI 10: Number of instructional materials developed *	**A 21 :** Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	**1**	2	5	5	5	5.00	For instructional and NBC porpuses
		On-line ready courseware	*Prepares Instructional module/laboratory guide/workbook or a combination thereof*	**1**	2	5	5	5	5.00	For instructional and NBC porpuses
		Supplemental learning resources	*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*	**2**	3	5	5	5	5.00	For instructional and NBC porpuses
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	**6**	5	5	5	5	5.00	For instructional and NBC porpuses
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	**2**	2	5	5	5	5.00	For instructional and NBC porpuses
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	**4**	4	5	5	5	5.00	For instructional and NBC porpuses
	PI 11. Additional outputs	**A 25**. Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	**3**	2	5	5	5	5.00	For COPC application MS aqnd PhD in "Agronomy
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	**3**	0	3	3	3	3.00	Due to Pandemic
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	**1**	1	5	5	5	5.00	For instructional and NBC porpuses
UMFO 3 . RESEARCH SERVICES										

PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries	2	3	5	5	5	5.00	Three on going research and Extension as Program and Study Leader
PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	0	0					
PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	50%	70%	5	5	5	5.00	Published 5 articles in the referred journals for this January to June period
	In refereed int'l journals		1	4	5	5	5	5.00	Published 4 articles in the referred journals for this January
	In refereed nat'l/regional journals		1	1	5	5	5	5.00	Published 1 articles in the referred journals for this January
PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences	1	4	5	5	5	5.00	These 4 articles submitted in the referred journal for possible publicationare already underwent inhouse reviewed and accepted
	In int'l fora/conferences		0	0					Due to Pandemic
	In nat'l/regional fora/conferences								
PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	1	5	5	5	5.00	Research Project under the University Internationalization Program
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by								
	A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	2	5	5	5	5	5.00	International/ACI journals
	A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0					0.00	

									Remarks
	A 35.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	1	0				0.00	

UMFO 4. EXTENSION SERVICES

									Remarks
PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	**A 36**. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership	1	4	5	5	5	5.00	Conducted 1 department extension program with 4 component studies
PI 2. Number of trainees weighted by the length of training	**A 37**. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	15	0				0.00	Due to Pandemic
PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority	**A 38**. Number of extension programs/projects implemented	Implementes duly approved extension projects	1	1	5	5	5	5.00	Conducted 1 department extension program with 4 component studies
PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	**A 39**. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services	50	30	5	5	5	5.00	advised 25 farmers and researchers interested to plant agronomic crops
PI 5. *Number of technical/expert services*	**A 40** . *Number of technical/expert services as/in:*	Provides the technical and expert services requested by beneficiaries							
Research Mentoring	*Research Mentor*		1	3	5	5	5	5.00	mentored 5 students in their undergraduate thesis
Peer reviewers/Panelists	*Peer reviewers/Panelists*		3	5	5	5	5	5.00	research publication reviewer local and abroad
Resource Persons	*Resource Persons*		1	1	5	5	5	5.00	Training conducted by ATI

	Convenor/Organizer	*Convenor/Organizer*		**0**	0					
	Consultancy	*Consultant*		**0**	2	5	5	5	5.00	research publication reviewer local and abroad
	Evaluator	*Evaluator*		**1**	2	5	5	5	5.00	research publication reviewer local and abroad
	PI 8. Percent of extension proposals approved *	**A 41.** Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	**0**	1	5	5	5	0.00	approved and funded by the University
	PI 11. Additional outputs *	**A 42**. No. of extension-related awards (extn. conducted by faculty or student & faculty) *		**0**	0				0.00	
		A 43.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	**1**	1	4	4	4	4.00	IGP

UMFO 5. SUPPORT TO OPERATIONS

OVPI MFO 4. Program and Institutional Accreditation Services

	PI 8.Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	**A 44**. Compliance to all requirements of theQMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	**compliant**					0.00	
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	**100%**	100%	5	5	5	5.00	For Accreditation porpuses
		On program accreditations		2	3	5	5	5	5.00	For Accreditation porpuses
		On institutional accreditations		1	2	5	5	5	5.00	For Accreditation porpuses

UMFO 6. General Admin. & Support Services

PI 2. Zero percent complaint from clients served	**A 46**. Customerly friendly frontline services	Provides customer friendly frontline services to clients	1	3	5	5	5		5.00	Provide quality planting materials to interested farmers and students
PI 3: Additional Outputs	**A 47**. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performfing functions resulting to best practice	1	1	5	5	5		5.00	Provide quality planting materials to interested farmers and students
	A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	1	0						Due to Pandemic
Total Over-all Rating										269.33
Average Rating										4.64 ~~~~ 65
Adjectival Rating										

Comments and Recommendatios:

He has to attend seminar, fairs & conferences

Evaluated & Rated by:

RUTH O. ESCASINAS
Department Head
Date: July 15, 2022

Recommending Approval

VICTOR B. ASIO
Dean
Date: July 20, 2022

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: July 21, 2022

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ULYSSES A. CAGASAN
Performance Rating: OUTSTANDING

Aim: Sustain the outstanding rating

Proposed Interventions to Improve Performance

Date: January 2022   Target Date: December 2022

First Step:

Attend scientific forum and conferences and publish paper in refereed journals
Update instructional materials
Develop research proposal

Result:

Published research articles
Updated instructional materials
Submitted research proposal to funding institution

Target Date: December 2022

Next Step:

Attend and present papers in scientific conference
Update instructional materials

Outcome: Attended and presented scientific paper in the conference
Published scientific paper in refereed journal
Updated instructional materials

Final Step/Recommendation:

Maintain outstanding rating and publish research paper in refereed journals
Submit research proposals for funding

Prepared by:

RUTH O. ESCASINAS
Unit Head

Conforme:

ULYSSES A. CAGASAN
Name of Ratee Faculty/Staff