

Exhibit K**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 (2x3)
1. Instruction			
a. Head/Dean (50%)		4.83 x50% = 2.415	
b. Students (50%)		4.50 x50%= 2.25	
Total for Instruction	90%	4.665	4.198
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension			
a. Client/Dir. For Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	5%	5.0	0.25
4. Administration	5%	5.0	0.25
5. Production			
TOTAL	100%		4.698

EQUIVALENT NUMERICAL RATING: 4.698
Add: Additional Points, if any: none
TOTAL NUMERICAL RATING: 4.698

ADJECTIVAL RATING: OUTSTANDING
SENONA A. CESAR

Name of Faculty


CHERYL C. BATISTEL


Department Head

Recommending Approval:


GLENN G. PAJARES

Dean/Director

Approved:



ROTACIO S. GRAVOSO

Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **SENONA A. CESAR**, a faculty member of the **DEPARTMENT OF BIOLOGICAL SCIENCES** commit to the deliver and agree to be rated on the following accomplishment following accomplishment in accordance with the indicated measures for the period **January - June 2024**.

SENONA CESAR
Assoc. Prof. V
Date: July 9, 2024

Approved: 
CHERYL C. BATISTEL
Head, DBS
Date: July 22, 2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 1: Total FTE monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	1	2.08	4.5	5	5	4.83	TREC 205 Lec and Lab
	PI 10. Additional outputs:	A3. Number of students advised on								
		AS GAC Member	Advises and corrects research outline and	1						
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	5	5	5	5	5	5.00	
		Number of instructional materials developed		1	1	5	5	5	5.00	
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI MFO 3. Higher Education Management Services										
	PI 6: Number of programs	A 1. Number of programs	Prepares documents and /or							
	PI 10: Total FTE, coordinated, implemented and monitored *	A 2. Actual Faculty's FTE	Handles and teaches courses assigned	20	18.05	5	5	5	5.00	load was reduced since I handled Graduate course which was not really projected
	PI 11: Number of new revised curricular proposals submitted	A 3. Number of new revised curricular proposals submitted	Contributes to the submission of a new revised curricular proposals		1.00	5	5	5	5.00	part of the DBS team especialluyfor BS Marine Biology
	PI 13: Percentage of courses offered with approved course syllabi	A 4. Percentage of courses offered with approved course syllabi	Teaches subjects with approved course syllabi	4	4.00	5	5	5	5.00	
	PI 14: Percentage of courses offered with IMs	A 5. Percentage of courses offered with approved IMs	Teaches subjects with approved IMs	4	4.00	5	5	5	5.00	

	PI 15: Number of Instructional Materials	A 6. Number of Instructional Materials prepared	Prepares and submits IMs for review and approval							
	PI 16: Percentage of courses offered with final grades submitted within the	A 7. Percentage of courses offered with final grades submitted within the allowable period	Submits grade sheets within allowable period	4	5.00	5	5	5	5.00	Thesis, TREC 205, ScTS 11, Ecol 21, MarB 126
	PI 18: Percentage of courses rated atleast VS in the Teaching Performance Evaluation by Students (TPES)	A 8. Percentage of courses rated atleast VS in the Teaching Performance Evaluation by Students (TPES)		4	5.00	5	5	5	5.00	
	PI 19: Additional Outputs	A 10. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	12	12	5	5	5	5.00	
		A 11. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	20	20	5	5	5	5.00	
		A 12. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5	7	5	5	5	5.00	
		A 14. Number of Student	Assists student organizations							
UMFO 3. RESEARCH SERVICES										
	PI 1: Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A 15. 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		1					result of AR study is used in the LGU project
	PI 2: Number of research	A 16. Number of research outputs	Conducts and completes							
	PI 3: Number of research	A 17. Number of research outputs	Prepares, submits and							
		a. International								
		b. National								
		c. Regional or Institutional Conferences		1						
	PI 7: Amount of research money obtained from external sources	A 21. Amount of research money obtained from external sources	Requests for research money from external sources							
UMFO 4. EXTENSION SERVICES										
	PI 1: Number of active partnerships with LGUs, industries, NGOs, NGAs,	A 32. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders	Identifies and links with probable partners for extension activities and maintains this		1	5	5	5	5.00	Tapped as resource person to train personnel of protected areas in Reg 8
	PI 2: Number of trainees weighted by the length of training	A 33. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer		16	5	5	5	5.00	
	PI 3: Number of extension programs and projects	A 34. Number of extension programs and projects			1	5	5	5	5.00	CRM project
	PI 4: Percentage of beneficiaries who rated the	A 35. Percentage of beneficiaries who rated the training course/s as	Provides quality and relevant training courses		16	5	5	5	5.00	

PI 5: Number of	A 36. Number of technical/expert	Provides the technical and							
	a. Peer reviewer of journal/book								
	b. Review of research and extension proposal			1	5	5	5	5.00	crafting of the Regional Research, Development and Extension agenda for Reg 8
	c. Resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, facilitator)			2	5	5	5	5.00	shared traditional AR experience and attended the training in Davao Oriental State University launching of 3d produced artificial reefs; judge for the best fisherfolk during the Ugmad
	d. accreditor								
	e. consultancy								
PI 6: Number of extension	A 37. Number of extension proposals	Prepares extension project							
PI 7: Number of extension	A 38. Number of extension proposals	Follow ups submitted and							
PI 8: Number of extension	A 39. Number of extension proposals	Implements duly approved							
PI 9: Number of extension outputs presented in int'l,	A 40. Number of extension outputs presented in:	Prepares, submits and presents extension paper in							
	a. International								
	b. National								
	c. Regional or Institutional Conferences								
PI 10: Number of extension activities conducted	A 41. Number of extension activities conducted	Conducts extension program							
UMFO 5. SUPPORT TO OPERATIONS									
OVPI MFO 1. Faculty Development Services									
PI 7: Number of trainings, seminars and conferences	A 50. Number of training, seminars, and conferences attended (international)	Attends training, seminars, and conferences attended							
	International		1	2	5	5	5	5.00	R training; Physics with biological application training
	National		1	1	5	5	5	5.00	coral restoration using larval enhancement technique
	Regional/Institutional								
OVPI MFO 3. Registration Services									
PI 9: Percentage of students enrolled and validated within the registration period	A 51. Percentage of students enrolled and validated within the registration period	Validates students within the registration period	100%	100%	5	5	5	5	
PI 10: Number of students advised during the registration period	A 52. Number of students advised during the registration period	Acts as academic adviser	20	20	5	5	5	5	
OVPI MFO 4. Curricular Program Management Services									
PI 12: Number of IMs	A 53. Number of IMs reviewed by the	Submits IMs for review							
PI 13: Number of course syllabi and TOS reviewed and approved	A 54. Number of course syllabi and TOS reviewed and approved	Submits course syllabi and TOS for approval	5	6	5	5	5	5	

[illegible]

Evaluated & Rated by:


CHERYL C. BATISTEL

Head, DBS

Date: July 22, 2024


Recommending Approval


GLENN G. PAJARES

Dean, CAS

Date: July 23, 2024

Approved by:


ROTACIO S. GRAVOSO

Vice President for Academic Affairs

Date: July 25, 2024

Comments & Recommendations for Development

Purpose:

finish PhD studies.

PERFORMANCE MONITORING & COACHING JOURNAL

/	1st	Q U A R T E R
/	2 nd	
	3 rd	
	4th	

Name of Office: DBS


Head of Office: CHERYL C. BATISTEL

Number of Personnel: 17

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
Coaching		/		Everyone is reminded to submit TOS, grades and DTR on time	

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:


CHERYL C. BATISTEL
 Immediate Supervisor

Noted by:


GLENN G. PAJARES
 Next Higher Supervisor

TRACKING TOOL FOR MONITORING TARGETS


Major Final Output/Performance Indicator	TASK	ASSIGNED TO	DURATION	TASK STATUS				REMARKS
				1 st Q	2 nd Q	3 rd Q	4 th Q	
MFO 1 ADVANCED EDUCATION SERVICES (20%)								
PI 3:	Total FTE monitored			/	/			
MFO 2 HIGHER EDUCATION SERVICES (50%)								
PI 4:	Percentage of students enrolled on schedule	All faculty		/				
PI 5:	Percentage increase in enrolment	All faculty		/	/			
PI 6:	Number of programs accredited	All faculty		/	/			
PI 10:	Total FTE monitored *	All DBS and affiliate faculty		/	/			
PI 11:	Number of new revised curricular proposals submitted	All faculty		/	/			
PI 12:	Number of new revised proposal approved by UCC	All faculty		/				
PI 17:	Percentage of faculty rated at least VS in the Teaching Performance Evaluation by Students (TPES)	All faculty			/			
PI 18:	Percentage of faculty rated at least VS by Supervisor	All faculty			/			
PI 2:	Number of research outputs completed	EKLS		/				
PI 4:	Number of research proposals submitted	RJPD, CCB, EKLS, FOP, HVO, RMM, DNM, EOB		/				
PI 1:	Number of active partnerships with	DMGV, RJPD,		/	/			

	LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities * (MOUs/MOAs)	SAC						
PI 2:	Number of trainees weighted by the length of training *	SAC			/			
PI 3:	Number of extension programs and projects	DMGV, SAC		/	/			
PI 4:	Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance*	DMGV, SAC,			/			
PI 5: Number of expert services rendered:	1. Peer reviewers of journal/book	CCB, RMM		/	/			
	2. Review of research and extension proposal	SAC			/			
	3. resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, facilitator)	SAC, RJPD			/			
PI 6:	Number of extension proposals submitted	DMGV			/			
PI 8:	Number of Extension projects implemented	DMGV, AMM		/	/			
PI 10:	Number of extension activities conducted	DMGV, RJPD, SAC		/	/			
PI 11:	Number of trainings, seminars and fora conducted	DMGV, SAC		/	/			

PI 18:	Additional outputs							
	Number of specimens identified	AMM, HVO, EOB		/	/			
OVPI MFO 1. Faculty Development Services								
PI 1:	Number of faculty pursuing advanced research degrees	JGB, JCE, ARRF, BLAR, SAC, EOB		/	/			
PI 7:	Number of faculty sent to trainings, seminars and conferences	AMM, DNM, SAC, HVO, RMM, EKLS, EOB		/	/			
OVPI MFO 3. Registration Services								
PI 9:	Percentage of students enrolled and validated within the registration period	All faculty		/				
PI 10:	Number of students advised during the registration period	All faculty		/				
OVPI MFO 4. Curricular Program Management Services								
PI 11:	Number of curricular reviews conducted	All faculty		/	/			
PI 13:	Number of course syllabi and TOs reviewed and approved	All faculty		/	/			
PI 14:	Number of OJT MOAs prepared	RMM, DMGV			/			
PI 16:	Number of thesis students advised	CCB, SAC, AMM, DMG, EKLS, FOP, DNM, BLAR, RMM, HVO, EOB, RJD, BSB		/	/			
MFO 6. GENERAL ADMINISTRATIVE AND SUPPORT SERVICES (GASS)								
PI 1.	Number of departments/institutes/offices supervised	AMM, CCB		/	/			
PI 2.	Number of management	DBS Faculty &		/	/			

	meetings conducted	Staff						
PI 3.	Number of committee meetings conducted	AMM, CCB		/	/			
PI 4.	Number of routinary documents acted	AMM, CCB		/	/			
PI 5.	Number of requests acted	AMM, CCB		/	/			
PI 6.	Number of memoranda prepared	AMM, CCB			/			
PI 9:	Percentage of faculty and staff who submitted a DTR every month	All faculty		/	/			
PI 12:	Monthly accomplishment report submitted on time			/	/			
PI 13:	Number of classrooms and Lab rooms constructed and renovated				/			
PI 14:	Percentage budget utilization (GAA)			/	/			
	Percentage budget utilization (STF)			/	/			

Prepared by:


CHERYL C. BATISTEL
Head, DBS

EMPLOYEE DEVELOPMENT PLAN

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

Aim: Finish graduate studies

Proposed Interventions to Improve Performance: Come up with a timeline of activities related to dissertation

Date: Jan 2024 Target Date: December 2024

First Step:

Look for possible options to finish dissertation

Result:

Options identified

Date: Jan. 2024 Target Date: December 2024

Next Step:

Outcome:

Working on the re-proposal

Final Step/Recommendation:

Should finish as soon as possible

Prepared by:



CHERYL C. BATISTEL

Unit Head

Conforme:



SENONA A. CESAR

Assoc. Prof. V



TEACHING PERFORMANCE EVALUATION Summary by Department

Department: Dept. of Biological Science

Semester and Academic Year: First Semester 2023-2024

College: College of Arts and Sciences

Faculty name	Number of classes	Numerical Rating	Percentile Rating	Descriptive Rating
ANALYN MENDOZA MAZO	4	4.50	90.00 %	Outstanding
BEATRIZ SATENTES BELONIAS	2	5.00	100.00 %	Outstanding
BERNA LOU ABA REGIS	7	4.43	88.57 %	Very Satisfactory
CHERYL COSTILLAS BATISTEL	4	4.50	90.00 %	Outstanding
CLARISSA MAE LAROA SAS	9	4.89	97.78 %	Outstanding
DARIUS NOEL MINOZA	8	4.88	97.50 %	Outstanding
DONNA GUARTE	8	4.62	92.50 %	Outstanding
EUNICE KENEE LABONITE SERIÑO	5	4.80	96.00 %	Outstanding
FRETZELJANE OLOR POGADO	6	4.50	90.00 %	Outstanding
GIDEON RELENTE YEPES	7	4.86	97.14 %	Outstanding
HONEYLENE VALENZONA ONGY	5	5.00	100.00 %	Outstanding
JUDY MAE GILSANO ASIS	8	4.50	90.00 %	Outstanding
LEONARDO DULOJAN CADAVOS	9	5.00	100.00 %	Outstanding
NICOLE CHELSEA MANGUIAT	7	4.86	97.14 %	Outstanding
RIS MENOEL ROMEN MODINA	5	4.80	96.00 %	Outstanding
ROSALINA DIALIMAS POLIQUIT	6	4.67	93.33 %	Outstanding
SENONA ARAZO CESAR	8	4.50	90.00 %	Outstanding
TED DOMINIQUE S. BELONIAS	8	4.44	88.75 %	Very Satisfactory
YASSER LIM MECATE	9	4.89	97.78 %	Outstanding
Department Mean		4.72	94.34%	Outstanding

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: April 24, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: April 24, 2024

Received by:

Vision: A globally competitive university for science, technology, and environmental conservation.
Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

Received by:

ANALYN MENDOZA MAZO

Name and Signature of Department head

MA. THERESA POSAS LORETO

Name and Signature of College Dean

Date: May 21, 2024

Distribution of copies: ODIE, College, Department

Vision:

A globally competitive university for science, technology, and environmental conservation. Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

Mission:

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