

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ULYSSES A. CAGASAN (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	1.35
Total for Instruction	60	4.53	2.72
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

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.64

4.64

4.64

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

ULYSSES A. CAGASAN
Name of Faculty

Reviewed by:

VICTOR B. ASIO
Dean, CAFS

Recommending Approval:

VICTOR B. ASIO
Dean, CAFS

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

"Exhibit B"

I, Ulysses A. Cagasan, a faculty member of the DEPARTMENT OF AGRONOMY commit 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 Dec July- December 2021

ULYSSES A. CAGASAN

Assoc Prof. V
Date: Jan. 10, 2022

Approved:

ULYSSES A. CAGASAN

Department Head
Date: Jan. 10, 2022

VICTOR B. ASIO

College Dean
Date: 1/15/22

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicator 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										No. of studs*hrs/9
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	6	14	5	5	5	5.00	AGRO212, AGRO212E, AGRO299E
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	4	4	4	4	4	4.00	Papong, Garcia, Santoral, Sarco, Coral, Becher, Colipano
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	4	5	5	5	5.00	Papong, Garcia, Santoral, Sarco-Approved at OGS
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	3	5	5	5	5.00	Bautista, Bedico, Villaruben
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	10	12	5	5	5	5.00	All graduated 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	2	2	5	5	5	5.00	Half accomplishment only 1st sem CY 2021-2022
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	2	5	5	5	5.00	Half accomplishment only 1st sem CY 2021-2022
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	3	2	5	5	5	5.00	AGRO212, AGRO212E, AGRO299E
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	8	5	5	5	5	5.00	AGRO212, AGRO212E, AGRO299E
		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	2	0	0	0	0	0.00	Half accomplishment only 1st sem CY 2021-2022
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	3	5	5	5	5.00	AGRO212, AGRO212E, AGRO299E
	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	Half accomplishment only 1st sem CY 2021-2022
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	10	4	4	4	4.00	Agro121 lec and Lab, Agro199c, Agro200
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	5	5	5	5	5	5.00	Agro121 lec and Lab, Agro199c, Agro200
		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	2	3	5	5	5	5.00	Agro121 lec and Lab, Agro199c, Agro200

		A12 . Number of trainings attended related to instruction	Attend scheduled trainings	2	4	5	5	5	5.00	Half accomplishment only 1st sem CY 2021-2022
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	5	4	5	5	5	5.00	Agro121 lec and Lab, Agro199c, Agro200
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	3	2	5	5	5	5.00	Agro121 lec and Lab, Agro199c, Agro200
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	7	7	5	5	5	5.00	Agro121 lec and Lab, Agro199c, Agro200
	PI 8: Number of students advised: *	A16 . Number of students advised:	<i>Acts as academic adviser to students</i>	15	6	4	4	4	4.00	Half accomplishment only 1st sem CY 2021-2022
		A17 . Number of students advised on thesis/ field practice/special problem:								
		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	3	2	5	5	5	5.00	Merano, Aludo, Macalalag, Galupo
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	2	3	5	5	5	5.00	Merano, Aludo, Macalalag, Galupo
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	15	13	5	5	5	5.00	Merano, Aludo, Macalalag, Galupo
	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	<i>Advises student organizations recognized by USOO</i>	0	1	5	5	5	5.00	AMA-Agronomy Major Association
		A20 . Number of Student organizations assisted on student related activities	<i>Assists student organizations in implementing student</i>	1	1	5	5	5	5.00	AMA-Agronomy Major Association
	PI 10: Number of instructional materials developed *	A 21 : Number of on-line course were developed and submitted :	Prepares and submits for review by the Technical Review Panel	1	0	0	0	0	0.00	Due to Pandemic no F2F classes

		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	3	5	5	5	5.00	Half accomplishment only 2nd sem CY 2021-2022
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	3	8	5	5	5	5.00	Half accomplishment only 2nd sem CY 2021-2022
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	6	8	5	5	5	5.00	Half accomplishment only 2nd sem CY 2021-2022
		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	0	0	0	0	0.00	Due to Pandemic very occupied in making modules
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	3	4	5	5	5	5.00	Half accomplishment only 2nd sem CY 2020-2021
	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	2	2	5	5	5	5.00	Half accomplishment only 2nd sem CY 2020-2021
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	5	0	0	0	0	0.00	Due to Pandemic no F2F classes
		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	LEA review class
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	0	2	5	5	5	5.00	Full for 1 year output/accomplishment
	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					2 projects ongoing

	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal	A 29. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	50%	150%	5	5	5	5.00	Half accomplishment only 1st sem CY 2021-2022. For 2021 6 publications in referred journal
		<i>In refereed int'l journals</i>		1	4	5	5	5	5.00	only 2nd sem CY 2020-2021. For 2021 1st half 6 publications already in referred journal
		<i>In refereed nat'l/regional journals</i>		1	2	5	5	5	5.00	Half accomplishment only 2nd sem CY 2020-2021. For 2021 1st half 6 publications already in
	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 scientific fora/conferences							
		<i>In int'l fora/conferences</i>		0	1	5	5	5	5.00	IRRI collaboration Project presentation
		<i>In nat'l/regional fora/conferences</i>		0	1	5	5	5	5.00	NCT Project data presentation
	PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	2	5	5	5	5.00	2 new proposals approved and conducted
	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	10	5	5	5	5.00	6 from CTU, 2 from SSU and 2 from international
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0	0	0	0	0	0.00	Not submitted
		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	0	0	0.00	
UMFO 4. EXTENSION SERVICES										

	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	0	1	5	5	5	5.00	LGU Baybay for extension services
	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	0	0	0	0	0	0.00	Due to Pandemic
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implements duly approved extension projects	1	1	5	5	5	5.00	On going New DA Extension projects 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%	0	0	0	0	0.00	Due to Pandemic
	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	0	2	5	5	5	5.00	Half accomplishment only 2nd sem CY 2020-2021
	Research Mentoring	Research Mentor		1	4	5	5	5	5.00	Half accomplishment only 2nd sem CY 2020-2021
	Peer reviewers/Panelists	Peer reviewers/Panelists		1	10	5	5	5	5.00	research publication reviewer local and abroad
	Resource Persons	Resource Persons		0	0	0	0	0	0.00	Due to Pandemic
	Convenor/Organizer	Convenor/Organizer		0	0	0	0	0	0.00	Due to Pandemic
	Consultancy	Consultant		0	0	0	0	0	0.00	Due to Pandemic

	Evaluator	Evaluator		0	5	5	5	5.00	5.00	Half accomplishment only 2nd sem CY 2020-2021
	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	5.00	On going New DA Extension project with 4 components
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		0	1	5	5	5	5.00	On going New DA Extension project with 4 components
		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	3	3	3	3.00	online consultation
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 the QMS 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	100% compliant	5	5	5	5.00	Compliant for ISO accreditation
		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	Full output AACUP accreditation
		On program accreditations								
		On institutional accreditations								
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	2	5	5	5	5.00	Provided quality seeds for planting materials
	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 performing functions resulting to best practice	1	2	5	5	5	5.00	Provide free technical Agronomic Production services to all interested clients

		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	0	1	5	5	5	5.00	Implement monthly department meeting and consultation
	Total Over-all Rating									255.00
	Average Rating									4.64
	Adjectival Rating									OUTSTANDING
Comments and Recommendation for Development Purposes: Continue to develop research proposals and publish results in refereed journal publication.										

Evaluated & Rated by:

ULYSSES A. CAGASAN

Department Head

Date: Jan. 10, 2022

Recommending Approval

VICTOR B. ASIO

CAFS, Dean

Date: Jan. 10, 2022

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: Jan. 10, 2022

EMPLOYEE DEVELOPMENT PLAN

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

Aim: Sustain the outstanding rating

Proposed Interventions to Improve Performance

Date: January 2021

Target Date: December 2021

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: July 1 to Dec. 31, 2021

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 and publish articles in reputable publication.

Prepared by:


VICTOR B. ASIO
Dean, CAFS

Conforme:


ULYSSES A. CAGASAN
Name of Ratee Faculty/Staff