

Exhibit J

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: **Pauline S. Caintic**

Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x%)	Equivalent Numerical
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		4.67	
b. Students (50%)		4.50	
Total for Instruction	15%	4.61	0.69
2. Research Services	20%	4.80	0.96
3. Extension Services	20%	4.72	0.94
4. Capacity Building	5%	5.00	0.25
5. Administration and Facilitative Services	35%	4.83	1.69
6. Frontline Services	5%	5.00	0.25
<b>TOTAL</b>	<b>100%</b>		<b>4.78</b>

EQUIVALENT NUMERICAL RATING: 4.78


Add: Additional Points, if any: \_\_\_\_\_

TOTAL NUMERICAL RATING: 4.78

ADJECTIVAL RATING: **Outstanding**


Prepared by:

Reviewed by:

  
**PAULINE S. CAINTIC**  
Name of Faculty

  
**OTHELLO B. CAPUNO**  
Director, ViCAARP & Vice Pres for R&E

Recommending Approval:

  
**REMBERTO A. PATINDOL**  
Chairman, PMT

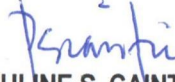
Approved:

  
**EDGARDO E. TULIN**  
President


OFFICE OF THE VICE PRESIDENT FOR RESEARCH AND EXTENSION  
Visayas State University

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)**

I, PAULINE S. CAINTIC, of the Visayas Consortium for Agriculture, Aquatic and Resources Program (ViCAARP), 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, 2016.

  
**PAULINE S. CAINTIC**  
Instructor

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

  
**OTHELLO B. CAPUNO**  
ViCAARP Director

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

MFO No.	MFO Descrip-tion	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accom-plishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
UMFO	MFO 1. Advanced Education Services									
	PI 1: Total FTE monitored	Teach subjects on Agronomy	6	8.12 workload units	5	4	5	4.67		
	Sub-Rating							4.67		
	MFO 2. Research Services									
	PI 1. Efficient coordination/facilitation in the conduct and implementation of research projects	Prepare/Facilitate communications & documents for action; Coordinate/Facilitate meetings & workshops	90%	100%	5	4	5	4.67		
	PI 2. Number of research proposals submitted	Facilitate/Coordinate in the conduct of meetings and writeshops; Prepare/Facilitate communications & documents for action; Prepare endorsement letters	1	1) Upgrading of Facilities/Laboratories of Samar State University – Mercedes Campus 2) SAFE Proposals	5	4	5	4.67		
	PI 3. Amount of research money generated from external funding (Thousand PHP)	Preparation of billing statements for member-agencies; Prepare/Facilitate communications & documents for action	Php300,000	PhP 505,000.00 from Member-Agencies	5	5	4	4.67		
	PI 4.Number of coordinated/ supervised/ conducted RDE scientific and related fora and reviews	Facilitate overall coordination of Inter-Agency Cluster RDE reviews & RDE Symposium	5	(1) Cluster 1 on July 14-15 at DA-8 (2) Cluster 2 on July 14-15 at NSU (3) Cluster 3 on Aug 2-3 at ESSU (4) Cluster 4 on Oct 28 at VSU (5) 28th Regl RDE Symposium on Dec 7-8 at VSU. Total = 5	5	5	5	5.00		



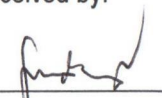
	PI 5. Number of RDE programs/ projects/studies reviewed	Coordinate/Facilitate in the review of on-going and completed projects in the ViCARP network	30	Cluster 1 = 13 Cluster 2 = 8 Cluster 3 = 21 Cluster 4 = 13 Level 3 = 11 <b>Total = 66</b>	5	5	5	5.00	
	<b>Sub-Rating</b>							<b>4.80</b>	
	<b>MFO 3. Extension Services</b>								
	PI 1. Number of extension training / seminar workshops approved /supported/ conducted/ coordinated	Prepare invitation letters for RPs & participants; Send invitation thru fax & email; Follow-up confirmation of RPs & participants; Facilitate during the training proper; Facilitate arrangements for venue, food and lodging; Prepare program, kit & materials for the training, Provide logistics support	2	(1) Training on How to Prepare and Present Scientific Paper and Poster on September 16 at PhilRootcrops (25pax) (2) Seminar on Financial Management on September 15-16 at Iloilo City (6pax) (3) Training-Workshop on Writing and Reviewing Scientific Paper for Peer Reviewed Publication on October 3-5 at MMDC, VSU (33pax) (4) Lecture Series at DOST-8 on November 3 (2pax) (5) IP Management Training cum Writeshop on Patent Claims and Specifications Drafting on November 21-22 at MMDC, VSU (27pax) (6) Seminar-Workshop on Knowledge Management on November 29 at PCAARRD (2pax) (7) 28th Regional RDE Symposium (184 pax) <b>Total = 7</b>	5	5	5	5.00	
	PI 2. Number of person-days trained weighted by length of training	Prepare/Facilitate communications & documents for action; facilitate during the training proper	30	279 training participants	4	5	5	4.67	
	PI 3. Number of labkay-aral/continuing education program facilitated	Prepare budget proposal; prepare & send communications; facilitate arrangements with concerned offices for project sites to be visited; facilitate travel arrangements, facilitate arrangements for food & accommodation	1	(1) Benchmarking of SMARRDEC on July 5 (13 pax) (2) Benchmarking of Univ of San Jose Recoletos on Sept 10-11 (9pax) <b>Total = 2</b>	4	5	5	4.67	
	PI 4. Number of Extension delivery services conducted/coordinated/ participated: field demo, Agri Fair/ Field days, Agri Exhibits, Techno forum, Techno Festival	Prepare/Facilitate communications & documents for action; Facilitate during the activity proper	1	2016 Farmers and Fisherfolks Day on Aug 11	5	4	5	4.67	
	PI 5. Number of beneficiaries served								

	<i>Groups</i>	Prepare/Facilitate communications & documents for action; Coordinate/Facilitate meetings & workshops; Facilitate requests	40	(26) ViCARP Mas (14) Regl R&D Commodity Teams (19) Experts Pool <b>Total = 59</b>	5	5	4	4.67	
	<i>Individuals</i>	Prepare/Facilitate communications & documents for action; Coordinate/Facilitate meetings & workshops; Facilitate requests	70	279 training participants 26 Member-Agencies 22 visitors on benchmarking <b>Total = 2,627</b>	5	4	5	4.67	
	<b>Sub-Rating</b>							<b>4.72</b>	
	<b>MFO 4. Capacity Building</b>								
	PI 1. Number of RDE Staff capacitated/attended trainings	Attendance as participant/trainee	1	(1) Seminar on Financial Management on Sept 15-16 at Iloilo City (2) Graduate studies (Master in Management)	5	5	5	5.00	
	<b>Sub-Rating</b>							<b>5.00</b>	
	<b>MFO 5. Administrative and Facilitative Services</b>								
	PI 1: Number of workshops/management meetings facilitated/coordinated	Prepare invitation letters; Send invitation thru fax & email; Follow-up confirmation of participants; Prepare draft agenda; Reproduce minutes of meetings; Prepare powerpoint presentations; Facilitate during the meeting proper; Facilitate arrangements with host agency on venue, food and accommodation; Facilitate travel arrangements of participants; Prepare honorarium for ViCARP members	3	(1) Meeting re RDE activities and initiatives on Aug. 10 at ViCAARP (2) Meeting re the conduct of Training on How to Prepare and Present Scientific Paper and Poster on Aug 15 at ViCAARP (3) Meeting re the conduct of Training on Writing and Reviewing Papers for Peer-Reviewed Publication on Aug 16 at ViCAARP (4) Meeting re the conduct of Training on IP Management on Aug 16 at ViCAARP (5) Meeting-Writeshop on SAFE proposal development on Oct 24 at ViCAARP (6) Meeting-Writeshop on SAFE proposal development on Nov 7 at ViCAARP (7) Meeting-Writeshop on SAFE proposal development on Nov 10 at ViCAARP (8) Planning-Meeting for the conduct of the 28th Regional RDE Symposium on Nov 8 at Palo, Leyte (9) Joint ViCAARP-RRDCC and RRDEN-RAC Meeting on November 21 at SLSU (10) Meeting with ViCAARP-GAD Focal Persons on December 6 at ISRDS, VSU <b>Total = 10</b>	4	5	5	4.67	



	PI 2: Number of policies and resolutions reviewed, endorsed & approved by RRDCC	Prepare/Facilitate communications & documents for action	1	Resolution on the increase of cash award for Regional RDE Symposium	5	5	5	5.00	
	PI 3: Number of RDE reports packaged and produced	Preparation/consolidation and submission of reports	2	(1) July - Sept quarterly report (2) Oct - Dec quarterly report	5	4	5	4.67	
	PI 4. Number of committee membership	Serve as committee chairman or member	As Requested	1) 92nd VSU Anniversary 2) 2016 Farmers and Fisherfolks Day 3) Curriculum and Instruction Review 4) Faculty Development Program Planning Review 5) OBE Seminar Workshop	5	5	5	5.00	
	PI 5. Efficient utulization of funds	Take charge in the monitoring and control of allotment and expenditures of VICAARP funds; Review financial	90%	100% accomplsihed	5	4	5	4.67	
	PI 6. Efficient administrative services	Provide administrative support to the consortium; Prepare appointments of consortium members, coordinators and project leaders; Take charge of office communications; Receive/send emails and fax; Facilitate and process travel documents; Establish and maintain filing system of office documents; Oversee issuance of supplies and materials	90%	100% accomplsihed	5	5	5	5.00	
	<b>Sub-Rating</b>							<b>4.83</b>	
	<b>MFO 5. Frontline Services</b>								
	PI 1. Efficient and customer-frienly frontline service	Facilitate requests from member-agencies & within VSU clients; Receive visitors and provide assistance to clients	90%	100% accomplsihed	5.0	5.0	5.0	5.00	
	<b>Sub-Rating</b>							<b>5.00</b>	
Total Over-all Rating								29.03	
Average Rating								4.84	
Adjectival Rating									


Received by:

  
\_\_\_\_\_

Planning Officer

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

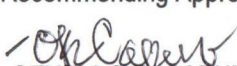
Calibrated by:

  
**REMBERTO A. PATINDOL**

Chairman, PMT

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

Recommending Approval:

  
**OTHELLO B. CAPUNO**

Vice Pres. for R&E

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

Approved:

  
**EDGARDO E. TULIN**

President

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