

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%)			
b. Students (50%)			
Total for Instruction	15%		
2. Research	25%	4.75	1.18
3. Extension	25%	4.96	1.24
4. Administration	35%	4.83	1.69
TOTAL	100%		4.11

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:


4.11

VS

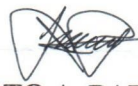
Prepared by:


PAULINE S. CAINTIC
Name of Faculty


Reviewed by:


OTHELLO B. CAPUNO
Director, VICAARP

Recommending Approval:


REMBERTO A. PATINDOL
Chairman, PMT

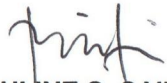
Approved:


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 January to June, 2016.


PAULINE S. CAINTIC
Instructor

Date: _____


OTHELLO B. CAPUNO
ViCAARP Director

Date: _____

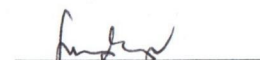
MFO No.	MFO Description	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accom-plishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
UMFO	MFO 1. Advanced Education Services									
	MFO 2. Research Services									
	PI 1. Efficient coordination/facilitation in the conduct and implementation of research projects	Prepare/Facilitate communications & documents for action; Coordinate/Facilitate meetings & workshops	90%	100%	5	5	4	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	3	1) Pilot Testing of longline culture of mussel, (2) Integrated Multi-Trophic Aquaculture (IMTA): Mussel/Osyter/Seaweeds/Finfish/Sea cucumber, (3) Development of Bamboo-based Industry in Eastern Visayas, Philippines, (4) Management of Natural Stands and Newly Established Plantations of Sago Palm (Metroxylon sagu Rottb.) in the Visayas and Mindanao, (5) Shellfish concept proposals on abalone, blue swimming crab, mudcrab, mussels and oyster. Total = 5	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	0.5 M	PhP130,000.00 Annual Contribution, PhP659,952.00 PCAARRD. Total = PhP 789,952.00	5	4	5	4.67		

	PI 4. Amount of money generated from institutional funding (Thousand PHP)	Prepare/Facilitate communications & documents for action	2 M	PhP 2.0 M	5	5	5	5.00	
	MFO 3. Extension Services								
	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	1	(1) Training/Workshop on Resource Generation conducted by PCAARRD on May 19-20, (2) National Conference on Organic Agriculture on February 17-19, 2016 at VSU. Total = 2	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	10	14	5	5	5	5.00	
	PI 3. Number of lakbay-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) Orientation with visitors from Bicol University on May 25 regarding VSU and ViCAARP RDE programs, (2) ViCAARP and OVPRE Continuing Education Program (CEP) on June 14-18 at Davao City and General Santos City. Total = 2	5	5	5	5.00	
	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	SIPAG FIESTA on March 2-4 at PCAARRD Los Baños	5	5	5	5.00	
	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 Total = 59	5	4	5	4.67	
	<i>Individuals</i>	Prepare/Facilitate communications & documents for action; Coordinate/Facilitate meetings & workshops; Facilitate requests	70	(26) RRDC, (30) CMLs, (25) walk-in visitors Total = 81	5	5	5	5.00	
	PI 6. Number of extension proposals submitted (training proposals)	Prepare/Facilitate communications & documents for action for the training proposals (revised)	2	(1) Patent Drafting Training cum Writeshop on Patent Specifications and Claims Drafting (revised), (2) Training Workshop on Writing and Reviewing Research Papers for Peer-Reviewed Publications on (revised). Toatl =2	5	5	5	5.00	


	PI 7. Percent of extension proposals approved (training proposals)	Prepare/Facilitate communications & documents for action	50%	100%	5	5	5	5.00	
	PI 8. Amount of extension money generated from external funding (Thousand PHP)	Prepare/Facilitate communications & documents for action	PhP 175000	PhP 175000	5	5	5	5.00	
	MFO 4. Capacity Building								
	PI 1. Number of RDE Staff capacitated/attended trainings	Attendance as participant/trainee	1	Attended as Master Exchange at the Masaryk University – Brno, Czech Republic on September 12, 2015 – February 12, 2016 under the Erasmus Mundus Action 2 – EXPERTS4Asia Program	5	5	5	5.00	
	MFO 5. Administrative and Facilitative Services								
	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	5	(1) Meeting on Shellfish Project Proposal Development on March 11, (2) writeshop for the Shellfish R&D Program proposal development on April 27, (3) ViCAARP-RRDCC and RRDEN-RAC meeting on May 6, (4) Consultation-Meeting at PCAARRD on May 30 regarding ViCAARP proposals on regional R&D priority commodities, (5) Planning/meeting on June 7-8 at ESSU regarding the Cluster 3 RDE review, (6) Second Quarter ViCAARP-RRDCC and RRDEN-RAC meeting on June 10 at UEP, Catarman. Total = 6	5	5	4	4.67	
	PI 2: Number of policies and resolutions reviewed, endorsed & approved by RRDCC	Prepare/Facilitate communications & documents for action	2	1) ViCAARP MOA & CBL, 2) Resolution on the membership of PIT & UPTac to ViCAARP, 3) Resolution on the increase of cash award for RDE cluster reviews. Total = 3	5	5	4	4.67	
	PI 3: Number of RDE reports packaged and produced	Preparation/consolidation and submission of reports	4	(1) Jan-March quarterly reports, (2) April-June quarterly report, (3) Dr. DAR Research Management Award, (4) Dangal ng Bayan Award, (5) Sandigan Award. Total = 5	4	5	5	4.67	
	PI 4. Efficient utulization of funds	Take charge in the monitring and control of allotment and expenditures of ViCAARP funds; Review financial reports	90%	100% accomplished	5	5	5	5.00	

	PI 5. 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% accomplished	5	5	5	5.00	
	MFO 5. Frontline Services								
	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% accomplished	5.0	5.0	5.0	5.00	
Total Over-all Rating								97.67	
Average Rating								4.88	
Adjectival Rating									

Received by:


 Planning Officer
 Date: _____

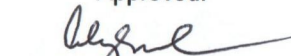
Calibrated by:


REMBERTO A. PATINDOL
 Chairman, PMT
 Date: _____

Recommending Approval:


OTHELLO B. CAPUNO
 Vice Pres. for R&E
 Date: _____

Approved:


EDGARDO E. TULIN
 President
 Date: _____