

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **ULYSSES A. CAGASAN (Associate Professor IV)**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	35.00	4.90	1.72
b. Students	35.00	4.50	1.58
Total for Instruction	70		3.29
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director			
Total for Research	12	5.00	0.60
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension	3.00	4.93	0.15
4. Administration	15.00	4.88	0.73
5. Production	-		
TOTAL	100		4.77

EQUIVALENT NUMERICAL RATING: **4.77**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.77**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

Reviewed by:

  
**ULYSSES A. CAGASAN**

Name of Faculty

  
**VICTOR B. ASIO**


Dean, CAFS

Recommending Approval:

  
**VICTOR B. ASIO**

Dean, College of Agriculture and Food Science

Approved by:

  
**BEATRIZ S. BELONIAS**

Vice President, Instruction

Visayas State University  
College of Agriculture Food and Science  
**DEPARTMENT OF AGRONOMY**  
Visca, Baybay City, Leyte

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

I, ULYSSES A. CAGASAN, Associate Professor IV of the Department of Agronomy, 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 2019.

**ULYSSES A. CAGASAN**

Associate Professor IV

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

**VICTOR B. ASIO**

Dean, CAFS

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

MFO No.	MFO Description	Success Indicator (SI)	%	Task Assigned	Target	Actual Accomplishment	Rating				Remark	
							Quality	Efficiency	Timeliness	Average		
UMFO 1. Advanced Education Services						20%						
OVPI MFO 1. Graduate Degree Program Management Services												
0 = 3	1 = 4.8	>2 = 5.0	PI 1: Number of graduate degree specializations offered and monitored	1.00%	Number of graduate degree specializations monitored	2	3	5	4	4	4.33	
1.5 - 2.0 = 4.8			PI 2: Total FTE monitored	1.00%	Total FTE	5	12	5	5	5	5.00	
			PI 3: Percentage increase in number of graduate students enrolled	1.00%	Monitored graduate students enrolled in the university	5	20	5	4	4	4.33	
			PI 4: Number of graduate program proposed and approved	1.00%	Number of curricular program proposed and approved	5	4	4	4	4	4.00	
OVPI MFO 2. Graduate Student Management Services											0.00	
			PI 1: Number of graduate students awarded with scholarship/ assistantship		Monitored graduate students awarded with scholarship/assistantship	2	30	5	5	5	5.00	
			PI 2: Percentage of graduate students awarded with scholarship/ assistantship who graduated within prescribed period		Monitored graduate students awarded with scholarship/ assistantship who graduated within prescribed period	2	2	5	4	4	4.33	
UMFO 2. Higher Education Services											0.00	
OVPI MFO 1. Curriculum Program Management Services											0.00	
			PI 1: Total FTE monitored		Total FTE	19	24	5	5	5	5.00	



	PI 2: Number of new undergraduate curricular program compliant to CMO, approved and offered		Reviewed and indorsed for approval in the appropriate body						0.00	
	PI 4: Percentage increase in number of undergraduate students enrolled		Reviewed and approved the offering of unscheduled subjects	2	2	5	5	5	5.00	
	PI 5: Percentage increase in the number of undergraduate students who graduated within prescribed period		Evaluated credentials of graduating students with latin honors with the Honors and Awards Committee	2	2	5	4	5	4.67	
<b>OVPI MFO 2. Student Management Services</b>									0.00	
<b>UMFO 3. Research Services</b>									0.00	
	PI 1. Number of published papers in internationally indexed journals								0.00	
	<i>In refereed int'l journals</i>			2	1	5	4	4	4.33	
	<i>In refereed nat'l journals</i>								0.00	
	<i>In institutional journals</i>			1	1	5	5	5	5.00	
	PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences								0.00	
	<i>In int'l fora/conferences</i>			1	1	5	5	5	5.00	
	<i>In nat'l fora/conferences</i>			1	2	5	5	5	5.00	
	PI 3. Number of research projects conducted and/or completed on schedule			1	2	5	5	5	5.00	
	<b>PI 4.</b> Number of research proposals submitted			1	1	5	4	4	4.33	
	<b>PI 5.</b> Percent of research proposals approved			1	1	5	4	4	4.33	
	<b>PI 6.</b> Amount of research money generated from external funding (Thousand PHP)								0.00	
	<b>PI 7.</b> Amount of research money generated from institutional funding (Thousand PHP)			100,000	130,000	5	5	5	5.00	
	<b>PI 8.</b> Additional outputs								0.00	
<b>UMFO 4. Extension Services</b>									0.00	
	<b>PI 1.</b> Number of person-days trained weighted by length of training			30	35	5	5	5	5.00	
	<b>PI 3.</b> Number of beneficiaries served								0.00	
	<i>Groups</i>								0.00	
	<i>Individuals</i>			30	35	5	5	5	5.00	
	<b>PI 4.</b> Number of extension projects conducted and/or completed on schedule		CAFS -BIDANI project						0.00	
	<b>PI 5.</b> Number of extension proposals submitted			1	1	5	5	5	5.00	
<b>OVPI MFO 7. Distance Education Services</b>									0.00	




	PI 1: Number of distance education curricular programs implemented		Coordinated/Monitored distance curricular programs implemented (as Chairman of the Dept. Graduate Admission Comm.)	1	1	5	5	5	5.00	
	PI 2: Percentage increase in the number of extramural students enrolled		Monitored number of extramural students enrolled (as Chairman of the Dept. Graduate admission Comm.)	5	20	5	5	5	5.00	
<b>OVPI MFO 8. Program and Institutional Accreditation Services</b>									0.00	
	PI 1: Number of degree programs which passed accreditation/evaluation at least Level 1		Coordinated/Monitored degree programs which passed accreditation/evaluation at least Level 1	1	1	5		5	5.00	
	PI 2: QMS on faculty recruitment, development & performance evaluation aligned with ISO standards		Monitored faculty recruitment, development and performance evaluation aligned with ISO standards	2	3	5	4	5	4.67	
	PI 3: Degree program compliant with CHED		Evaluated and monitored degree programs compliant with CHED	2	2	5	5	5	5.00	
	PI 4: Readiness to SUC levelling by CHED & DBM		Monitored readiness of the university to SUC levelling by CHED & DBM						0.00	
<b>UMFO 6. General Administration and Support Services (GASS)</b>									0.00	
<b>OVPI MFO 1. Administrative and Facilitative Services</b>									0.00	
	PI 2: Number of university committees/ boards/council chaired & coordinated		Attended college and university committess meeting	2	5	5	5	5	5.00	
<b>OVPI MFO 2. Frontline Services</b>										
Total Over-all Rating									<b>124.33</b>	
Average Rating						<b>4.96</b>	<b>4.64</b>	<b>4.73</b>	<b>4.78</b>	
Adjectival Rating									<b>OUTSTANDING</b>	

**Comments and Recommendations for Development Purpose:**

*He is encouraged to write more papers for ISI or SCOPUS journals.*

- 1- Quality
- 2- Efficiency
- 3- Timeliness
- 4- Average


Evaluated and Rated by:

  
**VICTOR B. ASIO**

Dean, CAFS

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

Recommending Approval:

  
**VICTOR B. ASIO**

Dean, College of Agriculture and Food Science

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

Approved by:

  
**BEATRIZ S. BELONIAS**

Vice President, Instruction

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

EMPLOYEE DEVELOPMENT PLAN

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

Aim: Maintain the outstanding rating

Proposed Interventions to Improve Performance:

Date: January 28, 2019 Target Date: December 2019  
First Step:

Attend trainings and present papers in scientific conference


Result:  
Presented two papers in the international conference (ICERD and PSSN)


Date: January 2019 Target Date: December 2019

Next Step:  
Publish scientific papers in refereed journal  
Develop DA extension project proposal

Outcome: Presented research results in scientific conferences, published paper in a refereed journal and develop research proposal

Final Step/Recommendation:  
Submit research proposal to funding agency

Prepared by:  
  
VICTOR B. ASIO  
Dean

Conforme:  
  
ULYSSES A. CAGASAN  
Name of Ratee Faculty/Staff