

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

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

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	5.00	1.75
Total for Instruction	70		3.47
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director			
Total for Research	20	4.95	0.99
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension	5.00	4.89	0.24
4. Administration	5.00	4.88	0.24
5. Production	-		
TOTAL	100		4.94

EQUIVALENT RATING:	NUMERICAL
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9
10	10

4.94

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.94

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

Reviewed by:

ULYSSES A. CAGASAN

Name of Faculty

BERTA C. RATILLA

Head, Department of Agronomy

Recommending Approval:

VICTOR B. ASIO, Ph.D.

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 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 July-December 2018.

ULYSSES A. CAGASAN

Associate Professor
Jan. 23, 2019

BERTA C. RATILLA

Head, Department of Agronomy
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		Number of graduate degree specializations monitored	2	2	5	5	5	5.00	
1.5 - 2.0 = 4.8			PI 2: Total FTE monitored		Total FTE	5	9.33	5	5	5	5.00	
			PI 3: Percentage increase in number of graduate students enrolled		Monitored graduate students enrolled in the university	10	22	5	5	4	4.67	
			PI 4: Number of graduate program proposed and approved		Number of curricular program proposed and approved	1	1	5	5	5	5.00	
			PI 5: Number of thesis advisees who graduated within prescribed period		Number of graduate students who graduated on time	1	1	5	5	5	5.00	
			PI 6: Percentage increase in number of students who graduated within prescribed period		Recommended graduate students for graduation						#DIV/0!	
OVPI MFO 2. Graduate Student Management Services												
			PI 1: Number of graduate students awarded with scholarship/ assistantship		Monitored graduate students awarded with scholarship/assistantship	1	2	4	5	5	4.67	

	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	1	2	5	5	5	5.00		
UMFO 2. Higher Education Services											
OVPI MFO 1. Curriculum Program Management Services											
	PI 1: Total FTE monitored		Total FTE	18	27	5	5	5	5.00		
	PI 4: Percentage increase in number of undergraduate students enrolled		Reviewed and approved the offering of unscheduled subjects	5	5	5	5	5	4.97		
	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	5	4.9	5.00		
	PI 6: Percentage passing of students in licensure board examination		Gave due recognition to placers of the PRC Licensure Board Examinations						#DIV/0!		
	PI 7: No. of students graduated within the prescribed period		Recommended for approval graduate students awarded with honors/distinction						#DIV/0!		
OVPI MFO 2. Student Management Services											
UMFO 3. Research Services											
	PI 1. Number of published papers in internationally indexed journals			1	1	5	5	5			
	<i>In refereed int'l journals</i>								#DIV/0!		
	PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences			1	2	5	5	5	5.00		
	<i>In nat'l fora/conferences</i>								#DIV/0!		
	PI 3. Number of research projects conducted and/or completed on schedule			2	2	5	5	5	5.00		
	No. of technical/expert services (as peer reviewer)			1	3	5	5	5	5.00		
UMFO 4. Extension Services											
	PI 4. Number of extension projects conducted and/or completed on schedule								#DIV/0!		
UMFO 5. Support to Operations (STO)											
OVPI MFO 1. Faculty Development Services											
OVPI MFO 2. Faculty Recruitment/Hiring Services											
OVPI MFO 3. Faculty Evaluation Services											
OVPI MFO 4. Admission & Registration Services											
OVPI MFO 5. Guidance and Counselling & Support to Students Services											
OVPI MFO 6. Library Services											
OVPI MFO 7. Distance Education Services											
OVPI MFO 8. Program and Institutional Accreditation Services											
OVPI MFO 9. Development Broadcasting & Communication Services											

UMFO 6. General Administration and Support Services (GASS)									
OVPI MFO 1. Administrative and Facilitative Services									
	PI 2: Number of university committees/boards/council chaired & coordinated		Attended college and university committess meeting	4	6	4.9	4.9	5	4.93
	PI 5: Number of frontline academic services monitored and ensured to be customer friendly & efficient and citizens charter posted conspicuously		Monitored frontline academic services and ensured to be customer friendly and efficient	1	1	4.9	4.9	4.9	4.90
	PI 6: Percentage of new faculty recruited/hired using procedures aligned with ISO standards		Reviewed and evaluated faculty recruited/hired using ISO standards as Dept. APC member	1	1	5	5	5	5.00
	PI 7: Number faculty recommended for graduate studies		Recommended for approval to the University President as Dept. APC member	1	1	4.9	4.9	5	4.93
	PI 9: Percentage of faculty evaluated by their students		Coordinated and monitored faculty evaluation by their students						#DIV/0!
OVPI MFO 2. Frontline Services									#DIV/0!
	PI 1. Efficient and customer-frienly frontline service		Zero percent complaint from clients served						#DIV/0!
	Best practices/new initiatives		Subsidized students' contribution during parties						#DIV/0!
			Set schedules of thesis manuscript processing to assure on time graduation						#DIV/0!
Total Over-all Rating						104	104	103	103.40
Average Rating						4.94	4.94	4.90	4.92
Adjectival Rating									OUTSTANDING


Comments and Recommendations for Development Purpose:

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


Evaluated and Rated by:


BERTA C. RATILLA
 Head, Department of Agronomy
 Date: _____

Recommending Approval:


VICTOR B. ASIO, Ph.D.
 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: July

Target Date: December 2018

First Step:

To improve teaching strategies, present paper in scientific conference

Result:

80% of courses handled got outstanding ratings; presented poster during scientific conference

Date: January 2019

Target Date: December 2019

Next Step:

To attend trainings/publish scientific paper in refereed journal

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

Final Step/Recommendation:

Prepared by:


BERTA C. RATILLA
Unit Head

STATE OF NEW YORK

IN SENATE
January 14, 1903

REPORT OF THE

COMMISSIONERS OF THE LAND OFFICE

FOR THE YEAR 1902

ALBANY: J. B. LIPPINCOTT & CO., PRINTERS.
1903.

THE COMMISSIONERS OF THE LAND OFFICE HAVE THE HONOR TO ACKNOWLEDGE THE RECEIPT OF THE

REPORT OF THE COMMISSIONERS OF THE LAND OFFICE FOR THE YEAR 1902

AND TO STATE THAT THE SAME HAS BEEN READING AND CONSIDERED BY THE SENATE

AND THAT THE SAME IS HEREBY RECOMMENDED TO THE GOVERNOR FOR HIS SIGNATURE

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