


SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: SENONA A. CESAR

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
i. Head/Dean (50%)		$4.95 \times 50\% = 2.475$	
j. Students (50%)		$5 \times 50\% = 2.5$	
Total for Instruction	70%	4.975	3.4825
2. Research			
i. Client/Dir. for Research (50%)			
j. Dept. Head/Center Director (50%)			
Total for Research	25%	$4.915 \times 25\%$	1.22875
3. Extension			
k. Client/Dir. For Extension (50%)			
l. Dept Head/Center Director (50%)			
Total for Extension	5%	$5 \times 5\%$	0.25
4. Administration			
5. Production			
TOTAL	100%		4.96125

EQUIVALENT NUMERICAL RATING: 4.96125
 Add: Additional Points, if any: none
 TOTAL NUMERICAL RATING: 4.96125

ADJECTIVAL RATING: OUTSTANDING



SENONA A. CESAR
 Name of Faculty


ANALYN M. MAZO
 Department Head

Recommending Approval:


CANDELARIO L. CALIBO
 Dean/Director

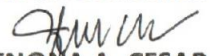
Approved:


BEATRIZ S. BELONIAS
 Vice President

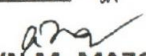
"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, SENONA A. CESAR, of the Department of Biological Sciences 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 2020.


SENONA A. CESAR
 Ratee

Approved:


ANALYN M. MAZO
 Head of Unit

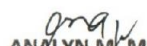
MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks	
					Q ¹	E ²	T ³	A ⁴		
1: Advanced Education Services										
DBS MFO 1. Graduate Degree Program										
DBS MFO 2. Graduate Student										
	PI 3: Number of graduate students advised	GAC chairman & member	11	11	5	5	5	5.00	Cacho, E. Sampan, EL., Modina, C., Royo, CM., Tortusa, J., Pecolados , M., Fernandez, RL., Daganasol, RO., Escalera, MLQ., Panta, AC., Ordovez, FG.	
UMFO 2. Higher Education Services										
DBS MFO 1. Curriculum Program										
	PI 1: Total FTE monitored	Biol 125=1.7; MarB11=3.4; ScTS 11= 7.5; ScTS 11 5.25; TREC 205= .1.5	19.35	19.35	5	5	5	5.00		
	PI 8: Number of students advised for their academic and thesis concerns	served as academic adviser, thesis adviser, thesis chairman and SRC member for BS Biology students	22	22	5	5	5	5.00	THESIS Adviser Jumao-as, C., Honor, ; Puray, X., SRC Chairman Bertos, J., member De La Rama,MGI., ACADEMIC ADVISER Pableo, F, Mandras, CM, Cabradilla, A., Igloria, I., Sumabat, PAB., Manguiat, NCB., Latoreno, RPS., Rosa, JMF., Pajo, JMO., Joyo, RR., Paranas, RMM., Santiago, JM., Paulo, ENR., Sarballon, MMS., Pedarios, CJC., Ramos, EO.,	
	PI 10: Number of instructional materials		1	2	5	5	4.5	4.83	Lab Manual Biol 125 (revision); Ecol 21 lab revision	

Average Rating (Total Over-all rating divided by 4)		4.95
Additional Points:		
Approved Additional points (with copy of approval)	NA	
FINAL RATING		4.95
ADJECTIVAL RATING		OUTSTANDING

**Comments & Recommendations
for Development Purpose:**

*Needs to finish her
Ph.D. degree.*

Evaluated & Rated by:


ANALYN M. MAZO
Dept/Unit Head


Date: _____

Recommending Approval:


CANDELARIO L. CALIBO
Dean/Director

Date: _____

Approved by:


BEATRIZ S. BELONIAS
Vice President

Date: _____

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Senona A. Cesar
Performance Rating: Outstanding

Aim: Finish graduate studies

Proposed Interventions to Improve Performance:

Date: June 2018 Target Date: 2020

First Step:

Finish dissertation-proposal

Result:

De-loaded from research engagement

Date: _____ Target Date: September-December _____

Next Step:

Set target date to submit approved proposal

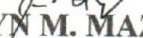
Outcome:

Working on the approval of proposal

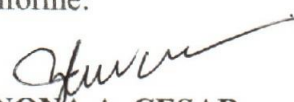
Final Step/Recommendation:

Should finish by 2020

Prepared by:


ANALYN M. MAZO
Unit Head

Conforme:


SENONA A. CESAR
Assoc. Prof V