

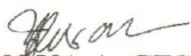
# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

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			
Head/Dean (50%)		4.97x50% = 2.48	
Students (50%)		4.75x50% = 2.37	
Total for Instruction	70%	4.855	3.3985
2. Research			
Client/Dir. for Research (50%)			
Dept. Head/Center Director (50%)			
Total for Research	30%	5x30%	1.5
3. Extension			
Client/Dir. For Extension (50%)			
Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL	100%		4.898

EQUIVALENT NUMERICAL RATING: 4.898  
 Add: Additional Points, if any: none  
 TOTAL NUMERICAL RATING: 4.898

ADJECTIVAL RATING: OUTSTANDING

  
SENONA A. CESAR  
 Name of Faculty


  
ANALYN M. MAZO  
 Department Head

Recommending Approval:



CANDELARIO L. CALIBO  
 Dean/Director

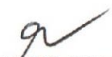
Approved:

  
BEATRIZ S. BELONIAS  
 Vice President

Visayas State University  
**DEPARTMENT OF BIOLOGICAL SCIENCES**  
 Visca, Baybay City, Leyte  
**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)**

I, **SENONA A. CESAR**, Associate Professor , 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.

  
**SENONA A. CESAR**  
 Associate Professor

  
**ANALYN M. MAZO**  
 Head, DBS

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

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

MFO No.	MFO Description	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
UMFO	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	6	7	5	5	5	5.00	CHAIRMAN Sanchez, MLL, Cacho, E. Modina, C., Royo, CM., Tortusa, J., Pe	
UMFO 2. Higher Education Services										
DBS MFO 1. Curriculum Program										
	PI 1: Total FTE monitored	Ecol 21n=3.45; ScTS 11 (2)=10.50; Zool 128 = 5.4	19.35	19.35	5	5	5	5.00		
	PI 7: Number of academe/industry linkage established	Institute of Climate Change and Sustainable Cities; FISH CORAL							thru the Regional Climate Research Center Lab	
	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	9	10	5	5	5	5.00	THESIS Adviser Jumao-as, C., Honor, ; P Sabanal, R. SRC Chairman Bertos, J., Bac MS ACADEMIC ADVISER Pableo, F, Man	
	PI 9: Number of student organizations advised									
	PI 10: Number of instructional materials			1	5	5	4.5	4.83	Lab Manual for Ecology (Ecol 21n)	
	PI 11: Number of OBE compliant syllabus prepared			1	5	5	4.5	4.83	Ecology,Science, Technology and Society	



PI 12: Additional outputs									
Number of awards/recognition received by faculty									
Number of seminar/workshop attended		1	9	5	5	5	5.00		
Number of learning materials acquired			1						Impact of Climate Change Slow-Onset Ever Increasing Sea Surface Temperature, and Coastal Fishery Areas and Small Island Ec Philippines
Number of Accreditation Process									
<b>DBS MFO 3. RESEARCH</b>									
PI 1: Number of published papers in internationally									
PI 2: Number of research outputs presented in local/regional/national /international fora/conferences			2						Launching of publication and NAST (region
PI 3: Number of research project/study conducted and/or completed in schedule	CHED DARE TO and Fish Coral both for coral components	1	2	5	5	5	5.00		continuation and newly implemented
PI 4: Number of research proposals submitted									
PI 5: Number of research proposals approved	Fish Coral	1	1	5	5	5	5.00		
<b>DBS MFO 4. Extension services</b>									
PI 1: Number of technical/expert services rendered	1	1	1	5	5	5	5.00		DBS graduation speaker
Number of scientific fora attended as speaker/resource person		1	3	5	5	5	5.00		coral identification (2); poster presentatio
Number of scientific fora attended as participant		1	5	5	5	5	5.00		RBME; SOE publication launching; ODK w Haligi ng Agham Forum
<b>DBS MFO 5. Support to operation</b>									
PI 1: Number of seminars/ trainings/ conventions/ workshops coordinated for entire university			2						Foliose Coral Taxonomy and Introduction to Lecture on CRTR Method and Identification
<b>DBS MFO 6: General Administration and Support</b>									
Number of laboratory specimens properly collected for	coral collection and comparative anatomy specimen								from CHED DARE project and project t
Total Over-all Rating							54.67		
Average Rating							4.97		
Adjectival Rating							OUTSTANDING		

Evaluated & Rated by:

**ANALYN M. MAZO**  
Department Head

Recommending Approval:

**CANDELARIO L. CALIBO**  
College Dean

Approved:

**BEATRIZ S. BELONIAS**  
Vice President for Instruction

COMMENTS AND SUGGESTIONS:

To finish PhD the  
earliest time possible

## EMPLOYEE DEVELOPMENT PLAN

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

Aim: Finish graduate studies

Proposed Interventions to Improve Performance: Come up with a timeline of activities related to dissertation

Date: June 2019      Target Date: December 2019

First Step:

De Load from research engagements

Result:

Finish dissertation proposal ready for approval

Date: July 2019      Target Date: \_September-December 2019

Next Step:

Set target date to submit approved proposal

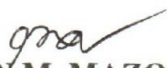
Outcome:

Working on the approval of proposal

Final Step/Recommendation:

\_Should finish by 2019

Prepared by:

  
ANALYN M. MAZO  
Unit Head

Conforme:

  
SENONA A. CESAR