

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: DEEJAY MARANGUIT (Instructor II)

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	35%	4.85	1.70
b. Students (50%)	35%	4.95	1.73
Total for Instruction	70%		3.43
2. Research			
a. Client/Dept. Head	20%	4.85	0.97
b. CAFS Res. Dir.			
Total for Research	20%		0.97
3. Extension			
a. Clients (50%)	9%	4.75	0.43
b. Study Leader (Ext'n project) (50%)			
Total for Extension	9%		0.43
4. Administrative (Mgt of laborers)	1%	5.0	0.05
TOTAL			4.88

EQUIVALENT NUMERICAL RATING: 4.88

Add: Additional Points, if any:

Punctuality & regular attendance

TOTAL NUMERICAL RATING: 4.88

ADJECTIVAL RATING: Outstanding

Prepared by:

DEEJAY MARANGUIT

Name of Faculty

Reviewed by:

SUZETTE B. LINA

Department Head

Recommending Approved:

VICTOR B. ASIO

Dean - CAFS

Approved:

BEATRIZ S. BELONIOS

VP for Instruction

ASIO + BELONIAS

Visayas State University
College of Agriculture and Food Science
DEPARTEMENT OF SOIL SCIENCE
Visca, Baybay City, Leyte
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, DEEJAY MARANGUIT, Instructor II of the Department of Soil Science, 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 1 to June 30, 2018. (Accomplishments)


DEEJAY MARANGUIT, Ph.D.
Ratee

Date: _____

Approved: 
SUZETTE B. LINA, Ph.D.
Head of Unit

Date: _____

MFO No.	MFO Description	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
					Details of Accomplishment	Quality	Efficiency	Timeliness	Average	
MFO 2 Higher Education Services										
Under Graduate Degree Program Management Services										
		PI 1. Number of FTE	Teach: SS 112 (Lec) - 22 students; SS 22 (Lab) - 72 students (2 sections); SS 24 (lec/lab) - 9 students; SS 200 - 1 stud; SS 200.4 - 1 stud; SS 200.1 - 6 studs; Envi (lec) - 12 students	7.50	27.851	5	5	4.9	5.0	
Undergraduate Student Management Services										
		PI 1. Number of undergraduate thesis outline approved	Read, reviewed and approved thesis outline as adviser and SRC member	4	15	5	5	5	5	Pizon,Bedico,Toledo,Rife, Belmores, Abrematea,Mahipos,Bulawan, Eneres,Marite,Batuto,Escultor,Lambo, Baranda, Macapanas
		PI 2. Number of undergraduate student's manuscripts approved	Read, reviewed and approved undergraduate student's manuscript as adviser and SRC member	6	15	5	5	4.9	5	Pizon,Bedico,Toledo,Rife, Belmores, Abrematea,Mahipos,Bulawan, Eneres,Marite,Batuto,Escultor,Lambo, Baranda, Macapanas

		Student advising and consultation services								
		PI 5. Number of academic advisees	Advised students on what subjects to take and approve COR	10	18	5	5	5	5.0	1st yr to 4th yr
		PI 6. Number of student-related activities assisted	Approved and monitored student activities as Advisee of OSSM (Org. of Soil Science Major)	1	3	5	5	5	5.0	general cleaning work in the dept and in the preparation for VSU Anniv
		PI 8. Number of student awards/honors received	Monitored/guide academic/thesis advisees	0	1	5	5	5	5.0	Bulawan
MFO3. Faculty Evaluation Services		PI 1. Teaching Performance	All subjects handles	VS	Outstanding	5	5	5	5.0	
MFO 4 Research Services										
		PI 1. Number of article prepared for publication								
		In refereed int'l journals	Research output from my Dissertation	0	2	5	5	4.5	4.8	BFS Journal and ASE Journal
		PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences								
		In national conferences	PSSST	0	2	5	5	5	5.0	May-18
		PI 3. Number of research projects conducted and/or completed on schedule	Soil ACIAR Project	1	1	5	5	5	5.0	
		PI . Amount of research money generated from external funding (Thousand PHP)	ACIAR Soil Project	100K	200K	5	5	5	5.0	
		PI 7. Number of trainings/workshops attended	PSSST	0	1	5	5	5	5.0	PSSST
MFO 5 Extension										

		PI 5. Number of Scientific Papers reviewed	ATR; JATM	1	4	5	5	4.9	5.0	
MFO 7 General Admin and Support Services										
		PI 7. Number of College/University meetings attended	VSU meeting	2	8	5	5	5	5.0	
		PI 8. Number of committee membership	Department-based Comm.	1	4	5	5	5	5.0	
		PI 10. Zero percent complaint from clients served	None	0 % complai	no complaint	5	5	5	5.0	
		Additional Outputs								
Total Over-all Rating						79.8				
Average Rating						4.988				
Adjectival Rating						Outstanding				

Average Rating (Total Over-all rating divided by 4)	
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	4.988
ADJECTIVAL RATING	Outstanding

Evaluated and Rated by:



SUZETTE B. LINA

Head, DSS

Date : _____

Recommending Approval:



VICTOR B. ASIO

Dean, CAFS

Date: _____

Comments & Recommendations for Development Purpose:

Excellent!

Approved:



BEATRIZ S. BELONIAS

VP FOR INSTRUCTION

Date: _____

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: DEEJAY MARANGUIT

Performance Rating: OUTSTANDING

Aim: To sustain outstanding performance of the department

Proposed Interventions to Improve Performance:

Full support from the University in terms of continuous faculty development program, research/extension activities and administrative support in the preparation of updated teaching materials.

Date: January 2018

Target Date: January to June 2018

First Step:

Revise/update Instructional Materials

Attend national and international scientific forum

Publish scientific paper in international refereed journals

Result:

Published articles in Catena journal

Date: June 2018

Target Date: January to 2018

Next Step:

Write scientific proposals for future research

Collaborate other institutions for research and extension projects

Outcome: Submit scientific proposals to other institutions for possible collaboration.

Final Step/Recommendation:


If proposal is approved and budget is ready, then implementation will follow.

Prepared by:



SUZETTE B. LINA
Unit Head

Conforme :


DEEJAY S. MARANGUIT

Ratee

Manangit

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: DEEJAY MARANGUIT

Performance Rating: OUTSTANDING

Aim: To sustain outstanding performance of the department

Proposed Interventions to Improve Performance:

Date: December 2017

Target Date: January to June 2018

First Step:

Attend national and international scientific forum

Publish scientific paper in international refereed journals

Result:

Attended the Philippine Society of Soil Science and Technology annual meeting and conference

Manuscript for publication submitted in the Journal of Biology and Fertility of Soils and in Annals of Tropical Research

Date: August 2018

Target Date: July to December 2018

Next Step:

Write scientific proposals for future research

Collaborate other institutions for research and extension projects

Outcome: Submit scientific proposals to other institutions for possible collaboration.

Final Step/Recommendation:

If proposal is approved and budget is ready, then implementation will follow.

Prepared by:



SUZETTE B. LINA

Unit Head

Conforme:



DEEJAY S. MARANGUIT

Rater

