

**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **Dr. Deejay Maranguit-Lumanao, Assoc Prof. II**Period: **July to December 2022**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)	25%	4.91	1.228
b. Students	25%	4.20	1.050
Total for Instruction	<b>50%</b>		<b>2.278</b>
2. Research			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)	15%	4.83	<b>0.724</b>
Total for Research	<b>15%</b>		
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)	10%	5.00	0.50
Total for Extension	<b>10%</b>		
4. Administration	<b>25%</b>	5.00	1.25
5. Production			
<b>TOTAL</b>	<b>100%</b>		<b>4.752</b>

EQUIVALENT NUMERICAL RATING: **4.752**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.752**ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

  
**DEEJAY M. LUMANAO**

Name of Faculty

Reviewed by:

  
**SUZETTE B. LINA**

Department Head


Recommending Approval:

  
**VICTOR B. ASIO**

Dean, CAFS

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, DEEJAY M. LUMANAO, a faculty member of the DEPARTMENT OF SOIL SCIENCE commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JULY-DECEMBER, 2022 (Accomplishment). Note: On maternity leave from October-January 9, 2023.

  
**DEEJAY M. LUMANAO**  
Assoc. Prof. II  
Date:

Approved:   
**SUZETTE B. LINA**  
Department Head  
Date: 1/4/2023

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	0						
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	2	3	5	5	4.5	4.83	Judy Gamboa; Jayca Jaca; Jinky Dogello
		A3 . Number of students advised on thesis/special problem/dissertation								Rhonna Bulawan; Charlene Colangan; Judy Gamboa
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	3	5	5	5	5.00	
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	8	5	5	4.5	4.83	Jeffrey Abubo; Rica Rose Mahipos; Dyann Milleza; Roda Salas; Jocel Batuto; Divina Bedico; John Mark Risos; Ayron Garrido;

		<u>A4 . Number of students entertained for consultation purposes</u>	Entertains students seeking consultation with faculty	2	10	5	5	5	5.00	1st yr. MS Soil Science; 2nd yr. MS Soil Science
	<u>PI 9:</u> Number of instructional materials developed *	<u>A5 . Number of on-line ready coursewares developed and submitted for review</u>	Converts the existing instructional materials into flexible learning systems	0						
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	0						
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	0						
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	0						
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	0	0					
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	0						
	<u>PI 10 . Additional outputs:</u>	<u>A 8. Other outputs implementing the new normal due to covid 19</u>	Designs experiential learning activities and other outputs to implement new normal	0						
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										
	<u>PI 5:</u> Total FTE, coordinated, implemented and monitored *	<u>A9. Actual Faculty's FTE</u>	Handles and teaches courses assigned	0						



		<b>A10.</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	0						
		<b>A11.</b> Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	0	2	5	5	5	5.00	SS113 INC form with completion grade of two students
		<b>A12.</b> Number of trainings attended related to instruction	Attend mandated trainings	0						
		<b>A13.</b> Number of long examinations administered and checked	Administers and checks long examination for subjects taught	0						
		<b>A14.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	0						
		<b>A15.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	0						
	<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	Acts as academic adviser to students	1	20	5	5	5	5.00	
		<b>A17.</b> Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	3	3	5	5	5	5.00	Ronalyn Dula; Winceny Ledesma; Carlos Bendanillo
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	3	4	5	5	4	4.67	Cyrill Ellorimo; Marielle Arong; Mariel Pacaldo; Hazel Pacayo
		<b>A18.</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	5	10	5	5	5	5.00	
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19.</b> Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	5	5	5	5.00	Graduate Students Association

		<b>A20</b> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student	0						
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21</b> : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	0						
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	5	5	4.5	4.83	EM112n Module
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	0						
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	0						
		<b>A 23</b> : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	0	0					
		<b>A 24</b> : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	2	5	5	5	5.00	Moodle classroom (VSUEE) SS24; EM112n
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	0	1	4.5	5	4.5	4.67	AACCUP; COPC for MAgDev
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	0	0					
		<b>A 26.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	0	0					
<b>SUBTOTAL (Instruction)</b>									<b>63.83</b>	
<b>Average</b>									<b>4.91</b>	
<b>TPES Rating</b>									<b>4.20</b>	
<b>UMFO 3 . RESEARCH SERVICES</b>										

PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries	0	0					
PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research oroject within the year	0	0					
PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	0	0					
	In refereed int'l journals								
	In refereed nat'l/regional journals								
PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences	0	0					
	In int'l fora/conferences								
	In nat'l/regional fora/conferences								
PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	0	2	5	5	4.5	4.83	Internationalization; Coconut proposal for PCARRD
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)								
	A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	2	3	5	5	4.5	4.83	SHJ; ATR
	A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0	0					



		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	0							
	<b>SUBTOTAL (Research)</b>									<b>9.66</b>	
	<b>Average</b>									<b>4.83</b>	
<b>UMFO 4. EXTENSION SERVICES</b>											
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership	0	1	5	5	5	5.00	Contacted one Agricultural Technician in Baybay for possible linkage/partnership for DSS extension project	
	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	0	0						
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A 38.</b> Number of extension programs/projects implemented	Implements duly approved extension projects	1	1	5	5	5	5.00	GAA 2020 (DSS-Extension Project) entitled: "Enhancing Farmer's Farm Productivity and Capacity on Soil Health Management for Sustainable Crop Production and Environmental Protection in Changing Climate"	
	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<b>A 39.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services	0	90%	5	5	5	5.00	Training on Integrated Nutrient Management in Hipusngo Farmer's Association	
	<b>PI 5.</b> Number of technical/expert services	<b>A 40.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries								
	Research Mentoring	Research Mentor		0							
	Peer reviewers/Panelists	Peer reviewers/Panelists		0							

	Resource Persons	Resource Persons		0						
	Convenor/Organizer	Convenor/Organizer		0						
	Consultancy	Consultant		0						
	Evaluator	Evaluator		0						
	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	0						
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		0						
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	0						
SUBTOTAL (Extension)									15.00	
Average									5.00	
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
	<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>									
	PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero non-conformity	zero non-conformity	5	5	5	5.00	
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant	100% compliant	5	5	5	5.00	
		On program accreditations								
		On institutional accreditations								
<b>UMFO 6. General Admin. &amp; Support Services (GASS)</b>										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint	Zero % complaint	5	5	5	5.00	





PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice (Conducted meeting with the Dept heads offering MAgDev)	1	1	5	5	5	5.00	Conducted strategic planning with the Department Heads of the Dept offering MAgDev and other VSU key officials
	A 48. Other outputs implementing the new normal due to covid 19	Prepared documents and presentation for the COPC evaluation of MAgDev program	0	1	5	5	5	5.00	Prepared documents and presentation for the COPC evaluation of MAgDev program
SUBTOTAL (Administration)								25.00	
Average								5.00	
Total Over-all Rating					113.49				
Average Rating					4.752				
Adjectival Rating					Outstanding				

Average Rating (Total Over-all Rating Divided by 4)		4.752
Additional Points:		
Punctuality	xx	
Approved Additional Points (with copy of approval)	xx	
FINAL RATING		4.752
ADJECTIVAL RATING		OUTSTANDING

Comments and Recommendations for Development Purpose:  
 Maintain your outstanding rating, continue doing research and extension activities and publish article.

Evaluated & Rated by:   
**SUZETTE B. LINA**  
 Department Head  
 Date:

Recommending Approval  
  
**VICTOR B. ASIO**  
 Dean, CAPS  
 Date: 1/9/23

Approved by:   
**BEATRIZ S. BELONIAS**  
 Vice President for Instruction  
 Date:

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: DEEJAY MARANGUIT-LUMANAOPerformance Rating: OUTSTANDING

Aim: To sustain the outstanding rating

Proposed Interventions to Sustain/Improve Performance:

Full support from the Department of Soil Science, the College of Agriculture and Food Sciences, and from the University in terms of financial support for all proposals to be submitted to produce outputs for instruction (ex. Budget for teaching guide preparation), research (ex. Approval and release of budget for research proposal submitted), extension (ex. Time and budget to do the extension activities) and production.

Date: July 1, 2022Target Date: December 30, 2022

First Step:

Revise instructional materials to online-ready courseware.Draft research and extension proposals for funding.Write research paper for publication.Review manuscript submitted in the journal as peer-reviewer.

Result:

Has revised the instructional materials to online-ready courseware based on the learning guide format of the University.Crafted and submitted proposal for internationalization and coconut proposal for PCARRD funding.Finalized research paper to be submitted for publication.Reviewed articles from ATR, SHJ, JATM.

Date: January 1, 2023

Target Date: December 30, 2023

Next Step:

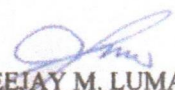
Write another research article for publication in ISI journal.Write a research proposal for funding.Attend national and international fora.Outcome: Submission of research proposal for funding.

Final Step/Recommendation:

If research paper is accepted for publication and will be published, it will be used as a reference for graduate and undergraduate students. And if the research proposal will be submitted and will be funded, new graduates will be hired as a research assistant, and data generated will be published.

Conforme:

Prepared by:

  
DEEJAY M. LUMANAO  
 Faculty

  
SUZETTE B. LINA  
 Head, DSS