

## SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **DIONESIO M. BAÑOC (Associate Prof. 4)**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)		4.52	
b. Students		4.18	
Total for Instruction	40.00%	4.35	1.74
2. Research (Conducted 3 rice ratooning studies and completed one research project)			
a. Client/Dir. for Research			
b. Dept. Head/Center Director		5.00	
Total for Research	50.00%	5.00	2.50
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension	0.00%		
4. Administration (PMT & TWG-BAC Member)	10.00%	5.00	0.50
5. Production	0.00%		
TOTAL	100%	14.35	4.74

EQUIVALENT NUMERICAL RATING:

**4.74**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

**4.74**

ADJECTIVAL RATING:

**OUTSTANDING**

Prepared by:

Reviewed by:


  
**DIONESIO M. BAÑOC**

Name of Faculty

  
**ULYSSES A. CAGASAN**

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 for Academic Affairs


**"Exhibit B"**

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, Dionasio M. Bañoc, a faculty member of the DEPARTMENT OF AGRONOMY 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 January - June, 2021.

  
**DIONESIO M. BAÑOC**  
 Associate Prof. 4  
 Date:

Approved:  
  
**ULYSSES A. CAGASAN**  
 Department Head  
 Date: 7/21/2024

  
**VICTOR B. ASIO**  
 College Dean  
 Date:

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	2	6.75	5	5	5	5.00	Agro244 (lec & lab), Agro241 (lec & lab)
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	1	2	5	5	5	5.00	Ms. Mariel Balano & Ms. Joannah Quilario
		A3 . Number of students advised on thesis/special problem/dissertation		-						
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	2	5	5	5	5.00	Ms. Mariel Balano & Ms. Joannah Quilario
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	3	5	5	5	5.00	Mr. R. Rosendal (MS), Ms. Grace T. Sarmiento (Ph.D.), and Mr. Villaruben (MAGDev.)

		<u>A4 . Number of students entertained for consultation purposes</u>	Entertains students seeking consultation with faculty	2	6	5	5	5	5.00	Ms. Balano, Ms. Tan, Mr. Rosendal, Mr. Casumlong, Mr. F. Calanza & Ms. H. Laurel
	<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	1	2	5	5	5	5.00	Agro244 and Agro241
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	2	5	5	5	5.00	Agro244 & Agro241
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	2	5	5	5	5.00	Agro244 and Agro241
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	5	5	5	5	5.00	Agro244 (lec & lab), Agro241 (lec & lab)
		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							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	3	5	5	5	5.00	Agro244 (lecture & laboratory), Agro241 (lecture)
	<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							
<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	10	6.75	3	3	3	3.00	Target FTE to be accomplished next semester. Besides, accomplishment for FTE on higher education services was affected due to high teaching load or FTE in advanced education services



		<b>A10.</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	4	5	5	5	5.00	Agro141 (lec & lab) for midterm and final periods
		<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							
		<b>A12.</b> Number of trainings attended related to instruction	Attend mandated trainings	-						
		<b>A13.</b> Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	4	5	5	5	5.00	Agro141 (lec & lab) for long exams during the midterm period
		<b>A14.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	4	6	5	5	5	5.00	Agro141 (lec & lab) quizzess for the midterm exam period
		<b>A15.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	1	3	5	5	5	5.00	Agro 141 laboratory 3 reports for each student from March to June, 2021
	<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	<i>Acts as academic advisor to students</i>	-						
		<b>A17.</b> Number of students advised on thesis/ field practice/special problem:								
		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	1	3	5	5	5	5.00	Mr. Arnie Radores, Ms. Herzie Decaza, and Mr. Jefferson Baja
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	1	2	5	5	5	5.00	Mr. Leonilo Modina and Mr. Barcos
		<b>A18.</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	20	5	5	5	5.00	Numerous undergraduate students, MAgDev. students and MS & Ph. D. students
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19.</b> Number of Student organizations advised	<i>Advises student organizations recognized by USOO</i>	-						

		<b>A20</b> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related	1	1	3	3	3	3.00	Assisted one group of senior high school students from Ateneo de Cebu through on-line mode
	<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							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	4	5	5	5	5.00	Agro244 (lec & lab), Agro241 (lec & lab)
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	4	5	5	5	5.00	Agro244 (lec & lab), Agro241 (lec & lab)
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	8	5	5	5	5.00	Agro244 (lec & lab), Agro241 (lec & lab)
		<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							
		<b>A 24</b> : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	2	4	5	5	5	5.00	Agro244 (lec), Agro241, Agro141, & Agro244 (lab)
	<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	-						
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	-						



		<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	1	2	5	5	5	5.00	Teach students to conduct transect survey thru street view app and/or google app, and conduct virtual oral presentation from their accomplished transect survey outputs
<b>UMFO 3 . RESEARCH SERVICES</b>				-						
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> 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	1	3	5	5	5	5.00	Ratooning lowland rice (Oryza sativa L.) varieties as influenced by foliar application of aloe vera organic fertilizer, rice ratooning through foliar application of plant-based organic fertilizers, and rice ratooning through foliar application of seaweed-based organic fertilizers
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research project/study within the year	1	3	5	5	5	5.00	Ratooning response of lowland rice (Oryza sativa L.) varieties to foliar application of aloe vera organic fertilizer, Ratooning performance of lowland rice as influenced by foliar application of plant-based organic fertilizers, and Ratooning response of lowland rice to foliar application of seaweed-based organic fertilizers
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> 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	1	3	5	5	5	5.00	Ratooning response of lowland rice (Oryza sativa L.) varieties to cutting height of ratoon crop, Ratooning response of lowland rice (Oryza sativa L.) var. PSB Rc22 to production management practices of the main crop and stubble height of the ratoon crop, and Ratooning response of lowland rice varieties to foliar application of aloe vera organic fertilizer
		<i>In refereed int'l journals</i>		1	2					For submission to ATR or SHJ
		<i>In refereed nat'l/regional journals</i>								
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences							
		<i>In int'l fora/conferences</i>		-						
		<i>In nat'l/regional fora/conferences</i>								
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	1	3	3	3	3.00	Prepared and approved research proposal for project extension

	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)		-						
		<b>A 33.</b> 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	1	2	5	5	5	5.00	Reviwed two papers in SVU-IJAS
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	-						
		<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	1	3	5	5	5	5.00	Conducts researches through low input cost technologies in rice ratooning in order to achieve high gross margin
<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	1	2	4.5	4.5	4.5	4.50	Link and collaborate with Baybay City LGUs and DA-Provincial Office through the Agriculture sector relative to extension activities particularly training, technology demonstration etc.
	<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	-						
	<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	-						
	<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	-						



	<b>PI 5. Number of technical/expert services</b>	<b>A 40. Number of technical/expert services as/in:</b>	Provides the technical and expert services requested by beneficiaries	1	1	3	3	3	3.00	Provided technical services relative to vermicomposting in Pomponan National High School Teachers
	<i>Research Mentoring</i>	<i>Research Mentor</i>		1	2	5	5	5	5.00	Research mentoring to former graduate (MS) advisees, Mr. Tangpos and Mr. Ton-ogan
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>		1						To be accomplished for the second semester
	<i>Resource Persons</i>	<i>Resource Persons</i>		1						To be accomplished for the second semester
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>		-						
	<i>Consultancy</i>	<i>Consultant</i>		-						
	<i>Evaluator</i>	<i>Evaluator</i>		-						
	<b>PI 8. Percent of extension proposals approved *</b>	<b>A 41. Percent of extension proposals approved *</b>	Prepares extension project proposals, submits and follow up its approval for immediate implementation	-						
	<b>PI 11. Additional outputs *</b>	<b>A 42. No. of extension-related awards (extrn. conducted by faculty or student &amp; faculty) *</b>		-						
		<b>A 43. Other outputs implementing the new normal due to covid 19</b>	Designs extension related activities and other outputs to implement new normal							
<b>UMFO 5. SUPPORT TO OPERATIONS</b>				-						
	<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>			-						



	<b>PI 8.</b> 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*	<b>A 44.</b> 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	-	non-conformity					
		<b>A 45.</b> Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	-	0% compliant					
		On program accreditations		-						
		On institutional accreditations		-						
<b>UMFO 6. General Admin. &amp; Support Services</b>				-						
	<b>PI 2.</b> Zero percent complaint from clients served	<b>A 46.</b> Customerly friendly frontline services	Provides customer friendly frontline services to clients	-	Zero % complaint					
	<b>PI 3:</b> Additional Outputs	<b>A 47.</b> 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	-						
		<b>A 48.</b> Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
	<b>Total Over-all Rating</b>					157	157	157	157	
	<b>Average Rating</b>					4.74	4.74	4.74	4.74	4.74
	<b>Adjectival Rating</b>									Outstanding
<b>Comments and Recommendations for Development Purpose:</b> <i>Maintain outstanding rating and develop project proposals.</i>								1- Quality 2- Efficiency 3- Timeliness 4- Average		

Evaluated & Rated by:

  
**ULYSSES A. CAGASAN**

Department Head

Date: 7/21/2021

Recommending Approval

  
**VICTOR B. ASIO**

Dean, CAFS

Date:

Approved by:

  
**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

Date: 8/13/21



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: DIONESIO M BAÑOC

Performance Rating: OUTSTANDING

**Aim:** To sustain having an outstanding rating

### Proposed Interventions to Improve Performance

Date: January 2021

Target Date: December 2021

#### First Step:

Attend and present scientific papers in national and international scientific conferences

Develop project proposals

#### Result:

Presented scientific paper orally and in poster

Submitted project research proposal to funding institution

**Target Date:** December 2022

#### Next Step:

Attend scientific conference & prepare scientific paper for publication

**Outcome:** Attended scientific conference and published scientific paper in refereed journal


#### Final Step/Recommendation:

Maintain outstanding rating and publish research paper in refereed journals

Prepared by:

  
**ULYSSES A. CAGASAN**  
Unit Head

Conforme:

  
**DIONESIO M BAÑOC**  
Name of Ratee Faculty/Staff