

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: **Dr. Deejay Maranguit-Lumanao, Asst. Prof. II**
Period: **January to June 2021**

| Program Involvement (1) | Percentage Weight of Involvement (2) | Numerical Rating (Rating x%) (3) | Equivalent Numerical Rating (2x3) |
|------------------------------------|---|--|--|
| 1. Instruction | | | |
| a. Head/Dean (100%) | 25% | 4.94 | 1.235 |
| b. Students | 25% | 4.75 | 1.1875 |
| Total for Instruction | 50% | | 2.4225 |
| 2. Research | | | |
| a. Client/Dir. for Extension (50%) | | | |
| b. Dept Head/Center Director (50%) | 10% | 4.78 | 0.478 |
| Total for Research | 10% | | 0.478 |
| 3. Extension | | | |
| a. Client/Dir. for Extension (50%) | | | |
| b. Dept Head/Center Director (50%) | 15% | 4.75 | 0.7125 |
| Total for Extension | 15% | | 0.7125 |
| 4. Administration | 25% | 5.00 | 1.25 |
| 5. Production | | | |
| TOTAL | 100% | | 4.863 |

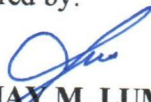
EQUIVALENT NUMERICAL RATING: **4.863**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.863**

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

Approved:


BEATRIZ S. BELONIAS
Vice President, Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

"Exhibit B"

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 JANUARY-JUNE, 2021 (Accomplishment).

DEEJAY M. LUMANAO

Asst. Prof. II

Date:

Approved:

SUZETTE B. LINA

Department Head

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 | 0 | 0.00 | | | |
| | PI 8: Number of graduate students advised * | A2. Number of students advised | Acts as academic adviser to graduate students | 1 | 4 | 5 | 5 | 4.5 | 4.83 | Rhonna Bulawan; Charlene Colangan; Kier Lambert Demain; |
| | | A3. Number of students advised on thesis/special problem/dissertation | | | | | | | | Rhonna Bulawan; Charlene Colangan; Kier Lambert Demain |
| | | 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 | 3 | 5 | 5 | 4.5 | 4.83 | Jenny Balanay; Muffet Requitillo; Nikka Asencion |
| | | A4. Number of students entertained for consultation purposes | Entertains students seeking consultation with faculty | 2 | 10 | 5 | 5 | 5 | 5.00 | 1st yr. MS Soil Science; 2nd yr. MS Soil Science |

| | | | | | | | | | | |
|--|--|---|--|---|-------|---|---|-----|------|---|
| | PI 9: Number of instructional materials developed * | A5. Number of on-line ready coursewares developed and submitted for review | Converts the existing instructional materials into flexible learning systems | 1 | 1 | 5 | 5 | 4.5 | 4.83 | Soil213 - Advanced Soil Microbiology |
| | | On-line ready courseware | Prepares Instructional module/laboratory guide/workbook or a combination thereof | 1 | 2 | 5 | 5 | 4.5 | 4.83 | Soil213 - Advanced Soil Microbiology (module and laboratory guide) |
| | | Supplemental learning resources | Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught | 2 | 10 | 5 | 5 | 5 | 5.00 | Soil213 powerpoint presentations; uploaded videos; journal articles |
| | | Assessment tools | Prepares assessment tools such as long exam, quizzes, problems sets, etc. | 1 | 8 | 5 | 5 | 5 | 5.00 | Midterm & Final Written exams; Final Oral exam; quizzes |
| | | 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 | 1 | 1 | 5 | 5 | 5 | 5.00 | Soil213 at VSUEE/Moodle |
| | PI 10. Additional outputs: | A 8. Other outputs implementing the new normal due to covid 19 | Designs experiential learning activities and other outputs to implement new normal | 0 | | | | | | |
| UMFO 2. HIGHER EDUCATION SERVICES | | | | | | | | | | |
| OVPI UMFO 3. Higher Education Management Services | | | | | | | | | | |
| | PI 5: Total FTE, coordinated, implemented and monitored * | A9. Actual Faculty's FTE | Handles and teaches courses assigned | 1 | 13.73 | 5 | 5 | 5 | 5.0 | SS24 (lec) = 49 students; SS22 (lec) = 32 students; EM112n (lec/lab) = 22 students; SS199c = 8 students |
| | | A10. Number of grade sheets submitted within prescribed period | Prepares gradesheet and submits on or before deadline | 2 | 3 | 5 | 5 | 4.5 | 4.83 | SS22; SS110; SS24; SS113 |
| | | A 11. 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 |

| | | | | | | | | | | |
|--|---|---|---|---|----|---|---|-----|------|--|
| | | A12 . Number of trainings attended related to instruction | Attend mandated trainings | 0 | 2 | 5 | 5 | 5 | 5.00 | Orientation of faculty on online enrollment; Moodle classroom |
| | | A13 . Number of long examinations administered and checked | Administers and checks long examination for subjects taught | 1 | 3 | 5 | 5 | 4.5 | 4.83 | Midterm Exams of SS22, SS24, EM112n |
| | | A14 . Number of quizzes administered and checked | Prepares and checks quizzes for lec and lab | 4 | 15 | 5 | 5 | 4.5 | 4.83 | Quizzes of SS22 (lec), SS24 (lec), EM112n (lec&lab) |
| | | A15 . Number of lab reports and term papers checked and graded | Checks lab reports and term papers submitted as required | 5 | 22 | 5 | 5 | 4 | 4.67 | Exercise #1 Lab reports of EM112n - 22 students |
| | PI 8 : Number of students advised: * | A16 . Number of students advised: | Acts as academic adviser to students | 1 | 20 | 5 | 5 | 5 | 5.00 | |
| | | A17 . Number of students advised on thesis/ field practice/special problem: | | | | | | | | |
| | | As SRC Chairman | Advises, and corrects research outline and thesis/SP manuscript | 3 | 5 | 5 | 5 | 5 | 5.00 | Jezamae Cerna; Jessa Veril; Ezra Monte; Ramel Lazo; Reynaldo Yaun; |
| | | As SRC Member | Advises and corrects research outline and thesis/SP manuscript | 3 | 4 | 5 | 5 | 5 | 5.00 | Amamangpang; Cyrill Ellorimo; Rhea Yamon |
| | | A18 . Number of students entertained for consultation purposes | Entertains students consulting on subject taught, thesis and grades | 5 | 10 | 5 | 5 | 5 | 5.00 | |
| | PI 9 : Number of student organizations advised/ assisted * | A19 . Number of Student organizations advised | Advises student organizations recognized by USOO | 1 | 1 | 5 | 5 | 5 | 5.00 | Graduate Students Association |
| | | A20 . Number of Student organizations assisted on student related activities | Assists student organizations in implementing student | 0 | 0 | | | | | |
| | PI 10 : Number of instructional materials developed * | A 21 : Number of on-line course ware developed and submitted : | Prepares and submits for review by the Technical Review Panel | 1 | 3 | 5 | 5 | 5 | 5.00 | SS 113 - Soil Microbiology; Module 5 of SS 22 and SS 110 |

| | | | | | | | | | | |
|----------------------------|---|--|--|---|----|---|---|---|--------|---|
| | | On-line ready courseware | Prepares Instructional module/laboratory guide/workbook or a combination thereof | 1 | 2 | 5 | 5 | 5 | 5.00 | SS 113 - Soil Microbiology module and laboratory guide; Module 5 of SS 22 and SS 110; SS 24 Module 1; EM112n Module |
| | | Supplemental learning resources | Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught | 2 | 20 | 5 | 5 | 5 | 5.00 | Lecture powerpoint presentations for SS22; SS24; EM112n; video clips about soil fertility; research articles as reading assignments |
| | | Assessment tools | Prepares assessment tools such as long exam, quizzes, problems sets, etc. | 2 | 25 | 5 | 5 | 5 | 5.00 | Exams and quizzes for SS22, SS24, EM112n; Fertilizer problem set for SS24; etc. |
| | | A 23 : 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 24 : Number of virtual classroom created and operational | Creates virtual classroom using either Moddle or Google Classroom | 1 | 4 | 5 | 5 | 5 | 5.00 | Moodle classroom (VSUEE) for SS110; SS22; SS24; EM112n; SS113 |
| | PI 11. Additional outputs | A 25. 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 | 0 | | | | | |
| | | Agency/firm/Industry linkages | Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU | 0 | 0 | | | | | |
| | | A 26. Other outputs implementing the new normal due to covid 19 | Designs experiential learning activities and other outputs to implement new normal | 0 | 0 | | | | | |
| SUBTOTAL (Instruction) | | | | | | | | | 128.48 | |
| Average | | | | | | | | | 4.94 | |
| TPES Rating | | | | | | | | | 4.75 | |
| UMFO 3 . RESEARCH SERVICES | | | | | | | | | | |
| | 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 project 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 | 1 | 5 | 5 | 4 | 4.67 | Submitted at Soil Biology and Biochemistry Journal (SBB) | |
| | | <i>In refereed int'l journals</i> | | | | | | | | | |
| | | <i>In refereed nat'l/regional journals</i> | | | | | | | | | |
| | 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 scientific fora/conferences | 0 | 0 | | | | | | |
| | | <i>In int'l fora/conferences</i> | | | | | | | | | |
| | | <i>In nat'l/regional fora/conferences</i> | | | | | | | | | |
| | PI 5. Percent of research proposals approved * | A 31. Percentage of research proposals prepared, submitted and approved | Prepares research proposals, submits and follows up its approval for immediate implementation | 0 | 1 | 5 | 5 | 4.5 | 4.83 | ACIAR Proposal | |
| | PI 6. Additional outputs* | A 32. No. of research-related awards (research conducted by | | | | | | | | | |
| | | 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 | 5 | 5 | 5 | 4.5 | 4.83 | SHJ; ATR; LDD; JATM; etc. | |
| | | A 34. Number of UMs submitted to ITSO, VSU | Prepares and submits application for UM of technology generated out of research output | 0 | 0 | | | | | | |
| | | A 35. Other outputs implementing the new normal due to covid 19 | Designs research related activities and other outputs to implement new normal | 0 | | | | | | | |
| | SUBTOTAL (Research) | | | | | | | | 14.33 | | |
| | Average | | | | | | | | 4.78 | | |

| UMFO 4. EXTENSION SERVICES | | | | | | | | | | |
|----------------------------|--|--|--|---|---|---|-----|-----|------|---|
| | PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities | A 36. 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 | 4.5 | 5 | 4.83 | Contacted one Agricultural Technician in Baybay for possible linkage/partnership for DSS extension project |
| | PI 2. Number of trainees weighted by the length of training | A 37. Number of trainees weighted by the length of training | Conducts trainings among beneficiaries of technologies for transfer | 0 | 0 | | | | | |
| | PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs | A 38. Number of extension programs/projects implemented | Implements duly approved extension projects | 1 | 1 | 5 | 4.5 | 4.5 | 4.67 | 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" |
| | PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance | A 39. 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 | 0 | | | | | |
| | PI 5. Number of technical/expert services | A 40. 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) | | | | | | | | | 9.50 | |
| Average | | | | | | | | | 4.75 | |
| UMFO 5. SUPPORT TO OPERATIONS | | | | | | | | | | |
| | OVPI MFO 4. Program and Institutional Accreditation Services | | | | | | | | | |
| | 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 | | | | | | | | |
| UMFO 6. General Admin. & Support Services (GASS) | | | | | | | | | | |
| | 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 | | | 1 | 4 | 5 | 5 | 5 | 5.00 | Conducted monthly consultation meetings (March, April, May and June) with the Staff of the Online Programs Office |
| | | 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 monthly consultation meeting with the Staff of the Online Programs Office) | | | | | | | |
| | | A 48. Other outputs implementing the new normal due to covid 19 | Designs administration/management related activities and other outputs to implement new normal (Conducted the online consultation dialogue with the distance learning students) | 0 | 1 | 5 | 5 | 5 | 5.00 | Conducted the online consultation dialogue with the distance learning students - attended with 22 MAgDev students |
| | SUBTOTAL (Administration) | | | | | | | | 25.00 | |
| | Average | | | | | | | | 5.00 | |
| | Total Over-all Rating | | | | | | | | 177.31 | |
| | Average Rating | | | | | | | | 4.863 | |
| | Adjectival Rating | | | | | | | | Outstanding | |

| | | |
|---|----|-------------|
| Average Rating (Total Over-all Rating Divided by 4) | | 4.863 |
| Additional Points: | | |
| Punctuality | xx | |
| Approved Additional Points (with copy of approval) | | |
| FINAL RATING | xx | 4.863 |
| ADJECTIVAL RATING | | OUTSTANDING |

Comments and Recommendations for Development Purpose:

Keep up the good work.
She should write research proposal for submission to funding agencies.

Evaluated & Rated by:

SUZETTE B. LINA

Department Head

Date:

Recommending Approval

VICTOR B. ASIO

Dean, CAFS

Date:

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction

Date:

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: DEEJAY MARANGUIT-LUMANAO
 Performance 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: January 1, 2021 Target Date: June 30, 2021

First Step:

Revise instructional materials to online-ready courseware.

Attend and participate in local, national, and international scientific forums and training-workshop.

Submission of instruction, research and extension proposals for funding.

Submit an article to ISI journals.

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.

Has attended and participated series of Webinars concerning teaching in the new normal conducted by the SUC consortium of Region 8.

Follow-up proposal submitted to the International Foundation of Science (IFS)

Published article in Catena and in JATM.

Reviewed articles from ATR, SHJ, JATM.

Date: July 1, 2021 Target Date: December 30, 2021

Next Step:

Write another research article for publication in ISI journal.

Write a research proposal for funding.

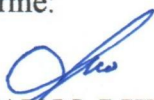
Outcome: Submission of research article for publication in the ISI journal.
Submission of research proposal for funding.


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