

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Dionesio M. Bañoc (Associate Professor 4)**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	<del>35.00</del> <sup>20</sup>	4.95	<del>1.73</del> <sup>1.48</sup>
b. Students	<del>25.00</del> <sup>20</sup>	4.99	<del>1.25</del> <sup>1.497</sup>
Total for Instruction	60		2.98
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director			
Total for Research	25	4.99	1.25
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension	15.00	4.95	0.74
4. Administration			0.00
5. Production	-		
TOTAL	100		4.97

EQUIVALENT NUMERICAL RATING: 4.97

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.97

ADJECTIVAL RATING: **OUTSTANDING**


Prepared by:

  
Dionesio M. Bañoc  
Name of Faculty


Reviewed by:

  
BERTA C. RATILLA  
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, Instruction

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

**Dionésio M. Bañoc**  
Associate Professor 4  
Date: January 1, 2019

**BERTA C. RATILLA**  
Head, Department of Agronomy  
Date: Jan. 28, 2019

MFO No.	MFO Description	Success Indicator (SI)	%	Task Assigned	Target	Actual Accomplishment	Rating				Remark
							Quality	Efficiency	Timeliness	Average	
UMFO 1. Advanced Education Services						20%					
OVPI MFO 1. Graduate Degree Program Management Services											
0 = 3    1 = 4.8    >2 = 5.0		PI 1: Number of graduate degree specializations offered and monitored		Number of graduate degree specializations monitored						#DIV/0!	
1.5 - 2.0 = 4.8		PI 2: Total FTE monitored		Total FTE	1	2.67	5	5	5	5.00	
		PI 3: Percentage increase in number of graduate students enrolled		Monitored graduate students enrolled in the university	2	4	5	4.9	4.9	4.93	
		PI 4: Number of graduate program proposed and approved		Number of curricular program proposed and approved						#DIV/0!	
		PI 5: Number of thesis advisees who graduated within prescribed period		Number of graduate students who graduated on time						#DIV/0!	
		PI 6: Percentage increase in number of students who graduated within prescribed period		Recommended graduate students for graduation						#DIV/0!	
OVPI MFO 2. Graduate Student Management Services											
		PI 1: Number of graduate students awarded with scholarship/ assistantship		Monitored graduate students awarded with scholarship/assistantship	2	3	5	5	4.9	4.97	
		PI 2: Percentage of graduate students awarded with scholarship/ assistantship who graduated within prescribed period		Monitored graduate students awarded with scholarship/ assistantship who graduated within prescribed period	0%	1	5	5	5	5.00	
UMFO 2. Higher Education Services											

<b>OVPI MFO 1. Curriculum Program Management Services</b>										
	PI 1: Total FTE monitored		Total FTE	15	27.65	5	5	4.9	4.97	
	PI 4: Percentage increase in number of undergraduate students enrolled		Reviewed and approved the offering of unscheduled subjects						#DIV/0!	
	PI 5: Percentage increase in the number of undergraduate students who graduated within prescribed period		Evaluated credentials of graduating students with latin honors with the Honors and Awards Committee						#DIV/0!	
	PI 6: Percentage passing of students in licensure board examination		Gave due recognition to placers of the PRC Licensure Board Examinations						#DIV/0!	
	PI 7: No. of students graduated within the prescribed period		Recommended for approval graduate students awarded with honors/distinction						#DIV/0!	
<b>OVPI MFO 2. Student Management Services</b>										
<b>UMFO 3. Research Services</b>										
	PI 1. Number of published papers in internationally indexed journals									
	<i>In refereed int'l journals</i>		Ratooning Project and other researches (accepted for publication at JATM, CTU, July -Dec. 2018)	1	1	5	4.9	4.9	4.93	
	PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences									
	<i>In nat'l fora/conferences</i>		Ratooning Technology Mgt Project in Rice during DS and WS in Region 8 presented during in-house review	1	1	5	5	5	5.00	
	PI 3. Number of research projects conducted and/or completed on schedule		Conducted Ratooning Technology Mgt Project in Rice during DS and WS in Region 8 on schedule	1	1	5	5	5	5.00	
	No. of technical/expert services (as peer reviewer)								#DIV/0!	
<b>UMFO 4. Extension Services</b>										
	<b>PI 4.</b> Number of extension projects conducted and/or completed on schedule								#DIV/0!	
<b>UMFO 5. Support to Operations (STO)</b>										
<b>OVPI MFO 1. Faculty Development Services</b>										
<b>OVPI MFO 2. Faculty Recruitment/Hiring Services</b>										
<b>OVPI MFO 3. Faculty Evaluation Services</b>										
<b>OVPI MFO 4. Admission &amp; Registration Services</b>										
<b>OVPI MFO 5. Guidance and Counselling &amp; Support to Students Services</b>										
<b>OVPI MFO 6. Library Services</b>										
<b>OVPI MFO 7. Distance Education Services</b>										
<b>OVPI MFO 8. Program and Institutional Accreditation Services</b>										
<b>OVPI MFO 9. Development Broadcasting &amp; Communication Services</b>										



UMFO 6. General Administration and Support Services (GASS)										
OVPI MFO 1. Administrative and Facilitative Services										
	PI 2: Number of university committees/ boards/council chaired & coordinated		Attended college and university committess meeting	0	4	5	5	4.9	4.97	
	PI 5: Number of frontline academic services monitored and ensured to be customer friendly & efficient and citizens charter posted conspicuously		Monitored frontline academic services and ensured to be customer friendly and efficient						#DIV/0!	
	PI 6: Percentage of new faculty recruited/hired using procedures aligned with ISO standards		Reviewed and evaluated faculty recruited/hired using ISO standards as Dept. APC member						#DIV/0!	
	PI 7: Number faculty recommended for graduate studies		Recommended for approval to the University President as Dept. APC member						#DIV/0!	
	PI 9: Percentage of faculty evaluated by their students		Coordinated and monitored faculty evaluation by their students						#DIV/0!	
OVPI MFO 2. Frontline Services										
Total Over-all Rating									#DIV/0!	
Average Rating						5.00	4.98	4.94	#DIV/0!	
Adjectival Rating									#DIV/0!	


Comments and Recommendations for Development Purpose:

- 1- Quality
- 2- Efficiency
- 3- Timeliness
- 4- Average


Evaluated and Rated by:

  
**BERTA C. RATILLA**  
Head, Department of Agronomy  
Date: \_\_\_\_\_

Recommending Approval:

  
**VICTOR B. ASIO, Ph.D.**  
Dean, College of Agriculture and Food Science  
Date: \_\_\_\_\_

Approved by:

  
**BEATRIZ S. BELONIAS**  
Vice President, Instruction  
Date: \_\_\_\_\_





## Exhibit L

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: DIONESIO M BAÑOC

Performance Rating: OUTSTANDING

**Aim:** To sustain the outstanding rating

### Proposed Interventions to Improve Performance:

Date: July 2018

Target Date:December2018

### First Step:

To attend and present scientific paper (oral and poster) in national scientific conference (CSSP)

Result:

Attended and presented scientific paper orally and in poster

Date: January 2019

Target Date: Dec. 2019

Next Step:

Attend scientific conference &amp; prepare scientific paper for publication

Outcome: Published scientific paper in refereed journal

**Final Step/Recommendation:**

Prepared by:

*Berta C. Ratilla*  
**BERTA C. RATILLA**  
Unit Head

Exhibit L