SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member:

DIONESIO M. BAÑOC (Associate Professor 4)

| Program Involvement | Percentage Weight of Involvement | Numerical Rating (Rating x %) | Equivalent Numerical Rating |
|-------------------------------|----------------------------------|----------------------------------|-----------------------------|
| (1) | (2) | (3) | (2x3) |
| 1. Instruction | | | |
| a. Head/Dean | 35.00 | 4.90 | 1.72 |
| b. Students | 40.00 | 5.00 | 2.00 |
| Total for Instruction | 75 | | 3.72 |
| 2. Research | | | |
| a. Client/Dir. for Research | | | |
| b. Dept. Head/Center Director | | | |
| Total for Research | 20 | 5.00 | 1.00 |
| 3. Extension | | - | |
| a. Client/Dir. for Extension | | | |
| b. Dept. Head/Center Director | | | |
| Total for Extension | 5.00 | 4.93 | 0.25 |
| 4. Administration | | | 0.00 |
| 5. Production | - | | |
| TOTAL | 100 | | 4.96 |

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.96

4.96

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

DIONESIO M. BAÑOC

Name of Faculty

Reviewed by:

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, Instruction

Visayas State University College of Agriculture Food and Science

DEPARTMENT OF AGRONOMY

Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, DIONESIO M. BAÑOC, Associate Professor 4 of the Department of Agronomy, 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 to June 2019.

| DI | ON | IESI | 0 | М. | BA | ÑOC | |
|----|-----|-------|-----|-----|-----|------|--|
| AS | sso | ciate | e F | rof | ess | or 4 | |

Date: _____

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|---|---|---|--------------|----|---|----|---|---|---|---|---|--|
| u | - | | \mathbf{v} | | | V | • | л | • | _ | | |

Head, Department of Agronomy

Date: _____

| | | | | | ent | | | Rating | | | |
|--|------------------------------|---|-----|--|---|------------------------|---------|------------|------------|---------|--------|
| MFO No. | MFO Description | Success Indicator (SI) | % | Task Assigned | Target | Actual Accomplishme | Quality | Efficiency | Timeliness | Average | Remark |
| UMFO 1 | . Advanced Educatio | n Services | 20% | | *************************************** | | | | | | |
| | OVPI MFO 1. Gradu | ate Degree Program Management Services | | | | | | | | | |
| | | PI 1: Number of graduate degree specializations offered and monitored | | Number of graduate degree specializations monitored | | | | | | 0.00 | |
| 1.5 - 2.0 |) = 4.8 | PI 2: Total FTE monitored | | Total FTE | 1 | 2.75 | 5 | 5 | 4.9 | 4.97 | |
| | | PI 3: Percentage increase in number of graduate students enrolled | | Monitored graduate students enrolled in the university | 1 | 3 | 5 | 5 | 5 | 5.00 | |
| OVPI MFO 2. Graduate Student Management Services | | | | | | | | | 0.00 | | |
| | | PI 1: Number of graduate students awarded with scholarship/ assistantship | | Monitored graduate students awarded with scholarship/assistantship | 1 | 3 | 5 | 5 | 5 | 5.00 | |
| UMFO 2 | . Higher Education S | Services | | | *************************************** | | | | - | | |
| | OVPI MFO 1. Curric | ulum Program Management Services | | | | | | | | | |
| | | PI 1: Total FTE monitored | | Total FTE | 15 | 22.65 | 5 | 5 | 4.9 | 4.97 | |
| OVPI MFO 2. Student Management Services | | | | | | | | | 0.00 | | |
| UMFO 3 | UMFO 3. Research Services 0. | | | | | | | 0.00 | | | |
| | | PI 1. Number of published papers in internationally indexed journals | | | | | | | | 0.00 | |

| In refereed int'l journals | Response of lowland rice to fertilization when | | | T_ | T - | T | 4.07 | |
|---|---|---------|---------|----|-----|-----|------|--|
| | grown as main and ratoon crop | 1 | 1 | 5 | 5 | 4.9 | 4.97 | |
| In institutional fora/conferences | | 1 | 1 | 5 | 5 | 5 | 5.00 | |
| PI 3. Number of research projects conducted and/or | Ratooning technology mgt in rice during the DS | | | | | | | |
| completed on schedule | and WS in Eastern Visayas and Adaptation | 2 | 3 | 5 | 5 | 5 | 5.00 | |
| | Mitigation Initiative in Agriculture (AMIA) Projects | | | | | | | |
| PI 4. Number of research proposals submitted | in Regions 7 & 8 Genetic Variability in Rice under Rainfed Conditions | | | | - | - | | |
| P1 4. Number of research proposals submitted | with 2 components studies coordinated with IRRI | 1 | 2 | 5 | 5 | 5 | 5.00 | |
| | With 2 components studies coordinated with fixed | ' | | | " | , | 3.00 | |
| PI 5. Percent of research proposals approved | | | | | | | 0.00 | |
| PI 6. Amount of research money generated from | Generated funds for the conduct of reserchers | | | | | | 0.00 | |
| external funding (Thousand PHP) | | | | | | | 0.00 | |
| PI 7. Amount of research money generated from | | 100,000 | 194,194 | 5 | 5 | 5 | 5.00 | |
| institutional funding (Thousand PHP) | | | , | | _ | _ | | |
| PI 8. Additional outputs | | | | | | | 0.00 | |
| No. of technical/expert services (as peer reviewer) | · · | 0 | 1 | 5 | 5 | 4.9 | 4.97 | |
| UMFO 4. Extension Services | | - | | | | - | 0.00 | |
| PI 1. Number of person-days trained weighted by | | 30 | 35 | 5 | 5 | 5 | 5.00 | |
| length of training | Agriculture Extension Workers (AEWs), Farmers | | | | | | | |
| Individuals | Farmers | 30 | 35 | 5 | 5 | 5 | 5.00 | |
| PI 4. Number of extension projects conducted and/or completed on schedule | | 1 | 1 | 5 | 5 | 4.9 | 4.97 | |
| UMFO 5. Support to Operations (STO) | | | L | | | | 0.00 | |
| OVPI MFO 1. Faculty Development Services | | | | | | | 0.00 | |
| PI 1: Number of faculty pursuing advanced research | Recommended faculty for advanced study (as | T | | | | | | The second secon |
| degree programs (PhD) facilitated, monitored and | Dept. APC member) | 1 | 1 | 5 | 5 | 4.9 | 4.97 | |
| assisted | | | | | | | | |
| OVPI MFO 2. Faculty Recruitment/Hiring Services | | | | | - | | 0.00 | |
| OVPI MFO 3. Faculty Evaluation Services | | | | | | | 0.00 | |
| OVPI MFO 4. Admission & Registration Services | | | | | | | 0.00 | |
| OVPI MFO 5. Guidance and Counselling & Support to Students Services | 0.00 | | | | | | | |
| PI 3: Percentage of students awarded scholarship and grants | Monitored number of students awarded with scholarships and grants | 1 | 2 | 5 | 5 | 4.9 | 4.97 | |
| PI 4: Number of best practices on students services | Conducted discussion on preparation of outline | | 4.5 | | _ | | | |
| implemented | | 2 | 10 | 5 | 5 | 5 | 5.00 | |
| OVPI MFO 6. Library Services | | | | | | | 0.00 | |
| OVPI MFO 7. Distance Education Services | | | | | | | 0.00 | |

| | PI 1: Number of distance education curricular | Coordinated/Monitored distance curricular | | | T | | Π | T T | |
|--------------------------|--|--|---|---|------|------|------|----------|-----|
| | programs implemented | programs implemented (as Chairman of the Dept. | 1 | 1 | 5 | 5 | 4.9 | 4.97 | |
| | | Graduate Admission Comm.) | | | | | | | |
| | PI 2: Percentage increase in the number of extramural | Monitored number of extramural students enrolled | | | | | | | |
| | students enrolled | (as Chairman of the Dept. Graduate admission | 1 | 3 | 5 | 5 | 4.9 | 4.97 | |
| | LL | Comm.) | | | | | | | |
| | ram and Institutional Accreditation Services | | | | | | | 0.00 | |
| OVPI MFO 9. Deve | lopment Broadcasting & Communication Services | | | | | | | 0.00 | |
| UMFO 6. General Administ | ration and Support Services (GASS) | | | | | | | 0.00 | |
| OVPI MFO 1. Admi | nistrative and Facilitative Services | | | | | | | 0.00 | |
| | PI 2: Number of university committees/ | Attended college and university committess | 1 | 3 | 5 | 5 | 4.9 | 4.97 | |
| | boards/council chaired & coordinated | meeting | ' | 3 | 3 | 3 | 4.9 | 4.97 | |
| | PI 10: Percentage implementation of SPMS & PBB | Reviewed/Calibrated OPCR/IPCR of the | | | | | | | |
| | | departments and faculty and staff of the university | 1 | 8 | 5 | 5 | 4.9 | 4.97 | 500 |
| OVPI MFO 2. Front | Iline Services | | L | | | | | 0.00 | |
| | PI 1. Efficient and customer-frienly frontline service | Zero percent complaint from clients served | | | 5.0 | 4.8 | 4.8 | 4.87 | |
| | Best practices/new initiatives | Subsidized students' contribution during parties | | *************************************** | 4.90 | 4.9 | 4.8 | 4.87 | |
| | | Set schedules of thesis manuscript processing to assure on time graduation | | | 4.90 | 4.9 | 4.9 | 4.90 | |
| | | | | | | | | | |
| Total Over-all Rating | | | | | | | | 104.50 | |
| Average Rating | | | | | 5.00 | 4.99 | 4.93 | 4.97 | |
| Adjectival Rating | | | | | | | OUT | STANDING | |

| Comments and Recommendation | ons for Development Purpose: | | | | | | |
|-------------------------------|------------------------------|-----------|----|--------------|---------|---------|---------|
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- 1- Quality
- 2- Efficiency
- 3- Timeliness
- 4- Average

Evaluated and Rated by:

ULYSSES A. CAGASAN

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: _____

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: <u>DIONESIO M BAÑOC</u>

Performance Rating: OUTSTANDING

Aim: To sustain the outstanding rating

Proposed Interventions to Improve Performance:

Date: January 28, 2019

Target Date: December 2019

First Step:

To present scientific papers and attend project training works shops

Result:

Attended and presented scientific paper orally and in poster

Date: January 2020

Target Date: Dec. 2020

Next Step:

Attend scientific conference & prepare scientific paper for publication

Develop fundable project research proposals

Outcome: Published scientific paper in refereed journal

Final Step/Recommendation:

Submit research proposals to funding agencies

Prepared by:

ULYSSES A. CAGASAN

Unit Head

Conforme:

DIONESIO M BAÑOC Name of Ratee Faculty/Staff