

**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **Dr. Deejay Maranguit-Lumanao, Assoc Prof V**Period: **January to June 2024**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)	20%	4.92	0.984
b. Students	20%	4.80	0.96
Total for Instruction	<b>40%</b>		
2. Research			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)	20%	5.0	1.0
Total for Research	<b>20%</b>		
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)	15%	5.0	0.75
Total for Extension	<b>15%</b>		
4. Administration	<b>25%</b>	4.98	1.245
5. Production			
<b>TOTAL</b>	<b>100%</b>		<b>4.94</b>

EQUIVALENT NUMERICAL RATING: **4.94**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.94**ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

  
**DEEJAY M. LUMANAO**

Name of Faculty

Recommending Approval:

  
**SUZETTE B. LINA**  
Dean, CAFS

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, DEEJAY M. LUMANAO, a faculty member of the DEPARTMENT OF SOIL SCIENCE agree to deliver and to be rated on the attainment of the following targets in accordance with the indicated measures for the period JANUARY - JUNE 2024 (Accomplishment).

DEEJAY M. LUMANAO

Name of Faculty

Date: 7/10/24

Approved:

SUZETTE B. LINA

College Dean

Date: 7/10/24

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan-Dec)	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 1: Total FTE monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	0.5					This will be reflected in the July-Dec accomplishment	
	PI 10: Additional outputs	A2. Number of students advised	Acts as academic adviser to graduate students	2	3	5	5	4.5	4.83	Fernando Cartas; Andrea Lungay; Jayca Lyn Jaca
		A3 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	3	7	5	5	5	5.00	Cartas, Beranda, Lungay, Jaca, Veril, Candela, Candelaria, etc.
		A4 . Number of Graduate reports checked	Checks reports required for graduate subject	2						This will be reflected in the July-Dec accomplishment
		A5 . Number of Graduate examinations conducted and checked	Conducts and checks examinations for graduate subject handled	2						This will be reflected in the July-Dec accomplishment
		A6 . Number of Graduate grade sheets submitted	Submits gradesheets for graduate subjects	2						This will be reflected in the July-Dec accomplishment



		<u>A7.</u> Number of comprehensive examination conducted	Conducts comprehensive examination for graduate students	2	1	5	5	5	5.00		
		<u>A8.</u> Supplemental learning resources	Prepares Instructional learning resources for graduate subjects	1	1	5	5	5	5.00		
UMFO 2. HIGHER EDUCATION SERVICES											
OVPI UMFO 3. Higher Education Management Services											
	<u>PI 10:</u> Total FTE, coordinated, implemented and monitored *	<u>A1.</u> Actual Faculty's FTE	Handles and teaches courses assigned	3	23.05	5	5	5	5.00		
	<u>PI 15:</u> Number of instructional materials/syllabi approved	<u>A2.</u> Number of instructional materials/syllabi approved	Prepares instructional materials/syllabi for approval								
	<u>PI 16:</u> Percentage of courses offered with final grades submitted within the allowable period	<u>A 3.</u> Percentage of courses offered with final grades submitted within the allowable period	Submits grade sheets within allowable period	2	6	5	5	4.5	4.83	SS22(2 ssections); SS198; Envi 112n; Soil200; Soil300	
	<u>PI 18:</u> Percentage of courses rated at least VS in the Teaching Performance Evaluation by Students	<u>A 4.</u> Percentage of courses rated at least VS in the Teaching Performance Evaluation by Students (TPES)	Receives at least a VS in the Teaching Performance by students (TPES)	20%	96%	5	5	5	5.00	(4.80- Outstanding)	
	<u>PI 19:</u> Additional Outputs	<u>A 10.</u> Number of long examinations administered and checked	Administers and checks long examination for subjects taught	1	5	5	5	4.5	4.83	Long exam for SS22 and Envi112n	
		<u>A 11.</u> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	4	30	5	5	4.5	4.83		
		<u>A 12.</u> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	2	10	5	5	4.5	4.83	Term paper of Envi112n	
		<u>A 13.</u> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	6	5	5	4.5	4.83	SS22(2 ssections); SS198; Envi 112n; Soil200; Soil300	
		<u>A 14.</u> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	1	5	5	5	5.00		
		<u>A.19.</u> Awards received	Receives International/ National/Regional award								
										Average:	4.92
										TPES	4.8

UMFO 3 . RESEARCH SERVICES										
<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A20.</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								
<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 21 .</b> Number of research outputs completed within the year *	Conducts and completes research project within the year								
<b>PI 3:</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 22.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic fora/conferences								
	a. <i>International</i>									
	b. <i>National</i>									
	c. <i>Regional or Institutional Conferences</i>	Prepares, submits and presents research paper in scienfic for a/conferences	1							This will be reflected in the July-Dec accomplishment
<b>PI 7:</b> Amount of research money obtained from external sources	<b>A 23.</b> Amount of research money obtained from external sources	Requests for research money from external sources	100,000	1M	5	5	5	5.00		
Average:									5.00	

UMFO 4. EXTENSION SERVICES										
<b>PI 1:</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities (MOUs/MOAs)	<b>A 32.</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	2	1	5	5	5	5.00		Baybay City Agriculture Office
<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 33.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	50							This will be reflected in the July-Dec accomplishment
<b>PI 3:</b> Number of extension programs and projects	<b>A 34.</b> Number of extension programs and projects	Implements extension programs and projects	1	1	5	5	5	5.00		DSoHeSEP Extension project



<b>PI 4:</b> Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	<b>A 35.</b> Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses							
<b>PI 5.</b> Number of technical/expert services	<b>A 36.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	a. Peer reviewer of journal/book		1	2	5	5	5	5.00	
	b. Review of research and extension proposal								
	c. Resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in								
	d. accreditor								
	e. consultancy								
<b>PI 6:</b> Number of extension proposals submitted	<b>A 37.</b> Number of extension proposals submitted	Prepares extension project proposals and submits for review							
<b>PI 7:</b> Number of extension proposals approved	<b>A 38.</b> Number of extension proposals approved	Follow ups submitted and reviewed extension proposals							
<b>PI 8:</b> Number of extension proposals implemented	<b>A 39.</b> Number of extension proposals implemented	Implements duly approved extension projects							
<b>PI 9:</b> Number of extension outputs presented in int'l, national, regional or institutional conferences	<b>A 40.</b> Number of extension outputs presented in:	Prepares, submits and presents extension paper in conferences							

	a. International	b. National	c. Regional or Institutional Conferences						This will be reflected in the July-Dec accomplishment
Pf 10: Number of extension activities conducted	A 41. Number of extension activities conducted		Conducts extension program activities	1					This will be reflected in the July-Dec accomplishment
Pf 11: Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *		Receives an award related to extension activities	1					This will be reflected in the July-Dec accomplishment
<b>UMFO 5. SUPPORT TO OPERATIONS</b>									
<b>Average:</b>								<b>5.00</b>	
<b>OVPI MFO 1. Faculty Development Services</b>									
Pf 7: Number of trainings, seminars, and conferences attended	A 50. Number of training, seminars, and conferences attended (international, national, regional/institutional)		Attends training, seminars, and conferences attended (international, national, regional/institutional)						
	International			1	1	5	5	5	AACUP General Assembly and Annual Conference
	National			1	1	5	5	5	
	Regional/Institutional								
<b>OVPI MFO 3. Registration Services</b>									
Pf 9: Percentage of students enrolled and validated within the registration period	A 51. Percentage of students enrolled and validated within the registration period		Validates students within the registration period	60%	100%	5	5	5	
Pf 10: Number of students advised during the registration period	A 52. Number of students advised during the registration period		Acts as academic adviser	10	15	5	5	5	
<b>OVPI MFO 4. Curricular Program Management Services</b>									
Pf 12: Number of IMs reviewed by the DIMRC	A 53. Number of IMs reviewed by the DIMRC		Submits IMs for review						
Pf 13: Number of course syllabi and TOS reviewed and approved	A 54. Number of course syllabi and TOS reviewed and approved		Submits course syllabi and TOS for approval	2	2	5	5	4.7	4.90
Pf 16: Number of student thesis advised:	A 57. Number of students advised on thesis/field practice/special problem:		Advisees and corrects research outline and thesis/SP manuscript	5	5	5	5	5	5.00
	As SRC Chairman			4	1	5	5	4.5	4.83
	As SRC Member			1	5	5	5	5	5.00



	<b>PI 18:</b> Number of students from other schools having summer program supervised	<b>A 59.</b> Number of students from other schools having summer program supervised	Acts coordinator/facilitator for students from other schools having summer program in VSU							
	<b>PI 19:</b> Number of external institutions/agencies conducting benchmarking activities served	<b>A 60.</b> Number of external institutions/agencies conducting benchmarking activities served	Facilitates in assisting of the external institutions/agencies conducting benchmarking activities							
	<b>PI 20:</b> Number of students from other academic departments conducting research activities served	<b>A 61.</b> Number of students from other academic depts conducting research activities served	Facilitates in assisting students from other academic depts conducting research activities	1	1	5	5	5	5.00	Engineering student
	<b>PI 21:</b> Additional outputs	<b>A 62.</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	8	10	5	5	5	5.00	
<b>UMFO 6. General Admin. &amp; Support Services</b>										
	<b>PI 3:</b> Number of committee meetings conducted	<b>A 67.</b> Number of committee meetings conducted	Acts as committee chairman	6	4	5	5	5	5.00	
	<b>PI 4:</b> Number of routinary documents acted	<b>A 68.</b> Number of routinary documents acted	Signs documents	50	50	5	5	5	5.00	
	<b>PI 5:</b> Number of requests acted	<b>A 69.</b> Number of requests acted	Approves requests	10	5	5	5	5	5.00	
	<b>PI 6:</b> Number of memoranda prepared	<b>A 70.</b> Number of memoranda prepared	Issues memoranda							
	<b>PI 9:</b> Number of submitted DTR within 20 days after the last day of the month	<b>A 73.</b> Submits DTR within 20 days after the last day of the month	Submits DTR within 20 days after the last day of the month	5	6	5	5	4.7	4.90	
	<b>PI 10:</b> Percentage of complaints, if any, addressed on time	<b>A 74.</b> Percentage of complaints, if any, addressed on time	Addresses complaints on time (if any)	5%	50%	5	5	5	5.00	
	<b>PI 17:</b> Additional Outputs	<b>A 80.</b> Number of meetings attended	Attends meetings (departmental/institutional)	12	15	5	5	5	5.00	
		<b>A 81.</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							
						Average:			4.98	
									158.63	
	<b>Total Over-all Rating</b>								4.94	
	<b>Average Rating</b>								OUTSTANDING	
	<b>Adjectival Rating</b>									

Comments and Recommendation for Development Purposes:

Maintain your outstanding performance rating in teaching, continue doing research & extension activities and publish article

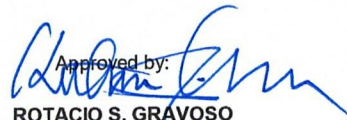
Evaluated & Rated by:

  
SUZETTE B. LINA

CAFS DEAN

Date: 7/16/24

Approved by:

  
ROTACIO S. GRAVOSO

Vice President for Academic Affairs

Date: 9/9/24





**TEACHING PERFORMANCE EVALUATION**  
**Summary by Department**

Department: Dept. of Soil Science

Semester and Academic Year: First Semester 2023-2024

College: College of Agriculture & Food Sciences

Faculty name	Number of classes	Numerical Rating	Percentile Rating	Descriptive Rating
ANABELLA BAUTISTA TULIN	3	4.00	80.00 %	Very Satisfactory
BISMARCK . ARTHUR	2	4.00	80.00 %	Very Satisfactory
CECILLE MARIE OQUIAS QUIÑONES	7	4.57	91.43 %	Outstanding
DEEJAY MARANGUIT LUMANAO	5	4.80	96.00 %	Outstanding
KENNETH ORAIZ	6	5.00	100.00 %	Outstanding
MAISA MEA . BUNGHANOY	2	5.00	100.00 %	Outstanding
MARIA CRISTINA ALAPAN LOREÑO	7	4.86	97.14 %	Outstanding
MEDARDO COQUILLA MAGDADARO, JR.	4	4.75	95.00 %	Outstanding
ROMEL BRIGOLI ARMECIN	1	5.00	100.00 %	Outstanding
SUZETTE BINONGO LINA	4	4.50	90.00 %	Outstanding
VICTOR BINGCO ASIO	5	5.00	100.00 %	Outstanding
Department Mean		4.68	93.60%	Outstanding

Prepared by:

**VANESSA W. NAZAL**

TPES in-Charge

Date: May 02, 2024

Attested by:

**MA. RACHEL KM L. AURE**

Director, Instruction and Evaluation

Date: May 02, 2024

Received by:

**SUZETTE BINONGO LINA**

Name and Signature of Department head

Date: 5/22/24

**VICTOR BINGCO ASIO**

Name and Signature of College Dean

Date: 5/22/24

Distribution of copies: ODIE, College, Department



## PERFORMANCE MONITORING & COACHING JOURNAL

X	1st	Q U A R T E R
X	2nd	
	3rd	
	4th	

Name of Office: Department of Soil Science

Head of Office: DEEJAY M. LUMANAO

Number of Personnel: 6 Permanent faculty; 4 Admin staff; 7 JO staff

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
<b>Monitoring</b>					
Preparation of Teaching Materials		X (DSS meeting)			Improved a lot already
Teaching Load assignments		X (DSS meeting)			
Reporting on Time in the office		X (DSS meeting)			
<b>Coaching</b>					
<ul style="list-style-type: none"><li>- Root cause analysis</li><li>- Identifying corrective action</li><li>- Making of OBE-Syllabus</li></ul>		Group meeting			

*Note: Please indicate the date in the appropriate box when the monitoring was conducted..*

Conducted by:

DEEJAY M. LUMANAO

Immediate Supervisor

Noted by:

SUZETTE B. LINA

Next Higher Supervisor



# TRACKING TOOL FOR MONITORING TARGETS

Major Final Output/Performance Indicator	TASK	ASSIGNED TO	DURATION	TASK STATUS				REMARKS
				1 <sup>st</sup> Week	2 <sup>nd</sup> Week	3 <sup>rd</sup> Week	4 <sup>th</sup> Week	
UMFO I. ADVANCED EDUCATION SERVICES								
PI 4: Total FTE coordinated, implemented & monitored*	1. Handles subjects/courses assigned	Suzette B. Lina Victor B. Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quinoñes	Jan- June	/	/	/	/	accomplished
PI 10: Additional outputs	1. Acts as academic adviser to graduate students	Suzette B. Lina Victor B. Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quinoñes	Jan- June	/	/	/	/	accomplished
	2. Entertains students seeking consultation with faculty	Suzette B. Lina Victor B. Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quinoñes  Emelita Pausanos	Jan- June	/	/	/	/	accomplished
	3. Conducts and checks examinations for graduate subject handled	Suzette B. Lina Victor B. Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quinoñes	Jan- June	/	/	/	/	accomplished
	4. Submits gradesheets for graduate subjects	Suzette B. Lina Victor B. Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quinoñes	June				/	accomplished
	5. Conducts comprehensive examination for graduate students	Suzette B. Lina Victor B. Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quinoñes	Jan-June			/	/	accomplished
	6. Prepares	Suzette B. Lina	Jan-June	/	/	/	/	accomplished



	Instructional learning resources for graduate subjects	Victor B. Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quinoñes						
UMFO 2. HIGHER EDUCATION SERVICES								
PI 10: Total FTE, coordinated, implemented and monitored *	1. Handles and teaches courses assigned	Suzette B. Lina Victor B. Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quinoñes Anane Sereñina	Jan-June	/	/	/	/	accomplished
PI 15. Number of instructional materials/syllabi approved	1. Prepares instructional materials/syllabi for approval	Suzette B. Lina Victor B. Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quinoñes Anane Sereñina	Jan-June	/	/	/	/	accomplished
PI 16: Percentage of courses offered with final grades submitted within the allowable period	1. Submits grade sheets within allowable period	Suzette B. Lina Victor B. Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quinoñes Anane Sereñina	June				/	accomplished
PI 19: Additional Outputs	1. Administers and checks long examination for subjects taught	Suzette B. Lina Victor B. Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quinoñes Anane Sereñina	Jan-June	/	/	/	/	accomplished
	2. Prepares and checks quizzes for lec and lab	Suzette B. Lina Victor B. Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quinoñes Anane Sereñina	Jan-June	/	/	/	/	accomplished
	3. Checks lab reports and term papers submitted as required	Suzette B. Lina Victor B. Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quinoñes Anane Sereñina	Jan-June	/	/	/	/	accomplished



	4. Assists student organizations in implementing student related activities	Kenneth Oraiz Anane Sereñina Emelita Pausanos	April		/			accomplished
UMFO 3. RESEARCH SERVICES								
PI 1: Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	1. Conducts research for possible utilization by industry or other beneficiaries	Suzette Lina Victor Asio Deejay Lumanao Kenneth Oraiz	Jan-June	/	/	/	/	On-going
PI 3: Number of research outputs presented in regional/national/ int'l fora/conferences	1. Prepares, submits and presents research paper in scientific fora/conferences	Suzette Lina Victor Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quiñones Anane Sereñina						
PI 7: Amount of research money obtained from external sources	1. Requests for research money from external sources	Suzette B. Lina Victor B. Asio Deejay M. Lumanao	Jan	/				accomplished
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 (MOUs/MOAs)	1. Identifies and links with probable partners for extension activities and maintains this active partnership	Suzette B. Lina Deejay M. Lumanao	June				/	accomplished
PI 2: Number of trainees weighted by the length of training	1. Conducts trainings among beneficiaries of technologies for transfer	Suzette B. Lina Deejay M. Lumanao Kenneth Oraiz Cecille Marie Quiñones	July			/		To be conducted
PI 5: Number of technical/expert services	1. Provides the technical and expert services requested by beneficiaries	Suzette B. Lina Deejay M. Lumanao Kenneth Oraiz Cecille Marie Quiñones	June			/		accomplished
PI 6: Number of extension proposals submitted	1. Prepares extension project proposals and submits for review	Suzette B. Lina	Jan		/			accomplished

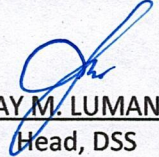


PI 8: Number of extension proposals implemented	1. Implements duly approved extension projects	Suzette B. Lina Deejay M. Lumanao	Jan-June	/	/	/	/	On-going
PI 9: Number of extension outputs presented in int'l, national, regional or institutional conferences	1. Prepares, submits and presents extension paper in conferences	Deejay M. Lumanao	July	/				accomplished
UMFO 5. SUPPORT TO OPERATIONS								
PI 7: Number of trainings, seminars, and conferences attended	1. Attends training, seminars, and conferences attended (international, national, regional/institutional)	Suzette B. Lina Victor Asio Deejay M. Lumanao Kenneth Oraiz Cecille Marie Quiñones Anane Sereñina	March				/	accomplished
PI 18: Number of students from other schools having summer program supervised	1. Acts coordinator/facilitator for students from other schools having summer program in VSU	Angelica Asoy Emelita Pausanos	March				/	accomplished
PI 19: Number of external institutions/agencies conducting benchmarking activities served	1. Facilitates in assisting of the external institutions/agencies conducting benchmarking activities	Angelica Asoy Emelita Pausanos	March				/	accomplished
PI 20: Number of students from other academic departments conducting research activities served	1. Facilitates in assisting students from other academic depts conducting research activities	Angelica Asoy Emelita Pausanos	May			/	/	accomplished
UMFO 6. GENERAL ADMIN & SUPPORT SERVICES								
PI 3: Number of committee meetings conducted	1. Acts as committee chairman	Suzette B. Lina Victor B. Asio Deejay M. Lumanao	Jan-June	/	/	/	/	accomplished
PI 4: Number of routinary documents acted	1. Signs documents	Suzette B. Lina Victor Asio Deejay M. Lumanao Kenneth Oraiz Cecille Marie	Jan-June	/	/	/	/	accomplished



		Quiñones Anane Sereñina						
PI 9: Number of submitted DTR within 20 days after the last day of the month	1. Submits DTR within 20 days after the last day of the month	Suzette B. Lina Victor Asio Deejay M. Lumanao Kenneth Oraiz Cecille Marie Quiñones Anane Sereñina Emelita Pausanos Bonifacio Castillo Angelica Asoy	Jan-June	/				accomplished

Prepared by:

  
DEEJAY M. LUMANAO  
 Head, DSS



## 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: Jan 2024

Target Date: June 2024

First Step:

Continue revising instructional materials and OBE-Syllabus of handled courses.

Attend and participate in local, national, and international scientific fora and training-workshops online.

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 instructional materials and OBE-syllabus

Has revised the instructional materials to online-ready courseware based on the learning guide format of the University.

Prepared research proposal and submitted for funding at DA-BAR.

Reviewed articles from ATR, SHJ, JATM.

Date: July 2024

Target Date: Dec 2024

Next Step:

Continue writing another research article for publication in ISI journal.

Make OBE-syllabi for courses to be handled for PhD program and learning guides for 1<sup>st</sup> semester classes.

Conduct training for the extension project and continue with research works.

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

Submission of OBE-syllabus for new course to be handled for the PhD program for approval by the ODIE.



Final Step/Recommendation:

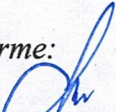
If a research paper is accepted for publication and will be published, it will be used as a reference for graduate and undergraduate students. And if the OBE-syllabus for PhD courses is approved it will be used for the application of the COPC for the PhD in Soil Science Program.

Prepared by:



**SUZETTE B. LINA**  
Dean, CAFS

Conforme:



**DEEJAY M. LUMANAO**  
Faculty and Head of DSS