

# 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%)			
Total for Instruction	40%	4.98	1.99
2. Research (Conducted 5 Rice Ratooning Studies)			
Total for Research	30%	4.75	1.43
3. Extension			
Total for Extension	20%	4.95	0.99
4. Administration & Support Services	10%	5.00	0.50
5. Production			
TOTAL	100%	19.68	4.91

EQUIVALENT NUMERICAL RATING:

**4.91**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

**4.91**

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, Dionesio 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 July - Decembe 2020

  
**DIONESIO M. BAÑOC**  
 Associate Prof. 4  
 Date: 12/17/2020

Approved:

  
**ULYSSES A. CAGASAN**  
 Department Head  
 Date: 12/22/2020

  
**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	1	4.17	5	5	5	5.00	FTE of Agro241 for lecture and laboratory with 10 MS students
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students		1	5	5	5	5.00	Ms. M. Balano (advisee)
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript		1	5	5	5	5.00	Advised and corrected outline of Ms. Balano and approved already by the GAC Chairman
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript		1	5	5	5	5.00	Corrected and approved thesis outline of Mr. Villaruben as GAC member
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	4	5	5	5	5	5.00	Ms. Balano, Mr. Villaruben, Ms. Quilario, Mr. Amarado & Mr. Casumlong

	<b>PI 9:</b> Number of instructional materials developed *	<b>A5:</b> Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems	1	2	5	5	5	5.00	Converted Agro241 lecture & laboratory to flexible learning guide
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	2	5	5	5	5.00	Prepared Agro241 instructional module & laboratory manual
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	2	5	5	5	5.00	Prepared reading material for Agro241 Lecture and laboratory
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	2	5	5	5	5.00	Prepared assessments & midterm exams for Agro241 lecture
		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	1	2	5	5	5	5.00	Prepared and submitted Agro241 modules for lecture & laboratory to the DA- Academic Committee for approval
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	2	5	5	5	5.00	Created virtual discussion on lecture and laboratory with Agro241 students
	<b>PI 10 :</b> Additional outputs:	<b>A 8:</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	3	5	5	5	5.00	Direct contact with students through emails, texts and calls
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	<b>A9:</b> Actual Faculty's FTE	Handles and teaches courses assigned	15	28.33	5	5	5	5.00	FTE of Agro122, FS121, Agro141 lectures and laboratories
		<b>A10:</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	6	5	5	5	5.00	All subjects handled during the period
		<b>A 11:</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	2	15	5	5	5	5.00	Facilitated submission of students INCs of 2019-2020 1st semester.



		<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	Prepared and checked Midterm exams of Agro122, FS121, Agro141 & Agro241 lectures
		<b>A14.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	6	12	5	5	5	5.00	Prepared Learning Tasks and Assessment of Agro122/FS121 and Agro141 lecture, and laboratory
		<b>A15.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required							
	<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	Acts as academic adviser to students							
		<b>A17.</b> Number of students advised on thesis/ field practice/special problem:		4	8	5	5	5	5.00	Advised Mr. Daing, Mr. Puna, Mr. Baja, Mr. Radores, Mr. Somosot, Ms. Decaza (Thesis advisee), Mr. Larona & Mr. Barcos (SRC member)
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	2	6	5	5	5	5.00	Mr. Daing, Mr. Puna, Mr. Baja, Mr. Radores, Mr. Somosot & Ms. Decaza
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	2	5	5	5	5.00	Mr. Larona & Mr. Barcos (Advisee of Prof. Alcober), and Leonilo Modina (Advisee of Dr. Gome)
		<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	Entertained undergraduate students with INCs, and 3rd year Agronomy major students relative to thesis outline preparation
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19.</b> Number of Student organizations advised	Advises student organizations recognized by USOO							
		<b>A20.</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student	1	1	5	5	5	5.00	Assisted Adamas Nu Omega as Senior member, and
	<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	1	2	5	5	4	4.67	Prepared, submitted and approved Agro122 & Agro 141 modules by the Department's Academic Committee

		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	2	5	5	5	5.00	Prepared and submitted Modules of Agro122, Agro141 lecture
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	2	5	5	5	5.00	Prepared reading assignments of Agro122, Agro141 lecture
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	2	5	5	5	5.00	Prepared midterm exams of Agro122, Agro141 lecture
		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	1	2	5	5	4	4.67	Prepared courseware and ready for submission
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom							
	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							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		A 26. 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	Participated on online meeting and defense of student's thesis outline
<b>UMFO 3 . RESEARCH SERVICES</b>										
	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	1	5	5	5	5	5.00	Identified and evaluated five lowland rice varieties feasible for rice ratooning
	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	1	1	3	3	3	3.00	Completed study on varietal trial on rice ratooning using 10 high-yielding lowland rice varieties in type 2 & 4 climates in Region 8



	<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-referred or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	2	3	5	5	5	5.00	Wrote and submitted research outputs on varietal screening of 18 and 10 lowland rice varieties to ratooning & Response of lowland rice to method of nitrogen application
		<i>In refereed int'l journals</i>		1	1					Submitted and had an on-going review process at ATR
		<i>In refereed nat'l/regional journals</i>		1	2					Submitted & commented with minor corrections at San Jose Recoletos Journal & JAR, ESSU, Samar
	<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	1	5	5	5	5	5.00	Presented five studies on rice ratooning during the 2020 VSU Annual In-House Review conducted last November 2020
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>		1	5	5	5	5	5.00	Presented five studies during the 2020 VSU Annual In-House Review
	<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		3	5	5	5	5.00	Proposed three studies regarding natural fertilizers for the ratoon crop in rice
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by								
		<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	4	5	5	5	5.00	Reviewed one and three articles from IJAS - Indonesia and SVU-IJAS, Egypt, respectively within the prescribed period
		<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	Acceptance of numerous papers as peer-reviewer by SVU-IJAS commends to become an Editorial Board Member of said journal last September 2020
<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	5	5	4	4.67	Participated as BOD in Pomponan High School & Senior High School through request from the Parents and Teachers Association. Provided them the vermicomposting technology and vermi materials for massive vermicompost production

	<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	Implementes 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.</b> Number of technical/expert services	<b>A 40.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries	3	4	5	5	5	5.00	Provided technical and other services to JEFSPA farm, IJAS-Indonesia, SVU-IJAS, Egypt & Farmers Association in Pomponan, Baybay City
	<i>Research Mentoring</i>	<i>Research Mentor</i>		1	1	5	5	5	5.00	Mentored JEFSPA, Kananga, Leyte and Pomponan Senior High School, Baybay City - through emails, texts, calls & face to face
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>		1	2	5	5	5	5.00	Reviewed papers of IJAS-Indonesia and South Valley University (SVU) - IJAS, Egypt
	<i>Resource Persons</i>	<i>Resource Persons</i>		1	2	5	5	5	5.00	Act as resource person on extension undertaking relative to rice ratooning of Pomponan and Balao Rice Farmers
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>								
	<i>Consultancy</i>	<i>Consultant</i>								
	<i>Evaluator</i>	<i>Evaluator</i>								
	<b>PI 8.</b> Percent of extension proposals approved *	<b>A 41.</b> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							



	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		1	5	5	5	5.00	Provision of extension & consultation services relative to vermicomposting to Pomponan High & Senior High School resulted to garnered them as 2nd placer award to the Leyte Provincial Livelihood Project Competition & participated also as finalist to the Regional Competition	
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	1	6	5	5	5	5.00	Conducted Alternative Transect Survey through Google for AMIA Projects in 6 Provinces in Region 8 as mitigation measure for COVID-19 pandemic
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					
		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					
		On program accreditations								
		On institutional accreditations								
UMFO 6. General Admin. & Support Services										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint					
	PI 3: Additional Outputs	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							
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	1	2	5	5	5	5.00	Monitored and approved Agri & Agrivet supplies as TWVG member of BAC through access on SPPMIS program and approval of PRs to intended researchers and stakeholders.



	Total Over-all Rating					218	218	215	217.01	
	Average Rating					5	5	4.9	4.93	
	Adjectival Rating									

Comments and Recommendations for Development Purpose:

To develop research proposal and mentor junior faculty/researchers

Evaluated & Rated by:

ULYSSES A. CAGASAN

Department Head

Date: 12/22/2020

Recommending Approval

VICTOR B. ASIO

Dean, CAFS

Date:

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date:

## 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