

Exhibit K

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

Name of Faculty Member: **Dr. Deejay Maranguit-Lumanao, Instructor II**

Period: **July to December 2019**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	30%	5.00	1.50
b. Students (50%)	30%	5.00	1.50
Total for Instruction	<b>60%</b>		<b>3.00</b>
2. Research			
a. Client/Dir. for Research (50%)	10%	5.00	0.50
b. Dept. Head/Center Director (50%)	10%	5.00	0.50
Total for Research	<b>20%</b>		<b>1.00</b>
3. Extension			
a. Client/Dir. for Extension (50%)	10%	4.85	0.485
b. Dept Head/Center Director (50%)	10%	4.85	0.485
Total for Extension	<b>20%</b>		<b>0.97</b>
4. Administration			
5. Production			
<b>TOTAL</b>	<b>100%</b>		<b>4.97</b>

EQUIVALENT NUMERICAL RATING: **4.97**

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: **4.97**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

 01/06/2020  
**DEEJAY MARANGUIT-LUMANA**  
Name of Faculty


Reviewed by:

  
**SUZETTE B. LINA**  
Department Head

Recommending Approval:

  
**VICTOR B. ASIO**  
Dean, CAFS

Approved:

  
**BEATRIZ S. BELONIAS**  
VP for Instruction

Visayas State University  
College of Agriculture and Food Science

**DEPARTEMENT OF SOIL SCIENCE**

Visca, Baybay City, Leyte


**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)**

I, **DEEJAY MARANGUIT-LUMANAO**, Instructor II of the Department of Soil Science, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July 1 to December 31, 2019. (Accomplishment)

  
**DEEJAY M. LUMANAO, Ph.D.**

Ratee

Date: Jan. 26, 2020

Approved:   
**SUZETTE B. LINA, Ph.D.**

Head of Unit

Date: \_\_\_\_\_

MFO No.	MFO Descrip-tion	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
					Details of Accomplishment	Quality	Efficiency	Timeliness	Average	
MFO 2 Higher Education Services										
Under Graduate Degree Program Management Services										
		PI 1. Number of FTE	SS 113 lec/lab; SS 24 lab; SS 213 lec/lab	10.00	11.78	5	5	5	5.0	
Undergraduate Student Management Services										
		PI 1. Number of undergraduate thesis outline approved	Read, reviewed and approved thesis outline as adviser and SRC member	2	6	5	5	4.5	4.8	Lungay, Serafin, Lazo, Abaño, Racaza, Bendanillo

		PI 2. Number of undergraduate student's manuscripts approved	Read, reviewed and approved undergraduate student's manuscript as adviser and SRC member	0	0					
		<b>Student advising and consultation services</b>								
		PI 5. Number of academic advisees	Advised students on what subjects to take and approve COR	10	22	5	5	5	5.0	
		PI 6. Number of student-related activities assisted	Approved and monitored student activities as Advisee	1	3	5	5	5	5.0	Meetings, Acquaintance and Christmas party of Graduate Student Organization
		<i>On-line course lecture materials</i>								
		<i>On-line course lab. materials</i>								
		PI 8. Number of student awards/honors received	Monitored/guide academic/thesis advisees	0	0					
		<i>Number of Computer Software Developed</i>								
<b>MFO3. Faculty Evaluation Services</b>		PI 1. Teaching Performance	All subjects handles	VS	Outstanding	5	5	5	5.0	
<b>MFO 4 Research Services</b>										
		PI 1. Number of article prepared for publication								
		<i>In refereed int'l journals</i>	Research output from my Dissertation	0	2	5	5	4.5	4.8	Article for ATR and article for Biology and Fertility of Soil Journal
		PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences		0	2	5	5	5	5.0	PSSN
		<i>In national conferences</i>		0						
		PI 3. Number of research projects conducted and/or completed on schedule		1	1	5	5	5	5.0	ACIAR
		PI . Amount of research money generated from external funding (Thousand PHP)		0						
		PI 7. Number of trainings/workshops attended		1	5	5	5	5	5.0	

MFO 4	Extension Services	PI 1. Number of person-days trained weighted by length of training		3	5	5	5	5	5.0	
		PI 2. Number of IEC materials/technoguides developed/used		0	1	5	5	4.5	4.8	SS 113 lecture guide
<b>MFO 5 Extension</b>										
		PI 5. Number of Scientific Papers reviewed	Reviewer	1	5	5	5	4.5	4.8	ATR, Soil Degradation Journal, LDD, SHJ,
<b>MFO 7 General Admin and Support Services</b>										
		PI 7. Number of College/University meetings attended	VSU meeting	2	5	5	5	5	5.0	ISO process cascading, etc.
		PI 8. Number of committee membership	Department-based Comm.	2	2	5	5	5	5.0	Socio-cultural, Research and extension
		PI 10. Zero percent complaint from clients served	None	0 % complaint	0	5	5	5	5.0	Clients are very satisfied to the service
		Additional Outputs								
<b>Total Over-all Rating</b>						<b>74.2</b>				
<b>Average Rating</b>						<b>4.947</b>				
<b>Adjectival Rating</b>						<b>Outstanding</b>				

**Comments & Recommendations for Development Purpose:**

*She showed outstanding performance in instruction & research responsibilities. To sustain it, she should continue writing research proposals for funding and scientific articles for publication.*

- 1 – quality
- 2 – Efficiency
- 3 – Timeliness
- 4 - Average

Evaluated and Reviewed by:

*[Signature]*  
**SUZETTE B. LINA**  
 Head, DSS  
 Date: \_\_\_\_\_

Recommending Approval:

*[Signature]*  
**VICTOR B. ASIO**  
 Dean, CAFS  
 Date: \_\_\_\_\_

Approved:

*[Signature]*  
**BEATRIZ S. BELONIAS**  
 VP for Instruction  
 Date: \_\_\_\_\_

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: DEEJAY MARANGUIT-LUMANAOPerformance 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: July 1, 2019Target Date: December 31, 2019

First Step:

Revise instructional materials to OBE format.Attend and participate in local, national and international scientific forum.Submission of instruction, research and extension proposals for funding.Submit article to ISI journals.

Result:

Has revised the instructional materials based on OBE format.Has attended and participated in scientific forum.Made proposal submitted to International Foundation of Science (IFS)Submitted article to ISI journal.Date: June 2019Target Date: December 2019


Next Step:

Write another research article for publication in ISI journal.Write research proposal for funding.Outcome: Submission of research article for publication in 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 reference for graduate and undergraduate students. And if research proposal will be submitted and will be funded, new graduates will be hired as research assistant and data generated will be published.

Conforme:

  
DEEJAY M. LUMANAO  
 Faculty

Prepared by:

  
SUZETTE B. LINA   
 Head, DSS