

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **Dr. Deejay Maranguit-Lumanao, Asst. Prof. II**Period: **January to June 2020**


Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)	80%	5.00	4.00
Total for Instruction	80%		4.00
2. Research			
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	20%		0.97
4. Administration			
5. Production			
TOTAL	100%		4.97

EQUIVALENT NUMERICAL RATING: **4.97**

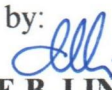
Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.97**ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:


DEEJAY M. LUMANAO
Name of Faculty

Reviewed by:


SUZETTE B. LINA
Department Head

Recommending Approval:


VICTOR B. ASIO
Dean, CAFS

Approved:


BEATRIZ S. BELONIAS
VP for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, DEEJAY M. LUMANAO, a faculty member of the DEPARTMENT OF SOIL SCIENCE 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 JANUARY-JUNE, 2020 (Accomplishment).

DEEJAY M. LUMANAO

Asst. Prof. II

Date: September 30, 2020

Approved:

SUZETTE B. LINA

Department Head

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										
	PI4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	3	0.166	5	5	5	5.00	Soil 300.4 (1 student)
	PI8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	2	3	5	5	5	5.00	Demain, Bulawan; Colangan
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	1	5	5	5	5.00	Mahipos
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	5	5	5	5	5.00	Asencion, Balanay, Batuto, Bedico, Requitillo
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	2	8	5	5	5	5.00	

	<u>PI 9</u> : Number of instructional materials developed *	<u>A5</u> . Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems	1	1	5	5	4.5	4.83	Soil 213
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	5	5	4.5	4.83	Soil 213
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	10	5	5	5	5	5.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	5	5	5	5	5.00	
		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	0						
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	1	5	5	5	5.00	Soil 213
	<u>PI 10</u> . Additional outputs:	<u>A 8</u> . Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	1	5	5	5	5.00	
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	<u>PI 5</u> : Total FTE, coordinated, implemented and monitored *	<u>A9</u> . Actual Faculty's FTE	Handles and teaches courses assigned	10	19.7	5	5	5	5.00	Soil 112 lec & lab , Soil 22 lec (sections), Soil 24 lab, Soil 200, Soil 200.1, EM 200.4
		<u>A10</u> . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	5	6	5	5	5	5.00	Soil 112, Soil 22 (2 sections), Soil 200, Soil 200.1, EM 200.4
		<u>A 11</u> . 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	0						

	A12. Number of trainings attended related to instruction	Attend mandated trainings	3	5	5	5	5	5.00	Webinars on making modules. Online training on google classroom and moodle.
	A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	5	4	5	5	5	5.00	
	A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	15	10	5	5	5	5.00	
	A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	10	50	5	5	5	5.00	Soil 24 lab reports; Soil 112 lab reports
PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	10	17	5	5	5	5.00	7 (1st yr); 7 (2nd yr); 2 (3rd yr - Lazo, Yaun); 1 (OS - Centino)
	A17. Number of students advised on thesis/ field practice/special problem:								
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	3	4	5	5	5	5.00	Centino, Lazo, Yaun, Bendanillo
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	3	4	5	5	5	5.00	Serafin, Abaño, Castro, Loreño
	A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	10	5	5	5	5.00	
PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	5	5	5	5.00	Graduate Students Association
	A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student	0	1	5	5	5	5.00	General assembly meeting
PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	1	1	5	5	4.5	4.83	Soil 113

		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	2	5	5	4.5	4.83	Soil 113; Soil 110
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	10	8	5	5	5	5.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	10	5	5	5	5.00	
		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	0						
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	1	5	5	5	5.00	Soil 113
	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	0						
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	0						
		A 26 . Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	0						
UMFO 3 . RESEARCH SERVICES										
	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	0						

	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research or project within the year	0						
	PI 3. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	1	2	5	5	5	5.00	1 submitted in Catena and 1 submitted in JATM
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>								
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences	0						
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								
	PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	0						
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by								
		A 33. 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	2	4	5	5	5	5.00	Annals of Tropical Research Journal, Science and Humanities Journal JATM
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0						
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	0						
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	A 36. 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	0						
	PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	0						
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects	1	1	5	4.5	5	4.83	DSS Extension Project
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. 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	0						
	PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research Mentoring	Research Mentor		0						
	Peer reviewers/Panelists	Peer reviewers/Panelists		0						
	Resource Persons	Resource Persons		0						
	Convenor/Organizer	Convenor/Organizer		0						
	Consultancy	Consultant		0						

	Evaluator	Evaluator		0						
	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	0						
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		0						
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	1	1	5	5	5	5.00	
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							
	Total Over-all Rating								159.15	
	Average Rating								4.97	
	Adjectival Rating								Outstanding	

Average Rating (Total Over-all rating divided by 4)	4.97
Additional Points:	
Punctuality	xx
Approved additional points	xx
Final Rating	4.97
Adjectival Rating	OUTSTANDING

Comments & Recommendations for Development Purposes:

Write research proposals for possible funding.

Evaluated & Rated by:

SUZETTE B. LINA

Department Head

Date:

Recommending Approval

VICTOR B. ASIO

Dean, CAFS

Date:

Approved by:

BEATRIZ S. BELONIAS

Vice President 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: January 1, 2020Target Date: June 30, 2020

First Step:

Revise instructional materials to online-ready courseware.Attend and participate in local, national, and international scientific forums and training-workshop.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 the instructional materials to online-ready courseware based on the learning guide format of the University.Has attended and participated series of Webinars concerning teaching in the new normal conducted by the SUC consortium of Region 8.Has attended the training-Workshop on Strengthening Talents in Learning Management System as SUCs of Region 8 Transition to a Better New Normal.Has attended and participated series of Webinars about Moodle and Google classroomHas attended the SARAiEskwela Webinar conducted by UPLB.Follow-up proposal submitted to the International Foundation of Science (IFS)Submitted article in Catena and in JATM.Reviewed articles from ATR, SHJ, JATM.Date: July 1, 2020Target Date: December 30, 2020

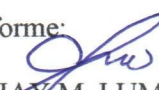
Next Step:

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

Conforme:


DEEJAY M. LUMANAO
 Faculty

Prepared by:


SUZETTE B. LINA
 Head, DSS