

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%)		5.00	
b. Students			
Total for Instruction	40%	5.00	2.00
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director		4.90	
Total for Research	50.00%	4.90	2.45
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension	0.00%		
4. Administration	10.00%	4.90	0.49
5. Production	0.00%		
TOTAL	100%	14.80	4.94

EQUIVALENT NUMERICAL RATING: **4.94**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.94**

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

"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 January - June, 2020.

DIONESIO M. BAÑOC

Associate Prof. 4

Date:

Approved:

ULYSSES A. CAGASAN

Department Head

Date:

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	2	3.33	5	5	5	5.00	Agro241 & Agro241e
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	2	4	5	5	5	5.00	Lutao, Saladaga, Balano & Seviliano
		A3. Number of students advised on thesis/special problem/dissertation		-						
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	4	5	5	5	5.00	Lutao, Saladaga, Balano & Seviliano
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	-	1	5	5	5	5.00	Bagarinao
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	6	5	5	5	5	5.00	Lutao, Saladaga, Balano, Seviliano & Bagarinao

	PI 9: Number of instructional materials developed *	A5 . Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems	1	1	5	5	5	5.00	Agro241
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	5	5	5	5.00	Agro241
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	4	5	5	5	5.00	Agro241 & Aghro 241e (powerpoint presentation & reading materials)
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	4	5	5	5	5.00	Agro241 & Agro 241e
		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	1	3	3	3	3.00	Agro241 (for review by TRP)
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	1	3	3	3	3.00	Agro241 (inputted in moodle)
	PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	2	3	5	5	5	5.00	Flexible Learning Materials Prepared (Print & Moodle) for Agro241
UMFO 2. HIGHER EDUCATION SERVICES				-						
OVPI UMFO 3. Higher Education Management Services				-						
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	27	7.6	3	3	3	3.00	Agro141, FS121, AgSci18, Agro141e (with fewer number of students)
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	8	16	5	5	5	5.00	Agro141, FS121, AgSci18, Agro141e, Agro241e, Agro241, Agro299, Agro199 (midterm & final period)

		A 11. 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	3	3	5	5	5	5.00	Magallanes, F., Macuto, VF. & Tom Rouss Dy
		A12. Number of trainings attended related to instruction	Attend mandated trainings	-						
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	12	5	5	5	5.00	Agro141, FS 121, AgSci18 (2 long exams, midterm & final exams)
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	24	5	5	5	5.00	Agro141, FS 121, AgSci18 (2 quizzes before long, midterm & final exams)
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	-						
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	-						
		A17. Number of students advised on thesis/ field practice/special problem:		8	7	5	5	5	5.00	Leal, Dela Calzada, Radores, Decaza, Somosot, Tumoling & Dollera
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	4	4	5	5	5	5.00	Leal, Dela Calzada, Radores, Decaza
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	4	3	5	5	5	5.00	Somosot, P.J., Tumoling, M., & Dollera, C.J.
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	14	45	5	5	5	5.00	BSA-Agronomy majors, AgSci18, FS 121 and Agro141 students
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	-						
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student	2	2	5	5	5	5.00	Agronomy majors Association (AMA) and Adamas Nu Omega Fraternity/Sorority
	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	2	2	5	5	5	5.00	Agro141 & Agro122 or FS 121

		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	2	5	5	5	5.00	Agro141 & Agro122 or FS 121
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	2	5	5	5	5.00	Agro141 & Agro122 or FS 121
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	8	5	5	5	5.00	Agro141 & Agro122 or FS 121 (2 Pre-tests & Post-tests & 2 Assessment Tests per Course)
		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	5	5.00	Agro141 & Agro122 - for submission
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	2	4.8	4.8	4.8	4.80	Agro141 & Agro122 (inputted in moodle)
	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	3	5	5	5	5.00	Published 1 paper of RD. Banoc & DM Banoc and submitted 2 papers as corresponding author in International Journal authored by Salvador & Garcia as 1st authors
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	2	3	5	5	5	5.00	AMIA Projects in Regions 7 & 8, and Rice Ratooning through identification of high-yielding rice varieties to 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	5	5	5	5.00	Varietal screening of different lowland rice varieties to ratooning during dry & wet seasons
	PI 3. Percentage of research outputs published in internationally-referred 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	4	3	5	5	5	5.00	Response of lowland rice when grown as main and ratoon crop (published-ATR) & Varietal screening of ten lowland rice varieties to ratooning (reviewed- ATR) & Response of second ratoon lowland rice to method of N Application (reviewed at RMRJ)
		<i>In refereed int'l journals</i>		2	2					1 published & 1 reviewed (ATR, VSU)
		<i>In refereed nat'l/regional journals</i>		2	1					1 reviewed (RMRJ, San Jose Recoletos)
	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 for a/conferences	1	0	3	3	3	3.00	Submitted 1 report but no in-house review presentation due to COVID-19 pandemic
		<i>In int'l fora/conferences</i>		-						
		<i>In nat'l/regional fora/conferences</i>		1						
	PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	-						
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		-						
		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	2	5	5	5	5.00	Manuscript ID SVUIJAS-2008-1031, Growth & yield of superior rice varieties on different planting systems in Papua, Indonesia & Dergie Park Publishing authored by VSU Faculty

		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	-						
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	2	2	5	5	5	5.00	Conduct 2 studies on second ratoon lowland rice using natural foliar fertilizers
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	2	2	5	5	5	5.00	Partnerships with DA-RFO 7 & 8 on AMIA Projects with Engr. Alan B. Loreto as Project Leader
	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	-						
	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	Implements duly approved extension projects	-						
	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	-						
	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	5	4	5	5	5	5.00	Conducts Transect Survey in 3 provinces and act as resource person in one training conducted on Techno Demo establishment
	Research Mentoring	Research Mentor		2	2	5	5	5	5.00	Paredes Farm, Kananga, Leyte & Mr. Tangpos of Carcar City College, Carcar, Cebu
	Peer reviewers/Panelists	Peer reviewers/Panelists		2	2	5	5	5	5.00	Reviewer of SVUIJAS (International Journal in Egypt) & Dergie Park Publishing

	Resource Persons	Resource Persons		1	1	5	5	5	5.00	Resource person for training on TD establishment with DA RFO researchers
	Convenor/Organizer	Convenor/Organizer		-						
	Consultancy	Consultant		-						
	Evaluator	Evaluator		-						
	<u>PI 8.</u> Percent of extension proposals approved *	<u>A 41.</u> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	-						
	<u>PI 11.</u> Additional outputs *	<u>A 42.</u> No. of extension-related awards (extn. conducted by faculty or student & faculty) *		-						
		<u>A 43.</u> Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	2	7	5	5	5	5.00	Prepared and submitted 3 Transect Reports (Bohol, Siquijor & Negros Oriental) & Reviewed 4 CBA outputs of 3 AMIA project sites
UMFO 5. SUPPORT TO OPERATIONS				-						
OVPI MFO 4. Program and Institutional Accreditation Services				-						
	<u>PI 8.</u> 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*	<u>A 44.</u> 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	-	non-conformity					
		<u>A 45.</u> Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	-	0% 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 % complain t					
	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	2						
	Total Over-all Rating					197	197	197	196.80	
	Average Rating					4.9	4.9	4.9	4.80	
	Adjectival Rating								VS. <i>OUTSTANDING</i>	

Comments and Recommendations for Development Purpose:

Maintain outstanding rating and publish research paper in refereed journals

- 1- Quality
- 2- Efficiency
- 3- Timeliness
- 4- Average

Evaluated & Rated by:

ULYSSES A. CAGASAN

Department Head

Date:

Recommending Approval

VICTOR B. ASIO

Dean,

Date:

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction

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 30, 2020

Target Date: January to December 31, 2020

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: July 1 to Dec. 31, 2020

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