

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: VICTOR B. ASIO (University Professor)

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	15	5.00	0.750
b. Students	20	5.00	1.000
Total for Instruction	35		1.75
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director	30	5.00	1.50
Total for Research	30		1.50
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director	10	5.00	0.50
Total for Extension	10		0.50
4. Administration	25	4.986	1.25
5. Production			
TOTAL	100		4.997

EQUIVALENT NUMERICAL RATING:

4.997

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.997

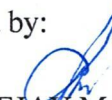
ADJECTIVAL RATING:

OUTSTANDING

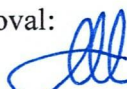
Prepared by:


VICTOR B. ASIO
Name of Faculty

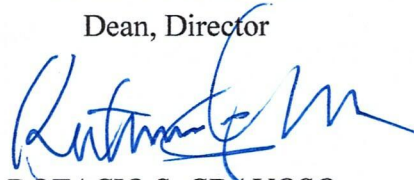
Reviewed by:


DEEJAY M. LUMANAO
Department Head

Recommending Approval:


SUZETTE B. LINA
Dean, Director

Approved:


ROTACIO S. GRAVOSO
VP for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, VICTOR B. ASIO, 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 JULY - DECEMBER 2024.


VICTOR B. ASIO
 University Professor
 Date: 1/2/25

Approved: 
DEEJAY M. LUMANAO
 Head, DSS
 Date: 1/2/25

MFO No.	Description of MFOs/IPAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan-Dec)	Actual Accomplishment July-December 2024	Rating			REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	
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	9.44	5	5	5	5.00
	PI 10: Additional outputs	A2. Number of students advised	Acts as academic adviser to graduate students	2	4	5	5	5	5.00
		A3. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	3	20	5	5	5	5.00
		A4. Number of Graduate reports checked	Checks reports required for graduate subject	2	54	5	5	5	5.00
		A5. Number of Graduate examinations conducted and checked	Conducts and checks examinations for graduate subject handled	2	4	5	5	5	5.00
		A6. Number of Graduate grade sheets submitted	Submits gradesheets for graduate subjects	2	2	5	5	5	5.00
		A7. Number of comprehensive examination conducted	Conducts comprehensive examination for graduate students	2	3	5	5	5	5.00
		A8. Supplemental learning resources	Prepares Instructional learning resources for graduate subjects	1	8	5	5	5	5.00

UMFO 2. HIGHER EDUCATION SERVICES									
OVPI UMFO 3. Higher Education Management Services									
PI 10: Total FTE, coordinated, implemented and monitored *	A1. Actual Faculty's FTE	Handles and teaches courses assigned	3	3.85	5	5	5	5.00	
PI 15: Number of instructional materials/syllabi approved	A2. Number of instructional materials/syllabi approved	Prepares instructional materials/syllabi for approval							
PI 16: Percentage of courses offered with final grades submitted within the allowable period	A3. Percentage of courses offered with final grades submitted within the allowable period	Submits grade sheets within allowable period	2	3	5	5	5	5.00	
PI 18: Percentage of courses rated at least VS in the Teaching Performance Evaluation by Students (TPES)	A4. 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%	100%	5	5	5	5.00	
PI 19: Additional Outputs	A10. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	1	4	5	5	5	5.00	
	A11. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	4	8	5	5	5	5.00	
	A12. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	2	4	5	5	5	5.00	
	A13. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	3	5	5	5	5.00	
	A14. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	2	5	5	5	5.00	
	A19. Awards received	Receives International/ National/Regional award							
		Sub-total for Instruction						80.00	
		Average						5.00	
		TPES 1st Sem SY 2023-2024						5.00	

UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A20. 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		6	5	5	5	5.00	
	PI 2. Number of research outputs completed within the year *	A 21 . Number of research outputs completed within the year *	Conducts and completes research project within the year		1	5	5	5	5.00	
	PI 3: Number of research outputs presented in regional/national/ int'l fora/conferences	A 22. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic fora/conferences		2	5	5	5	5.00	
		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	2	5	5	5	5.00	
	PI 7: Amount of research money obtained from external sources	A 23. Amount of research money obtained from external sources	Requests for research money from external sources	300,000	3.5 M	5	5	5	5.00	PCAARRD Project
					<i>Sub-total</i>				25.00	
					<i>Average</i>				5.00	
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)	A 32. 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	3	5	5	5	5.00	
	PI 2. Number of trainees weighted by the length of training	A 33. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	50	60	5	5	5	5.00	

PI 3: Number of extension programs and projects	A 34: Number of extension programs and projects	Implements extension programs and projects	1	1	1	5	5	5	5,00	
PI 4: Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	A 35: 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								
PI 5: Number of technical/expert services	A 36: Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries								
	a. Peer reviewer of journal/book		1	10	5	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 conferences, convenor, facilitator)			2	5	5	5	5	5,00	
	d. accreditior									
	e. consultancy									
PI 6: Number of extension proposals submitted	A 37: Number of extension proposals submitted	Prepares extension project proposals and submits for review								
PI 7: Number of extension proposals approved	A 38: Number of extension proposals approved	Follow ups submitted and reviewed extension proposals								
PI 8: Number of extension proposals implemented	A 39: Number of extension proposals implemented	Implements duly approved extension projects								
PI 9: Number of extension outputs presented in int'l, national, regional or institutional conferences	A 40: Number of extension outputs presented in:	Prepares, submits and presents extension paper in conferences								
	a. International									
	b. National									
	c. Regional or Institutional Conferences		1	3	5	5	5	5	5,00	
PI 10: Number of extension activities conducted	A 41: Number of extension activities conducted	Conducts extension program activities	1	2	5	5	5	5	5,00	
PI 11: Additional outputs *	A 42: No. of extension-related awards (extn. conducted by faculty or student & faculty) *	Receives an award related to extension activities								
				Sub-total					35,00	
				Average					5,000	

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UMFO 6. General Admin. & Support Services									
P13: Number of committee meetings conducted	A67: Number of committee meetings conducted	Acts as committee chairman	6	8	5	5	5	5.00	
P14: Number of routine documents acted	A68: Number of routine documents acted	Signs documents	50	500	5	5	5	5.00	
P15: Number of requests acted	A69: Number of requests acted	Approves requests	10	20	5	5	5	5.00	
P16: Number of memoranda prepared	A70: Number of memoranda prepared	Issues memoranda							
P19: Number of submitted DTR within 20 days after the last day of the month	A73: 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	4	5	4	4	4.33	
P110: Percentage of complaints, if any, addressed on time	A74: Percentage of complaints, if any, addressed on time	Addresses complaints on time (if any)	5%	zero complaint	5	5	5	5.00	
P117: Additional Outputs	A80: Number of meetings attended	Attends meetings (departmental/institutional)	12	15	5	5	5	5.00	
	A81: 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							
				Sub-total				74.33	
				Average				4.96	
								214.33	
	Total Over-all Rating								
	Average Rating								
	Adjusted Rating							4.99	

Comments and Recommendation for Development Purposes: Attend international conferences.

Approved by: 
 ROTACIO S. GRAVOSO
 VP, Academic Affairs
 11/01/25

PERFORMANCE MONITORING & COACHING JOURNAL

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

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			
Monitoring					
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)			
Coaching					
- Root cause analysis - Identifying corrective action - Making of OBE-Syllabus		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

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **VICTOR B. ASIO**

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: July 2024

Target Date: December 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.

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.

Reviewed articles from different Scopus-indexed journals and served as the Editor in Chief of ATR journal.

Date: Jan 2025

Target Date: June 2025

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 1st semester classes.

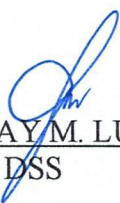
Continue with research works.

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:


DEEJAY M. LUMANAO
Head, DSS

Conforme:


VICTOR B. ASIO
DSS Faculty



**TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING
BY DEPARTMENT**

Second Semester AY 2023-2024

Department: Dept. of Soil Science

College: College of Agriculture & Food Sciences

Faculty name	Number of classes	Numerical Rating	Percentile Rating	Descriptive Rating
ANANE . SERENINA	9	4.39	87.78 %	Very Satisfactory
AYRON NIKKI M. GARRIDO	9	4.89	97.78 %	Outstanding
BISMARK . ARTHUR	3	4.67	93.33 %	Outstanding
CECILLE MARIE OQUIAS QUIÑONES	6	4.50	90.00 %	Outstanding
DEEJAY MARANGUIT LUMANAO	5	4.60	92.00 %	Outstanding
JUVYLYN GLORY NIEGAS	9	4.67	93.33 %	Outstanding
KENNETH ORAIZ	6	4.83	96.67 %	Outstanding
MEDARDO COQUILLA MAGDADARO, JR.	4	5.00	100.00 %	Outstanding
ROMEL BRIGOLI ARMECIN	4	4.75	95.00 %	Outstanding
SUZETTE BINONGO LINA	4	5.00	100.00 %	Outstanding
VICTOR BINGCO ASIO	2	5.00	100.00 %	Outstanding
Department Mean		4.75	95.08%	Outstanding

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: 11-05-2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: 11-08-2024

Received by:

DEEJAY MARANGUIT LUMANAO

Name and Signature of Department head

Date: 12/2/24

SUZETTE BINONGO LINA

Name and Signature of College Dean

Date: _____

Distribution of copies: IEO, College, Department

