

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%)		4.50	
b. Students			
Total for Instruction	40%	4.50	1.80
2. Research (Conducted 5 Rice Ratooning Studies)			
a. Client/Dir. for Research			
b. Dept. Head/Center Director		5.00	
Total for Research	50.00%	5.00	2.50
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension	0.00%		
4. Administration (PMT & TWG-BAC Member)	10.00%	5.00	0.50
5. Production	0.00%		
TOTAL	100%	14.50	4.80

EQUIVALENT NUMERICAL RATING:

4.80

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.80


ADJECTIVAL RATING:

OUTSTANDING


Prepared by:


DIONESIO M. BAÑOC
Name of Faculty


Reviewed by:


RUTH O. ESCASINAS
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 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 August - December, 2022.


DIONESIO M. BAÑOC

Associate Prof. 4

Date: 1/4/2023

Approved:


RUTH O. ESCASINAS

Department Head

Date: 1/4/23


VICTOR B. ASIO

College Dean

Date: 1/11/23

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	1.7	4	4	4	4.00	Taught Agro241 subject both lecture & laboratory
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	1	6	5	5	5	5.00	Thesis adviser of Mr. Labrador, Mr. Egos, Ms Borja-Martirez; MagDev students advised are Ms. Martil, Dr. Palagar & Ms. De la Torre
		A3. Number of students advised on thesis/special problem/dissertation		-						
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	6	5	5	5	5.00	
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	5	6	5	5	5	5.00	Entertained all 6 Thesis Advisee

	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	3	3	3	3.00	Agro241 lecture
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	2	5	5	5	5.00	Prepared Powerpoint presentation on Agro 241 lecture & Laboratory
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	8	5	5	5	5.00	Prepared assessment long & midterm exams & quizzes in Agro241 subject both lecture & laboratory
		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							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom							
	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							
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	15	21.85	5	5	5	5.00	Taught AgSci13, Agro122n, Colloquium & Agro 141e
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	5	5	5	5	5.00	Prepared gradesheets of Agro241, AgSci13, Agro122n, Agro141e & Colloquium
		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							

		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	8	5	5	5	5.00	Administered & checked papers in Agro241, AgSci13, Agro122n, Agro141e & Colloquium
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	8	12	5	5	5	5.00	Prepared and checked quiz outputs in Agro241, AgSci13, Agro122n, Agro141e & Colloquium
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	1	19	5	5	5	5.00	Checked 5 laboratory reports for Agro241 & 14 reports for Agro122n
	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:		2	10	5	5	5	5.00	
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	1	5					Thesis adviser of Mr. Tambis, Mr. Macalalag, Mr. Daing, Mr. Bandonon, & Mr. Galupo
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	1	5					SRC member of Mr. Urdaneta, Mr Adlawan, Mr. Modina, Ms. Aporbo & Ms. Reytomasw
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	30	5	5	5	5.00	Entertained 7 MS/MagDev students & 8 BS students regarding transect survey, thesis & grades
	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							
	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							

		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		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							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle 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							
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	1	1	4	4	4	4.00	Rice Ratooning is being adopted by more than 30 & 15 rice farmers (new adopters) in Brgy Marcos & Patag, Baybay City, Leyte
	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							

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	1	2	5	5	5	5.00	Submitted one article in both JPAA & SPJRD journals for possible publication
	<i>In refereed int'l journals</i>		1	1					
	<i>In refereed nat'l/regional journals</i>		1	1					
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							
	<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 of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	90%	5	5	5	5.00	Prepared research proposal on OneRicePh in collaboration with IRRI
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	1	5	5	5	5	5.00	Reviewed articles from CTU Journal, SHJ, SVU-IJAS, JPAA & PJS-Philippines and all accepted for publication based on thorough review
	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							
UMFO 4. EXTENSION SERVICES			-						

	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result	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	3	5	5	5	5	5.00	Collaborated with CLGU - Baybay City, City Agriculturist of Baybay City, Provincial Agriculture Office, Municipal Agriculture - Hilongos & DA-Region 8 on extension project conducted
	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	2	2	4	4	4	4.00	Linked and collaborated with Baybay City LGUs and DA-Provincial Office through the Agriculture sector relative to extension activities particularly training, technology demonstration, etc.
	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	1	2	5	5	5	5.00	Conducted 2 studies with strong collaboration by Baybay LGU & City Agriculture Office
	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	80	95	5	5	5	5.00	
	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	11	5	5	5	5.00	
	<i>Research Mentoring</i>	<i>Research Mentor</i>		2	4					Conducted research mentoring to MS students
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>		1	5					Reviewed transect survey output from MS students
	<i>Resource Persons</i>	<i>Resource Persons</i>		1	1					Resource person in the conduct of transect survey
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>		-						
	<i>Consultancy</i>	<i>Consultant</i>		-						

	Evaluator	Evaluator		1	1					Act as an evaluator in the presentation of the output relative to transect survey undertaking
	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	-						
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		-						
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
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	5	5	5	5.00	

	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					115	115	115	115	
	Average Rating					4.8	4.8	4.8	4.79167	
	Adjectival Rating									

Comments and Recommendation for Development Purposes:

Needs to attend seminars + conference. Likewise ^{he} has to publish article in refereed journal.

Evaluated & Rated by:

RUTH O. ESCASINAS

Department Head

Date: 1/4/23

Recommending Approval

VICTOR B. ASIO

Dean,

Date: 1/11/23

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: August 2022

Target Date: December 2022

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:


RUTH O. ESCASINAS
Unit Head

Conforme:


DIONESIO M BAÑOC
Name of Ratee Faculty/Staff