

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

Name of Faculty Member: **Dr. Deejay Maranguit-Lumanao, Assoc Prof V**

Period: **July to December 2024**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	20%	4.90	0.98
b. Students	20%	4.60	0.92
Total for Instruction	40%		
2. Research			
a. Client/Dir. for Extension			
b. Dept Head/Center Director	20%	4.94	0.988
Total for Research	20%		
3. Extension			
a. Client/Dir. for Extension			
b. Dept Head/Center Director	15%	5.0	0.75
Total for Extension	15%		
4. Administration	25%	4.98	1.245
5. Production			
TOTAL	100%		4.88

EQUIVALENT NUMERICAL RATING: **4.88**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.88**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

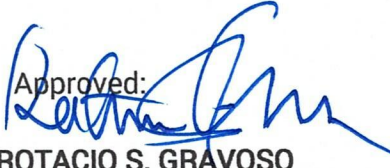

DEEJAY M. LUMANAO

Name of Faculty

Recommending Approval:


SUZETTE B. LINA


Dean, CAFS

Approved: 
ROTACIO S. GRAVOSO
VP for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

"Exhibit B"

I, DEEJAY M. LUMANAO, 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 (Accomplishment).


DEEJAY M. LUMANAO
 Name of Faculty
 Date: 1/2/25

Approved:


SUZETTE B. LINA
 College Dean
 Date: 1/10/25

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan-Dec)	Actual Accomplishment July to December 2024	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 : Total FTE monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	0.5	4.11	5	5	4.5	4.83	SOIL213 Lec and Lab
	PI 10: Additional outputs	A2. Number of students advised	Acts as academic adviser to graduate students	2	3	5	5	4.5	4.83	Jayca Lyn Jaca, Ervin Gasatan, Jona Corre
		A3 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	3	10	5	5	5	5.00	Jaca, Gasatan, Corre, Matarikisi, Arthur, Siddique, etc.
		A4 . Number of Graduate reports checked	Checks reports required for graduate subject	2	20	5	5	4.5	4.83	SOIL213 report including STR, Term paper, Scientific report, etc.
		A5 . Number of Graduate examinations conducted and checked	Conducts and checks examinations for graduate subject handled	2	2	5	5	4.5	4.83	SOIL213 midterm/final exam (written & oral)
		A6 . Number of Graduate grade sheets submitted	Submits gradesheets for graduate subjects	2	2	5	5	4.5	4.83	SOIL213 & SOIL300
		A7 . Number of comprehensive examination conducted	Conducts comprehensive examination for graduate students	2	3	5	5	5	5.00	Jayca Jaca, Ella Bisnar, Charlie Rojas

		<u>A8 . Supplemental learning resources</u>	<i>Prepares Instructional learning resources for graduate subjects</i>	1	5	5	5	5	5.00	SOIL213 Learning guide, PPT, recorded discussions etc.	
UMFO 2. HIGHER EDUCATION SERVICES											
OVPI UMFO 3. Higher Education Management Services											
	<u>PI 10:</u> Total FTE, coordinated, implemented and monitored *	<u>A1.</u> Actual Faculty's FTE	<i>Handles and teaches courses assigned</i>	3	4.6	5	5	5	5.00	Soil110 Lecture (48 students)	
	<u>PI 15:</u> Number of instructional materials/syllabi approved	<u>A2.</u> Number of instructional materials/syllabi approved	<i>Prepares instructional materials/syllabi for approval</i>								
	<u>PI 16:</u> Percentage of courses offered with final grades submitted within the allowable period	<u>A 3.</u> Percentage of courses offered with final grades submitted within the allowable period	Submits grade sheets within allowable period	2	2	5	5	4.5	4.83	Soil110 Midterm & Final Grade	
	<u>PI 18:</u> Percentage of courses rated at least VS in the Teaching Performance Evaluation by Students (TPES)	<u>A 4.</u> 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%	96%	5	5	5	5.00	(4.80- Outstanding)	
	<u>PI 19:</u> Additional Outputs	<u>A 10 .</u> Number of long examinations administered and checked	Administers and checks long examination for subjects taught	1	4	5	5	4.5	4.83	Soil110 (Long-exams, Midterm & Final Exams	
		<u>A 11 .</u> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	4	480	5	5	4.5	4.83	Soil110 quizzes (48 students x 10 quizzes)	
		<u>A 12 .</u> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	2	10	5	5	4.5	4.83	Term paper of Envi112n	
		<u>A 13 .</u> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	2	5	5	4.5	4.83	Soil110 Midterm & Final Grade	
		<u>A 14 .</u> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	1	5	5	5	5.00	OSSM	
		<u>A.19 .</u> Awards received	Receives International/ National/Regional award								
									Average:	4.90	
									TPES	4.60	
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	1	4	5	5	4.5	4.83	Internationalization project (VSU Funded); Coconut hybridization project (DOST-PCARRD Funding); ACIAR-SLAM Project (ACIAR- Funded); PEHM Project (DOST-PCARRD Funded)
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	0						
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 scientific fora/conferences	0						
	a. International								
	b. National								
	c. Regional or Institutional Conferences	Prepares, submits and presents research paper in scientific for a/conferences	1	1	5	5	5	5.00	During the RDE In-house review
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	100,000	1M	5	5	5	5.00	ACIAR-SLAM Project (ACIAR Funding)
Average:								4.94	
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	1	5	5	5	5.00	Baybay City Agriculture Office
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	75	5	5	5	5.00	Training of farmers and AT in Baybay City Hall and Training of farmers in Monterico, Baybay
PI 3: Number of extension programs and projects	A 34. Number of extension programs and projects	Implements extension programs and projects	1	1	5	5	5	5.00	DSOHeSEP Extension project
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	2	5	5	5	5.00	SHJ; ATR
	b. Review of research and extension proposal								
	c. Resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in								
	d. accreditor		0	2	5	5	5	5.00	AACCUP Accreditor
	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							

[illegible]

	PI 18: Number of students from other schools having summer program supervised	A 59. Number of students from other schools having summer program supervised	Acts coordinator/facilitator for students from other schools having summer program in VSU							
	PI 19: Number of external institutions/agencies conducting benchmarking activities served	A 60. Number of external institutions/agencies conducting benchmarking activities served	Facilitates in assisting of the external institutions/agencies conducting benchmarking activities	0	2	5	5	5	5.00	NWSSU & SSU
	PI 20: Number of students from other academic departments conducting research activities served	A 61. Number of students from other academic depts conducting research activities served	Facilitates in assisting students from other academic depts conducting research activities	1	1	5	5	5	5.00	Engineering student
	PI 21: Additional outputs	A 62. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	8	10	5	5	5	5.00	
UMFO 6. General Admin. & Support Services (GASS)										
	PI 3: Number of committee meetings conducted	A 67. Number of committee meetings conducted	Acts as committee chairman	6	4	5	5	5	5.00	
	PI 4: Number of routinary documents acted	A 68. Number of routinary documents acted	Signs documents	50	50	5	5	5	5.00	
	PI 5: Number of requests acted	A 69. Number of requests acted	Approves requests	10	5	5	5	5	5.00	
	PI 6: Number of memoranda prepared	A 70. Number of memoranda prepared	Issues memoranda							
	PI 9: Number of submitted DTR within 20 days after the last day of the month	A 73. 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	6	5	5	4.7	4.90	
	PI 10: Percentage of complaints, if any, addressed on time	A 74. Percentage of complaints, if any, addressed on time	Addresses complaints on time (if any)	5%	100%	5	5	5	5.00	
	PI 17: Additional Outputs	A 80. Number of meetings attended	Attends meetings (departmental/institutional)	12	15	5	5	5	5.00	
						Average:			4.98	
	Total Over-all Rating								207.89	
	Average Rating								4.88	
	Adjectival Rating								OUTSTANDING	
Comments and Recommendation for Development Purposes: Attends relevant trinings (e.g. leadership etc) and continue active in doing research/extension and publish articles.										

Evaluated & Rated by:

SUZETTE B. LINA
CAFS DEAN

Date:

1/10/25

Approved by:

ROTACIO S. GRAVOSO

Vice President for Academic Affairs

Date: 1/10/25

PERFORMANCE MONITORING & COACHING JOURNAL

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

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					
<ul style="list-style-type: none">- 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: **DEEJAY MARANGUIT-LUMANAO**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 2024Target 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.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 instructional materials and OBE-syllabusHas revised the instructional materials to online-ready courseware based on the learning guide format of the University.Prepared research proposal and submitted for funding at DA-BAR.Reviewed articles from ATR, SHJ, JATM.Date: Jan 2025Target 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.Conduct training for the extension project and 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:



SUZETTE B. LINA

Dean, FAFS

Conforme:



DEEJAY M. LUMANAO

Faculty and Head of DSS



**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
BISMARCK . 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

