

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

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

X		Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (3)	Equivalent Numerical Rating (2x3)
1.	Ins	struction			
	a.	VP for Academic Affairs	15	4.986	0.748
	b.	Students	15	5.00	0.750
		Total for Instruction	30		1.50
2.	Re	esearch			
	a.	Client/Dir. for Research		No.	
	b.	Dept. Head/Center Director	30	5.00	1.50
		Total for Research	30		1.50
3.	Ex	tension			
	a.	Client/Dir. for Extension			
	b.	Dept. Head/Center Director	10	5.00	0.50
		Total for Extension	10		0.50
4.	Ac	lministration	30	5.00	1.50
5.	Pr	oduction		STEEL A.	
		TOTAL	100		4.998

EQUIVALENT NUMERICAL RATING:

4.998

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.998

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

VICTOR B. ASIO

Name of Faculty

Approved:

DEEJAY M. LUMANAO

Head, DSS

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, <u>VICTOR B. ASIO</u>, a faculty member of the <u>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 JANUARY - JUNE 2024.</u>

VICTOR B. ASIO
University Professor
Date: Tanz way

Approved:

DEEJAY-M/LUMANAO Head, DSS Date: 4 August 2014

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan- Dec)	Actual Accomplishment Jan-		F	Rating		REMARKS (Indicators in percentage should be
No.	WIFU SPAFS				June 2024	Quality	Eficiency	Timeliness	Average	supported with numerical values in numerators and denominators)
UMF	0 1. ADVANCED EL	DUCATION SERVICES								
OVPI N	IFO 2. Graduate Student	Management Services								
	PI: Total FTE monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	0.5	3.7	5	5	5	5.00	
	PI 10: Additional outputs	A2. Number of students advised	Acts as academic adviser to graduate students	2	6	5	5	5	5.00	
		A3 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	3	30	5	5	5	5.00	
		<u>A4</u> . Number of Graduate reports checked	Checks reports required for graduate subject	2	20	5	5	5	5.00	
		<u>A5</u> . Number of Graduate examinations conducted and checked	Conducts and checks examinations for graduate subject handled	2	4	5	5	5	5.00	
		<u>A6</u> . Number of Graduate grade sheets submitted	Submits gradesheets for graduate subjects	2	3	5	5	5	5.00	
		AZ. 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	3	5	5	5	5.00	
UMF	O 2. HIGHER EDUC	ATION SERVICES								

OVPIL	JMFO 3. Higher Education	Management Services								
	Pl 10: Total FTE, coordinated, implemented and monitored *	A1. Actual Faculty's FTE	Handles and teaches courses assigned	3	6	5	5	5	5.00	
	approved	materials/syllabi approved	Prepares instructional materials/syllabi for approval							
	courses offered with final	A 3. 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	
	courses rated at least VS in	A 4. 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	<u>A 10</u> . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	1	4	5	5	5	5.00	
		<u>A 11</u> . Number of quizzes administered and checked	Prepares and checks quizzes for <u>lec</u> and lab	4	8	5	5	5	5.00	
		A 12. 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	
		A 13 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	3	5	5	5	5.00	
		A 14 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	2	5	5	5	5.00	
		A.19. Awards received	Receives International/ National/Regional award							
				S	ub-total for Instruction				80.00	
					Average				5.00	
				TPES 1	st Sem SY 2023-2024				5.00	
UMF	O 3 . RESEARCH SE	ERVICES								
		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	

regio	8: Number of research outs presented in onal/national/ int'l n/conferences		Prepares, submits and presents research paper in scienfic fora/conferences		2	5	5	5	5.00	
		a. International		han i la						
	***************************************	b. National								
		c. Regional or Institutional Conferences	Prepares, submits and presents research paper in scienfic for a/conferences	1	2	5	5	5	5.00	
mon	: Amount of research ney obtained from ernal 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
					Sub-total				25.00	
					Average				5.00	
MFO 4.	. EXTENSION SE	RVICES								
partr indu	tnerships with LGUs,	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	
exte	seholders as a result of ension activities				v			Ů	0.00	
exter (MO PI 2	ension activities OUs/MOAs) 2. Number of trainees ghted by the length of	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	
exter (MO PI 2 weig train PI 3:	ension activities DUs/MOAs) 2. Number of trainees ighted by the length of ning	A 33. Number of trainees weighted	beneficiaries of technologies for		-					
exter (MO PI 2 weight train PI 3: prog	ension activities DUS/MOAs) 2. Number of trainees ighted by the length of ning 3. Number of extension grams and projects 4. Percentage of reficiaries who rated the ning course/s as sfactory or higher in ns of quality and	A 33. Number of trainees weighted by the length of training A 34. Number of extension programs	beneficiaries of technologies for transfer Implements extension programs and	50	60	5	5	5	5.00	
exter (MO P1 2 weight train P1 3: prog P1 4: beneat train satist term relay P1 5	ension activities DUS/MOAs) 2. Number of trainees ighted by the length of ning 3. Number of extension grams and projects 4. Percentage of eficiaries who rated the ning course/s as sfactory or higher in	A 33. Number of trainees weighted by the length of training A 34. Number of extension programs and projects A 35. Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality	beneficiaries of technologies for transfer Implements extension programs and projects Provides quality and relevant training	50	60	5	5	5	5.00	

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	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	5.00	
	d. accreditor								
	e. consultancy								
PI 6: 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		Implements duly approved extension projects							
PI 9: Number of extension outputs presented in int'l, national, regional or institutional conferences		Prepares, submits and presents extension paper in conferences							Will be reflected in July-D Accomp
	a. International								
	b. National							-	
	c. Regional or Institutional Conferences		1	2	5	5	5	5.00	Will be reflected in July-Dec Accomp
PI 10: Number of extension activities conducted	A 41. Number of extension activities conducted	Conducts extension program activities	1	2	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	

OVPI MFO 1. Faculty Devel	opment Services								
seminars, and conferences attended	A 50. Number of training, seminars, and conferences attended (international, national, regional/institutional)	Attends training, seminars, and conferences attended (international, national, regional/institutional)							
	International								
	National		1	2	5	5	5	5.00	
	Regional/Institutional		1	3	5	5	5	5.00	
OVPI MFO 3. Registration S	Services								
enrolled and validated within	<u>A 51</u> . Percentage of students enrolled and validated within the registration period	Validates students within the registration period	60%	100%	5	5	5	5.00	
	A 52. Number of students advised during the registration period	Acts as academic adviser	10	12	5	5	5	5.00	
OVPI MFO 4. Curricular Pro	ogram Management Services								
and the state of t	A 53. Number of IMs reviewed by the DIMRC	Submits IMs for review							
PI 13: Number of course syllabi and TOS reviewed and approved	A 54. Number of course syllabi and TOS reviewed and approved	Submits course syllabi and TOS for approval	2	2	5	5	5	5.00	
PI 16: Number of student thesis advised:	A 57. Number of students advised on thesis/field practice/special problem:	Advises and corrects research outline and thesis/SP manuscript	5						
	As SRC Chairman/Adviser		4	5	5	5	5	5.00	
	As SRC Member		1	2	5	5	5	5.00	
PI 18: Number of students from other schools having summer program supervised	A 59. Number of students from other schools having summer program	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							
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	4	5	5	5	5.00	

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Pl 21: Additional o	A 62. Number of students enter for consultation purposes	Entertains students consulting on subject taught, thesis and grades	8	15	5	5	5	5.00	
MFO 6. General	Admin. & Support Services		***************************************						
PI 3: Number of comeetings conduct	mmittee A 67. Number of committee med	etings Acts as committee chairman	6	8	5	5	5	5.00	
PI 4: Number of ro	utinary A 68. Number of routinary documents	ments Signs documents	50	500	5	5	5	5.00	
PI 5: Number of reacted	quests A 69. Number of requests acted	Approves requests	10	20	5	5	5	5.00	
PI 6: Number of m prepared	emoranda A 70. Number of memoranda pr	epared Issues memoranda							
PI 9: Number of s DTR within 20 day last day of the mo	s after the the last day of the month	ys after Submits DTR within 20 days after the last day of the month	5	4	5	4	4	4.33	
Pl 10: Percentage complaints, if any, addressed on time	addressed on time	if any, Addresses complaints on time (if any)	5%	zero complaint	5	5	5	5.00	
PI 17: Additional 0	utputs A 80. Number of meetings atten	ded Attends meetings (departmental/institutional)	12	15	5	5	5	5.00	
	A 81. Number of /new initiatives introduced resulting to best prac replicated/benchmarked by othe depts/agencies *	tice Initiates/introduces improvements in							
				Sub-total				74.33	
				Average				4.96	
Total Over 11 5	-41							214.33	
Total Over-all R	ating							4.99	
Adjectival Rating					-				Outdanding

Comments and Recommendation for Development Purposes: Attend international conferences.

Encourage to other Department meetings.

Evaluated & Rated by:

SUZETTE B. LINA

SUZETTE B. LINA

S 1224





Attested by:

MA. RACHEL KIM L. AURE
Director, Instruction and Evaluation
Date: May 02, 2024

INSTRUCTION AND EVALUATION OFFICE VISAYAS STATE UNIVERSITY Visca, Baybay City, Leyte Phone/Fax: +63 053 565 0600 local 1104

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TEACHING PERFORMANCE EVALUATION Summary by Department

Department: Dept. of Soil Science

Semester and Academic Year: First Semester 2023-2024

College: College of Agriculture & Food Sciences

Faculty name	Number of classes	Numerical Rating	Percentile Rating	Descriptive Rating
ANABELLA BAUTISTA TULIN	3	4.00	80.00 %	Very Satisfactory
BISMARK . ARTHUR	2	4.00	80.00 %	Very Satisfactory
CECILLE MARIE OQUIAS QUIÑONES	7	4,57	91.43 %	Outstanding
DEEJAY MARANGUIT LUMANAO	5	4.80	96.00 %	Outstanding
KENNETH ORAIZ	6	5.00	100.00 %	Outstanding
MAISA MEA . BUNGHANOY	2	5.00	100.00 %	Outstanding
JARIA CRISTINA ALAPAN LOREÑO	7	4.86	97.14 %	Outstanding
MEDARDO COQUILLA MAGDADARO, JR.	4	4.75	95.00 %	Outstanding
ROMEL BRIGOLI ARMECIN	1	5.00	100.00 %	Outstanding
SUZETTE BINONGO LINA	4	4.50	90.00 %	Outstanding
VICTOR BINGCO ASIO	5	5.00	100.00 %	Outstanding
	Department Mean	4.68	93.60%	Outstanding

Prepared by:

VANESSA'W. WAZAL TPES in-Charge Date: May 02, 2024

Received by:

SUZETTE BINONGO LINA

Name and Signature of Department head Date: 222

VICTOR BINGCO ASIO

Name and Signature of College Dean Date: 132 34

Distribution of copies: ODIE, College, Department

Vision:

A globally competitive university for science, technology, and environmental conservation.

Mission:

Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

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1st23-24sdDSS-0

PERFORMANCE MONITORING & COACHING JOURNAL

X	1st	d D
Х	2 nd	A
	3 rd	R
	4th	E

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

		MECHANI	SM		Remarks
Activity Monitoring	Me	eeting		Others (Pls.	100
	One-on-One	Group	Memo	specify)	
Monitoring			7	2.00	
Preparation of	100	x			
Teaching Materials		(DSS meeting)			
Teaching Load		x			
assignments		(DSS meeting)			
					Improved a lot already
Reporting on Time in		X			,
the office		(DSS meeting)			
Coaching					Marie Sale
- Root cause analysis		Group meeting			
- Identifying corrective					
action					
 Making of OBE-Syllabus 					

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

Noted by:

DEEJAY M. LUMANAO

SUZETTE B. LINA

Immediate Supervisor

Next Higher Supervisor

TRACKING TOOL FOR MONITORING TARGETS

Major Final					TASK S	STATUS		
Output/Performance Indicator	TASK	ASSIGNED TO	DURATI	1 st Week	2 nd Week	3 rd Week	4 th Week	REMARKS
UMFO I. ADVANCED EDUCATION SERVICES				*				
PI 4. Total FTE coordinated, implemented & monitored*	1. Handles subjects/course s assigned	Suzette B. Lina Victor B. Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quinoñes	Jan- June	1	1	1	1	accomplished
PI 10: Additional outputs	1. Acts as academic adviser to graduate students	Suzette B. Lina Victor B. Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quinoñes	Jan- June	1			1	accomplished
	2. Entertains students seeking consultation with faculty	Suzette B. Lina Victor B. Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quinoñes	Jan- June	1	/		1	accomplished
	3. Conducts and checks examinations for graduate subject handled	Suzette B. Lina Victor B. Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quinoñes	Jan- June	1	1	/	1	accomplished
	4. Submits gradesheets for graduate subjects	Suzette B. Lina Victor B. Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quinoñes	June				1	accomplished
	5. Conducts comprehensive examination for graduate students	Suzette B. Lina Victor B. Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quinoñes	Jan-June	4.75		1,	1	accomplished
	6. Prepares	Suzette B. Lina	Jan-June	/	/	1	/	accomplished

		Instructional learning resources for graduate subjects	Victor B. Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quinoñes						
UMFO 2. HIGHER EDUCATION SERVICES									
PI 10: Total FTE, coordinated, implemented and monitored *	1.	Handles and teaches courses assigned	Suzette B. Lina Victor B. Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quinoñes Anane Sereñina	Jan-June	1	/	1	1	accomplished
PI 15. Number of instructional materials/syllabi approved	1.	Prepares instructional materials/syllab i for approval	Suzette B. Lina Victor B. Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quinoñes Anane Sereñina	Jan-June	/	/	1	/	accomplished
PI 16: Percentage of courses offered with final grades submitted within the allowable period	1.	Submits grade sheets within allowable period	Suzette B. Lina Victor B. Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quinoñes Anane Sereñina	June				1	accomplished
PI 19: Additional Outputs	1.	Administers and checks long examination for subjects taught	Suzette B. Lina Victor B. Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quinoñes Anane Sereñina	Jan-June	1	1	1	1	accomplished
	2.	Prepares and checks quizzes for lec and lab	Suzette B. Lina Victor B. Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quinoñes Anane Sereñina	Jan-June	1	1			accomplished
	3.	Checks lab reports and term papers submitted as required	Suzette B. Lina Victor B. Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quinoñes Anane Sereñina	Jan-June	/	1	/	1	accomplished

	4. Assists student organizations in implementing student related activities	Kenneth Oraiz Anane Sereñina Emelita Pausanos	April		1			accomplished
UMFO 3. RESEARCH SERVICES								
PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	1. Conducts research for possible utilization by industry or other beneficiaries	Suzette Lina Victor Asio Deejay Lumanao Kenneth Oraiz	Jan-June	1	1.	1	1	On-going
PI 3: Number of research outputs presented in regional/national/ int'l fora/conferences	1. Prepares, submits and presents research paper in scientific fora/conferenc es	Suzette Lina Victor Asio Deejay Lumanao Kenneth Oraiz Cecille Marie Quiñones Anane Sereñina						
PI 7: Amount of research money obtained from external sources	Requests for research money from external sources	Suzette B. Lina Victor B. Asio Deejay M. Lumanao	Jan	/				accomplished
UMFO 4. EXTENSION SERVICES		35.	3.60					100 100 100 100 100 100 100 100 100 100
PI 1: Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities (MOUs/MOAs)	1. Identifies and links with probable partners for extension activities and maintains this active partnership	Suzette B. Lina Deejay M. Lumanao	June				1	accomplished
PI 2. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	Suzette B. Lina Deejay M. Lumanao Kenneth Oraiz Cecille Marie Quiñones	July			/		To be conducted
PI 5. Number of technical/expert services	Provides the technical and expert services requested by beneficiaries	Suzette B. Lina Deejay M. Lumanao Kenneth Oraiz Cecille Marie Quiñones	June		5		199	accomplished
PI 6: Number of extension proposals submitted	Prepares extension project proposals and submits for review	Suzette B. Lina	Jan		1			accomplished

PI 8: Number of	1. Implements	Suzette B. Lina	Jan-June	/	/	1	1	On-going
extension proposals implemented	duly approved extension projects	Deejay M. Lumanao						
PI 9: Number of extension outputs presented in int'l, national, regional or institutional conferences UMFO 5. SUPPORT TO OPERATIONS	1. Prepares, submits and presents extension paper in conferences	Deejay M. Lumanao	July	1				accomplished
	1. Attends training, seminars, and conferences attended (international, national, regional/institu tional)	Suzette B. Lina Victor Asio Deejay M. Lumanao Kenneth Oraiz Cecille Marie Quiñones Anane Sereñina	March				/	accomplished
PI 18: Number of students from other schools having summer program supervised	1. Acts coordinator/facili tator for students from other schools having summer program in VSU	Angelica Asoy Emelita Pausanos	March				<i>'</i>	accomplished
PI 19: Number of external institutions/agencies conducting benchmarking activities served	1. Facilitates in assisting of the external institutions/age ncies conducting benchmarking activities	Angelica Asoy Emelita Pausanos	March				1	accomplished
PI 20: Number of students from other academic departments conducting research activities served	1. Facilitates in assisting students from other academic depts conducting research activities	Angelica Asoy Emelita Pausanos	May			<i>j</i>	1	accomplished
UMFO 6. GENERAL ADMIN & SUPPORT SERVICES	702		9					
PI 3: Number of committee meetings conducted	Acts as committee chairman	Suzette B. Lina Victor B. Asio Deejay M. Lumanao	Jan-June	1	/ / / / / / / / / / / / / / / / / / /	1.	1	accomplished
PI 4: Number of routinary documents acted	Signs documents	Suzette B. Lina Victor Asio Deejay M. Lumanao Kenneth Oraiz Cecille Marie	Jan-June	1	1		/	accomplished

	Quiñones Anane Sereñina				
PI 9: Number of submitted DTR within 20 days after the last day of the month 1. Submits DTR within 20 days after the last day of the month	Suzette B. Lina Victor Asio Deejay M. Lumanao Kenneth Oraiz Cecille Marie Quiñones Anane Sereñina Emelita Pausanos Bonifacio Castillo Angelica Asoy	Jan-June	1		accomplished

Prepared by:

DEEJAY M. LUMANAO (Head, DSS

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: <u>VICTOR B. ASIO</u> Performance Rating: <u>OUTSTANDING</u>

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: Jan 2024 Target Date: June 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: July 2024 Target Date: Dec 2024

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: <u>Submission of research article for publication in the ISI journal.</u>

<u>Submission of OBE-syllabus for new course to be handled for the PhD program for approval by the ODIE.</u>

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