

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: RENEZITA S. COME

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating Rating x % (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.81 \times 50\% = 2.41$	
b. Students (50%)		$5.4 \times 50\% = 2.5$	
Total for Instruction	50%	4.91	2.46
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	30%	4.88	1.46
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	-		
4. Administration	20%	4.92	0.98
5. Production			
TOTAL			4.9

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

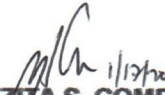
TOTAL NUMERICAL RATING:

4.9

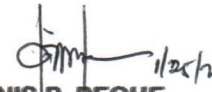
ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

  
**RENEZITA S. COME**  
Name of Faculty

Reviewed by:

  
**DENNIS P. PEQUE**  
Department Head

Recommending Approval:

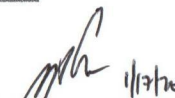
  
**DENNIS P. PEQUE**  
Dean

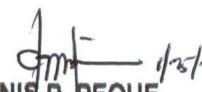
Approved:

  
**BEATRIZ S. BELONIAS**  
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, **RENEZITA S. COME**, faculty member of the Department of Forest Science, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period July to December, 2019.

  
**RENEZITA S. COME**  
 Ratee

  
**DENNIS P. PEQUE**  
 Head of Unit

MFO No.	MFO Description	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishments		Rating				Remarks
					% Accomplishments	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	
MFO 1 Advanced and Higher Education Services											
		PI1. Total FTE									
		PI9. Additional outputs									
		Propose PhD in Forestry Program	As member of the Department Curriculum Committee	1 meeting and 1 output	(2/1) 200%	Prepared and distributed Survey Questionnaires for potential PhD takers	5	5	5	5	
		Revise MS in Forestry Program	As member of the Department Curriculum Committee	1 meeting and 1 output	(1/1) 100%	Revision of MSF Curriculum	5	5	5	5	
	Additional output	MS Forestry and MS TREC	As adviser	1	(2/1) 200%	MS Forestry and MS TREC Students	5	5	4	4.67	Ms. Tiusen and Ms. Katangkatang
MFO 2 Higher Education Services											
		PI1. Total FTE	As Lecturer	10	(20.2/10) 202%	Fgov 141 Agroforestry Systems , Fsci 125 Tree Physiology, FMgt 11 Introduction to Forestry	5	5	5	5	

		No. of consultation hours	As adviser	5 hrs/wk = 100 hrs/Sem * 1 Sem = 100 hrs	(120/100) 120%		5	5	5	5	
		On thesis/field practice/special problem	As adviser	2	(4/2)200%	Ms. Guiral, Mr. Rom, Mr. Martines and Mr. Roche	5	5	5	5	
		PI7b. Number of student organizations advised/Assisted	As adviser	1	(2/1) 200%	Forestry Student Society and Christian Brotherhood International	5	5	5	5	
		Student organizations assisted on student related activities	As adviser	1	(2/1) 200%	Forestry Student Society and Christian Brotherhood International	5	5	5	5	
		PI8. Number of Instructional Materials made and updated									
		Revised syllabi (OBE Aligned)	As Lecturer	1	(3/1) 300%	Fgov 141 Agroforestry Systems , Fsci 125 Tree Physiology, FMgt 11 Introduction to Forestry	4	4	4	4	
		Revised lecture manual	As Lecturer	1	(3/1) 300%	Fgov 141 Agroforestry Systems , Fsci 125 Tree Physiology, FMgt 11 Introduction to Forestry	5	4	4	4.33	
		Revised powerpoint lecture presentation (per course)	As Lecturer	2	(3/2) 150%	Fgov 141 Agroforestry Systems , Fsci 125 Tree Physiology, FMgt 11 Introduction to Forestry	5	5	5	5	
		Revised Lab Manual	As Lecturer	1	(2/1) 200%	Fsci 125 and FMgt 132	4	4	5	4.33	
		PI9. Additional outputs									
		ISO participation	As Faculty	1	(1/1) 100%		5	5	5	5	
		Initiate the development of a Tree Physiology laboratory	As Faculty in charge	1	(1/1) 100%	Submitted requests for lab equipment and supplies	5	5	5	5	
<b>MFO 3 Research Services</b>											
		PI 1. Number of papers submitted in internationally indexed journals									
		In refereed international journals	Co-author	1	(2/1) 200%	ATR and Environment	5	5	5	5	




		Attendance to other meetings related to possible research collaborations		1	(4/1) 400%		5	5	5	5	UN Habitat, FFP, UPLB-CFNR and Thuenen Institute
		Number of Exchange Scholars/Researchers/Visiting Professors Assisted/Accomodated	As focal person	1	(7/1) 700%	International Researchers from Thuenen Institute, Germany	5	5	5	5	Dr. Guenter, Dr. Dieter, Dr. Lippe, Mr. Sarker, Ms. Sadeghi, Dr. Zhunusova, Ms. Veridiano
		Number of reports submitted									
		Annual Report	As Project Coordinator	1	(1/1) 100%		5	5	5	5	LAFORET Project
										122	

Total Over-all Rating		4.68	
Average Rating		4.88	
Adjectival Rating		Outstanding	

Comments & Recommendation for Development Purpose:  
 You did a good job. Keep going.


Evaluated by:

  
**DENNIS P. PEQUE**

Unit Head

Date: \_\_\_\_\_

Recommending Approval:

  
**DENNIS P. PEQUE**

Dean, CFES

Date: \_\_\_\_\_

Approved by:

  
**BEATRIZ S. BELONIAS**

Vice President for Instruction

Date: \_\_\_\_\_

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

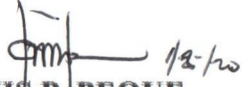
**PERFORMANCE MONITORING FORM**Name of Employee: **RENEZITA S. COME**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Over-All Assessment Of Output**	Remarks/Recommendation
1	Teaches assigned subjects and performs other teaching related functions such as; prepares and revises teaching materials, prepares and gives examinations, checks test papers and returns to students one week after, submits grades sheets within prescribed period, makes himself available for students consultations during consultation hours, revises course syllabus, and approves manuscripts.	Very Impressive	July 1, 2019	December 14, 2019	December 30, 2019	Very Impressive	Outstanding	
2	Performs research and extension functions such as; prepares research/extension proposals, implements duly approved research/extension projects within approved time frame, prepares report outputs and submit for publications, and attends seminar/workshops, serves training and workshops.	Very Impressive	July 1, 2019	December 14, 2019	December 30, 2019	Very Impressive	Outstanding	
3	Attends meetings and makes letters.	Very Impressive	July 1, 2019	December 14, 2019	December 30, 2019	Very Impressive	Outstanding	
4	Performs other functions such as; member of VSU Academic Council and etc.	Very Impressive	July 1, 2019	December 14, 2019	December 30, 2019	Very Impressive	Outstanding	

\*Either very impressive, impressive, needs improvement, poor, very poor

\*\*Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:

  
**DENNIS P. PEQUE**  
 Unit Head

**EMPLOYEE DEVELOPMENT PLAN**

Name of Employee : Dr. Renezita S. Come  
Performance Rating : 4.90 (Outstanding) July - December 2019

Aim: To improve research capability of faculty member

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July 2019

Target Date: September 2019

First Step:

Required Dr. Come to conduct research on different tree species, agroforestry and related topics.

Result:

Actively conducted research on forest soils and carbon with the LAFORET Project.

Date: October 2019

Target Date: December 2019

Next Step:

Collect sufficient data to warrant the development of a scientific article.


Outcome:

Dr. Come is now drafting articles for possible publication in scientific journals.


Final Step/Recommendation:

Dr. Come may write more research proposal especially on the topic "tree physiology" being her major field of specialization.

Prepared by:

  
DENNIS P. PEQUE  
Unit Head

Conforme:

  
RENEZITA S. COME  
Ratee