SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: RENEZITA S. COME

Program Involvement	Percentage Weight of Involvement	Numerical Rating Rating x %	Equivalent Numerical Rating		
(1)	(2)	(3)	(2x3)		
1. Instruction					
a. Head/Dean (50%)		4.81 450% : 2.41			
b. Students (50%)		5450%=215			
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:	6USTAN OING
Prepared by:	Reviewed by:
M/ Un 1/13/10	College 1/20/w
RENEZITÀ S. COME	DENNIS P. PEQUE
Name of Faculty	Department Head

Recommending Approval:

DENNIS P. PEQUE

Approved:

BEATRIZ S. BELONIA:

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

ENNIS P. PEQUE
Head of Unit

					Actual Acco	mplishments	Rating				
MFO No.	MFO Description	Success/Performance Indicator (PI)	Task Assigned	Target	% Accomplishments	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	Remarks
MFO 1 A	dvanced and Higher Ed	lucation Services				A CONTRACTOR OF THE STATE OF TH		and the second contract of the second			Antipolicamina (Alline Maria Maria propriese esta constructivo de construcción
		PI1. Total FTE									
year quay phá sua drogad sin aitig si dho cur à criaide	metha discharitarian in Personal in Personal discharitaria di personal discharitaria di personal di personal di Personal di personal di pe	PI9. Additional outputs	THE CONTRACTOR CONTRACTOR AND		о до учени на посто на посто На посто на			ACTION CONTRACTOR OF CONTRACTOR			
			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	ч	4.67	Ms. Tlusen and Ms.Katangkatang
MFO 2 H	igher Education Service	98	The philosophic control of the contr						NAMES OF THE PROPERTY OF THE P		
		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 5 hrs/wk = 100 (120/100) 120% As adviser hrs/Sem * 1 Sem = 5 5 5 5 100 hrs Ms. Guiral, Mr. Rom, Mr. On thesis/field practice/special As adviser 2 (4/2)200% Martines and Mr. Rocha 5 5 problem 5 5 PI7b. Number of student (2/1) 200% Forestry Student Society and As adviser Christian Brotherhood 5 5 organizations advised/Assisted 5 5 International Forestry Student Society and Student organizations assisted on As adviser (2/1) 200% Christian Brotherhood 5 5 student related activities 5 5 International PI8. Number of Instructional Materials made and updated Revised syllabi (OBE Aligned) (3/1) 300% Fgov 141 Agroforestry As Lecturer Systems, Fsoi 125 Tree 4 Physiology, FMgt 11 4 4 4 Introduction to Forestry Fgov 141 Agroforestry Revised lecture manual As Lecturer (3/1) 300% Systems, Faci 125 Tree 4.33 4 Physiology, FMgt 11 Introduction to Forestry Fgov 141 Agroforestry (3/2) 150% Revised powerpoint lecture As Lecturer 2 Systems , Faci 125 Tree presentation (per course) 5 5 Physiology, FMgt 11 5 5 Introduction to Forestry Revised Lab Manual (2/1) 200% Fsoi 125 and FMgt 132 As Lecturer 1 4 4.33 4 5 PI9. Additional outputs ISO participation As Faculty (1/1) 100% 5 1 5 5 5 Initiate the development of a Tree As Faculty in (1/1) 100% Submitted requests for 5 lab equipment and Physiology laboratory charge 5 5 5 supplies MFO 3 Research Services PI 1. Number of papers submitted in internationally indexed journals (2/1) 200% ATR and Environment In refereed international journals Co-author 5 5 5 5

PI3. Number of research projects As researcher (1/1) 100% LAFORET conducted and/or completed on 5 September 30, 5 5 5 schedule 2019 PI 4. Number of research (1/1) 100% As researcher Forest Foundation Revision is on-5 5 5 Philippines (FFP) 5 proposals submitted process PI8. Technical Expert Services rendered PI 9. Additional outputs Presentation of project to VSU In- As researcher (1/1) 100% RDE Hall 5 5 5 5 house Review Terminal Report Attendance to National As researcher (1/1) 100% National Environment 1 5 5 5 5 Dialogue conferences Number of (1/1) 100% LAFORET As researcher 1 proceedings/Technical/Progress 5 4 4 4.33 reports submitted Terminal Report As facilitator to National Dialogue and As researcher (1/1) 100% **During National** 1 August 1 and 2, 5 5 Workshop **Environment Dialogue** 5 5 2019 (1/1) 100% 2nd International Conference Attendance and participation to Additional output As paper presenter PICC, Pasay 1 on Integrated Natural International Conference 5 5 4 Resources and 4.67 Environmental Management (INREM) MFO 4 Extension Services PI 9. Additional outputs MFO 5 Support to Operations PI 4. Additional outputs MFO 6 General Admin and Support Services (GASS) (6/6) 100% PI 2. Number of meetings As faculty 6 Department and 4.67 5 4 attended College PI 8. Zero percent complaint from clients served PI 9. Additional Outputs

						NAME OF TAXABLE PARTY O				
	Attendance to other meetings related to possible research collaborations		1	(4/1) 400%		S	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	Dr. Guenter, Dr. Dieter, Dr. Lippe, Mr. Sarker, Ms. Sadeghi, Dr. Zhunusova , Ms. Veridiano
	Number of reports submitted									
		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:

BEATRIZS, 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/Recommen dation
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	KIN BELLEVIS ALL BELLEVIS AND ALL BELLEV
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:

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:

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

Prepared by:

Unit Head

ENEZITA S. COM

Ratee

Conforme: