

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: DENNIS P. PEQUE

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating Rating x % (3)	Equivalent Numerical Rating (2x3)
<b>1. Instruction</b>			
a. Head/Dean (50%)	4.9	2.45	
b. Students (50%)	4	2	
<b>Total for Instruction</b>	40%	4.45	1.78
<b>2. Research</b>			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
<b>Total for Research</b>	15%	5	0.75
<b>3. Extension</b>			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
<b>Total for Extension</b>	15%	4.9	0.74
<b>4. Administration</b>	30%	5	1.5
<b>5. Production</b>			
<b>TOTAL</b>			4.77

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

4.77

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

Outstanding

Prepared by:




DENNIS P. PEQUE  
Name of Faculty

Reviewed by:

  
ANATOLIO N. POLINAR  
Department Head

Recommending Approval:

  
DENNIS P. PEQUE  
Dean

Approved:

  
BEATRIZ S. BELONIAS  
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **DENNIS PEQUE**, a faculty member of the **DEPARTMENT OF FOREST SCIENCE** commit to the 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, 2023**.

Approved:

**DENNIS P. PEQUE**

Professor VI

Date: **1/8/24**

**ANATOLIO N. POLINAR**

Department Head, DFS

Date: **1/14/24**

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	1	3.33/0.5 (288%)	5	5	5	5	Fory 229, Fory 300, Fory 300.1, Fory 300.2
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	2	5/1 (500%)	4	5	5	4.67	Recosana, Wales, Aguilar, Omoso, Nabong
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	5/0.5 (1000%)	5	5	5	5	Recosana, Wales, Aguilar, Omoso, Nabong
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	5/1 (500%)	5	5	4	4.67	Tiusen, Collander, Martinez, Villacarillo, Paña



		<b>A4 . Number of students entertained for consultation purposes</b>	Entertains students seeking consultation with faculty	2	10/1 (1000%)	5	5	5	5	Recosana, Wales, Aguilar, Omoso, Nabong, Tiusen, Collander, Martinez, Villacarillo, Paña
	<b>PI 9:</b> Number of instructional materials developed *	<b>A5 . Number of on-line ready coursewares developed and submitted for review</b>	Converts the existing instructional materials into flexible learning systems	0						
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	0						
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	0						
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	0						
		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	0						
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	0						
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	<b>A9. Actual Faculty's FTE</b>	Handles and teaches courses assigned	4	4.5/2 (225%)	5	5	5	5	Fory 200.2, Fory 200.4, Field Prac, Fmgt 147n
		<b>A10 . Number of grade sheets submitted within prescribed period</b>	Prepares gradesheet and submits on or before deadline	1	4/0.5 (800%)	5	4	4	4.33	Fory 200.2, Fory 200.4, Field Prac, Fmgt 147n
		<b>A 11 . Number of INC forms with grade submitted within prescribed period</b>	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	0	2	5	5	5	5	Cawaling & Sanchez for Fmgt 131n

	<b>A12.</b> Number of trainings attended related to instruction	Attend mandated trainings	1	3/0.5 (600%)	5	5	5	5	ADB Conference, PAERN Conference, PFEN Conference
	<b>A13.</b> Number of long examinations administered and checked	Administers and checks long examination for subjects taught	3	4/1.5 (267%)	5	5	4	4.67	Fmgt 147n
	<b>A14.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	4	3/2 (150%)	4	5	5	4.67	Fmgt 147n
	<b>A15.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5	10/2.5 (400%)	5	5	4	4.67	N/A
<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	Acts as academic adviser to students	5	32/2.5 (1280%)	4	5	5	4.67	BSF Students (1st Yr = 11, 2nd Yr = 5, 3rd yr=9, 4th yr=7)
	<b>A17.</b> Number of students advised on thesis/ field practice/special problem:								
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	1	7/0.5 (1400%)	5	5	5	5	Cagoyong, Patricio, Sambangan, Bunga, Banayag, Esmedia, Truya
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	N/A for this period					
	<b>A18.</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	5	39/2.5 (1560%)	5	5	5	5	BSF Students (1st Yr = 11, 2nd Yr = 5, 3rd yr=9, 4th yr=7) , Cagoyong, Patricio, Sambangan, Bunga, Banayag, Esmedia, Truya
<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19.</b> Number of Student organizations advised	Advises student organizations recognized by USOO	0						
	<b>A20.</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	0	3	5	5	5		FSS, CFES-SSC, HOMES
<b>PI 10:</b> Number of instructional materials developed *	<b>A 21 :</b> Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	0						
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	0						



		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	0						
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	6/2.5 (240%)	5	5	5	5	Fmgt 147n
		<b>A 23 :</b> Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course were duly reviewed by TRP for editing by MMDC editor	0						
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	0						
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> 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	0						
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSI	2	2/2 (100%)	5	5	5	5	MOUs with ICSC
<b>UMFO 3 . RESEARCH SERVICES</b>										
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> 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	2	2/1 (200%)	5	5	5	5	Establishment and Maintenance of On-Campus Climate Smart Upland Agroforestry Farming System; Community for Resilience (CORE) Training of Trainors (ToT)

<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research project within the year	1	4/0.5 (800%)	5	5	5	5	Biodiversity Conservation and Management Program of Mt. Pangasugan, Woody Lianas, ACIAR FLR, DSDRRM Model in Eastern Visayas
<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> 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							
	<i>In refereed int'l journals</i>		1	N/A for this period					
	<i>In refereed nat'l/regional journals</i>		1	N/A for this period					
<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences							
	<i>In int'l fora/conferences</i>		0	1	5	5	5	5	PFEN International Conference (Presented the ACIAR FLR Project)
	<i>In nat'l/regional fora/conferences</i>		1	1/1 (100%)	5	5	5	5	37th Joint VICARP & RRDEN Regional Symposium (Presented the ENHANCE Project)
<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	N/A for this period					
<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)		0	1	5	5	5	5	ENHANCE Project (Best RDE Paper)
	<b>A 33.</b> 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	2/1 (200%)	5	5	5	5	Science and Humanities



		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0						
<b>UMFO 4. EXTENSION SERVICES</b>										
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> 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	8/1 (800%)	5	5	5	5	PAFERN, PFEN, National Resilience Council, LGU Ormoc, DENR, Green Related Initiative, SFFI, LGU Baybay
	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	40	60/20 (300%)	5	5	5	5	DRRM Training, CCET Training
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A 38.</b> Number of extension programs/projects implemented	Implements duly approved extension projects	1	3/0.5 (600%)	5	5	5	5	CORA (Womangrove Project), Climate-Smart Agriculture, Community-Resiliency Program (CORE)
	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<b>A 39.</b> 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	70%	60/60 (100%)	5	5	5	5	DRRM Training, CCET Training
	<b>PI 5.</b> Number of technical/expert services	<b>A 40.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research Mentoring	Research Mentor		3	5/1.5 (333%)	5	4	5	4.67	Balane, Lebante, Valida, Bulahan, 1 RCCRDC RA
	Peer reviewers/Panelists	Peer reviewers/Panelists		1	1/0.5 (200%)	5	5	5	5	R&D Annual Inhouse Review
	Resource Persons	Resource Persons		4	3/2 (150%)	5	5	5	5	Training workshop on CDRRRM Phase I and Phase II & CCET Training
	Convenor/Organizer	Convenor/Organizer		1	2/0.5 (400%)	5	5	5	5	Training workshop on CDRRRM Phase I and Phase II & CCET Training
	Consultancy	Consultant		0	1	4	4	5	4.33	LEIZ Project

	Evaluator	Evaluator		0						
	<b>PI 8.</b> Percent of extension proposals approved *	<b>A 41.</b> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	1	2	5	5	5	5	PSF Proposal, Estimation of CO2 emissions of VSU
	<b>PI 11.</b> Additional outputs *	<b>A 42.</b> No. of extension-related awards (extn. conducted by faculty or student & faculty) *		0						
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>										
	<b>PI 8.</b> 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*	<b>A 44.</b> 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	5	5	5	5	
		<b>A 45.</b> 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	5	5	5	5	100% compliant (CHED Re-visit)
		On program accreditations			1	5	5	5	5	100% compliant (AACCUP)
		On institutional accreditations			2	5	5	5	5	100% compliant (THE Impact Ranking SDG 13)
<b>UMFO 6. General Admin. &amp; Support Services (GASS)</b>										
	<b>PI 2.</b> Zero percent complaint from clients served	<b>A 46.</b> Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint	5	5	5	5	Zero % complaint
	<b>PI 3:</b> Additional Outputs	<b>A 47.</b> 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		N/A					



		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal		N/A					
	<b>Total Over-all Rating</b>	186.35								
	<b>Average Rating</b>	4.90								
	<b>Adjectival Rating</b>	Outstanding			Comments and Recommendations for Development Purpose: Encourage him to publish research articles in Scopus and indexed Journals.					

Checked by:

ANATOLIO N. POLINAR

Department Head

Date: 1/12/24

Recommending Approval

DENNIS P. PEQUE

Dean, CFES

Date: 1/15/24

Approved:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 01/24/24

## PERFORMANCE MONITORING FORM

Name of Employee: DENNIS P. PEQUE

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 & course syllabus, prepares and gives examinations, submits grades sheets within prescribed period, makes himself available for student's consultations, and approves manuscripts.	Very Impressive	July 1, 2023	December 31, 2023	December 31, 2023	Very Impressive	Outstanding	Submitted grades on time. Returned corrected manuscripts on time. Entertains the concerns of all CFES students during enrollment
2	Performs research and extension functions such as; prepares report outputs and submit for publications, and attends seminar/workshops, serves training and workshops.	Very Impressive	July 1, 2023	December 31, 2023	December 31, 2023	Very Impressive	Outstanding	BIOCAMP Project, DSSDRMM for Eastern Visayas Component Project, Project Tarsier, ENHANCE Project, and RCCRDC projects
3	Makes schedule of meetings, appointments, and communications, assigns tasks, attend meetings, and performs other related activities as Dean of CFES.	Very Impressive	July 1, 2023	December 31, 2023	December 31, 2023	Very Impressive	Outstanding	
4	Performs other functions such as; member of VSU Academic Council, VSU Administrative Council, and etc.	Very Impressive	July 1, 2023	December 31, 2023	December 31, 2023	Very Impressive	Outstanding	

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

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

Prepared by:

  
**ANATOLIO N. POLINAR**  
 Unit Head



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Dennis P. Peque  
Performance Rating : 4.77 (Outstanding) July-December 2023

Aim: To improve his leadership capability as Dean of the College.

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

Date: July 2023

Target Date: September 2023

First Step:

Require Dr. Peque to attend seminar on leadership and management to improve his CFES functions on instruction, research, extension and production.

Result:

Actively participated in meetings with VSU leaders and attended leadership seminar.

Date: October 2023

Target Date: December 2023

Next Step:

Apply the leadership strategy learned from the seminar

Outcome:

Dr. Peque was able to face the challenge brought about by the previous COVID-19 specially on academic matters.

Final Step/Recommendation:


Dr. Peque may seek advice from higher authorities on other essential elements needed to improve the College and the offerings of BS and MS Program under the College of Forestry and Environmental Science.

Prepared by:

  
**BEATRIZ S. BELONIAS**

Vice President for Instruction

Conforme:

  
**DENNIS P. PEQUE**  
Ratee