

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONSName of Faculty Member: DENNIS P. PEQUE

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating Rating x % (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.85 \times .50 = 2.43$	
b. Students (50%)		$5 \times .50 = 2.5$	
Total for Instruction	50%	4.93	2.47
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	20%	4.83	0.97
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	10%	4.9	0.49
4. Administration	20%	4.96	0.99
5. Production			
TOTAL			4.92

EQUIVALENT NUMERICAL RATING: 4.92

Add: Additional Points, if any: 0

TOTAL NUMERICAL RATING: 4.92

ADJECTIVAL RATING: Outstanding

Prepared by:

DENNIS P. PEQUE

Name of Faculty 7/16/23

Reviewed by:

ANATOLIO N. POLINAR

Department Head 7/18/23

Recommending Approval:

DENNIS P. PEQUE

Dean 7/16/23

Approved:


BEATRIZ S. BELONIAS 7/24/23


Vice President for Academic Affairs

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 January to June, 2023.

Approved:


DENNIS P. PEQUE
 Professor VI
 Date: 7/5/23


ANATOLIO N. POLINAR
 Department Head, DFS
 Date: 07-18-2023

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	1.44/0.5 (288%)	5	4.5	4.5	4.67	Fory 238 & Fory 300
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	2	7/1 (700%)	4.5	4.5	4.5	4.5	Recosana, Wales, Aguilar, Omoso, Caballes, Doria, Babajan
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	4/0.5 (800%)	5	5	4.5	4.83	Recosana, Wales, Aguilar, Omoso
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	6/1 (600%)					Tiusen, Collander, Martinez, Villacarillo, Labides, Bandana

		<i>A4. Number of students entertained for consultation purposes</i>	<i>Entertains students seeking consultation with faculty</i>	2	12/1 (1200%)	5	5	4.5	4.83	Recosana, Wales, Aguilar, Omoso, Tiusen, Collander, Martinez, Villacarillo, Labides, Caballes, Doria, Babajan
	PI 9: Number of instructional materials developed *	<i>A5. Number of on-line ready coursewares developed and submitted for review</i>	<i>Converts the existing instructional materials into flexible learning systems</i>	0						
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>	0						
		<i>Supplemental learning resources</i>	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	0						
		<i>Assessment tools</i>	<i>Prepares assessment tools such as long exam, quizzes, problems sets, etc.</i>	0						
		<i>A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor</i>	<i>Submits the course ware duly reviewed by TRP for editing by MMDC editor</i>	0						
		<i>A 7 : Number of virtual classroom created and operational</i>	<i>Creates virtual classroom using either Moddle or Google Classroom</i>	0						
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	<i>A9. Actual Faculty's FTE</i>	<i>Handles and teaches courses assigned</i>	4	34.2/2 (1710%)	5	5	5	5	Envi 200, Fory 200, Fmgt 124
		<i>A10. Number of grade sheets submitted within prescribed period</i>	<i>Prepares gradesheet and submits on or before deadline</i>	1	4/0.5 (800%)	5	5	5	5	Envi 200, Fory 200, Fmgt 124
		<i>A 11. Number of INC forms with grade submitted within prescribed period</i>	<i>Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period</i>	0						

	<u>A12. Number of trainings attended related to instruction</u>	Attend mandated trainings	1	1/0.5 (200%)	5	4.5	4.5	4.67	Forester's CPD Webinar Series
	<u>A13. Number of long examinations administered and checked</u>	Administers and checks long examination for subjects taught	3	4/1.5 (267%)	5	5	5	5	Fmgt 124
	<u>A14. Number of quizzes administered and checked</u>	Prepares and checks quizzes for lec and lab	4	3/2 (150%)	5	4.5	5	4.83	Fmgt 124
	<u>A15. Number of lab reports and term papers checked and graded</u>	Checks lab reports and term papers submitted as required	5	10/2.5 (400%)	5	5	5	5	Fmgt 124 Lab
PI 8: Number of students advised: *	<u>A16. Number of students advised:</u>	<i>Acts as academic adviser to students</i>	5	22/2.5 (880%)	5	5	5	5	BSF Students (1st Yr = 5, 2nd Yr = 10, 3rd yr=3, 4th yr=4)
	<u>A17. Number of students advised on thesis/ field practice/special problem:</u>		2	4/1 (400%)	5	5	5	5	Cagnan, Cagoyong, Patricio, Sastre
	<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	1	2/0.5 (400%)	5	5	5	5	Austria, Buenafe
	<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	2	1/1 (100%)	5	4.5	4.5	4.67	Flandez
	<u>A18. Number of students entertained for consultation purposes</u>	Entertains students consulting on subject taught, thesis and grades	5	28/2.5 (1120%)	5	5	4.5	4.83	BSF Academic Advisees (1st Yr = 5, 2nd Yr = 10, 3rd yr=3, 4th yr=4) , Cagoyong, Patricio, Sastre, Austria, Buenafe, Flandez
PI 9: Number of student organizations advised/ assisted *	<u>A19. Number of Student organizations advised</u>	<i>Advises student organizations recognized by USOO</i>	0						
	<u>A20. Number of Student organizations assisted on student related activities</u>	<i>Assists student organizations in implementing student related activities</i>	0	3	5	4.5	4.5	4.67	FSS, CFES-SSC, HOMES
PI 10: Number of instructional materials developed *	<u>A 21 : Number of on-line course ware developed and submitted :</u>	Prepares and submits for review by the Technical Review Panel	0						
	<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>	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 124
		A 23 : 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						
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	0						
	PI 11. Additional outputs	A 25. 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 VSU	2	N/A for this period					
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. 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	4.5	5	4.93	Establishment and Maintenance of On-Campus Climate Smart Upland Agroforestry Farming System; Community for Resilience (CORE) Training of Trainors (ToT)
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	1	1/0.5 (200%)	5	5	5	5	Biodiversity Conservation and Management Program of Mt. Pangasugan

	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-referred 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					
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. 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	4.5	4.5	4.5	4.5	Presented biodiversity related topics in "Protected Areas in Nature Conservation" workshop in South, Africa.
		<i>In nat'l/regional fora/conferences</i>		1	N/A for this period					
	PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	1/0.5 (200%)	5	5	5	5	Residue Valorization of Waste Products from Jackfruit and Rootcrops in Eastern Visayas (REVAL)
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		0						
		A 33. 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	N/A for this period					
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0						
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	A 36. 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	7/1 (700%)	5	5	5	5	PAFERN, PFEN, National Resilience Council, LGU Ormoc, DENR, Green Related Initiative, CELESTE Network
PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	40	20/20 (100%)	5	5	5	5	Local Partnerships' Feedbacking Session and Workshop (ACIAR FLR Project)
PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects	1	3/0.5 (600%)	5	5	5	5	CORA (Womangrove Project), Climate-Smart Agriculture, Community-Resiliency Program (CORE)
PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. 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%	20/20 (100%)	5	5	5	5	Local Partnerships' Feedbacking Session and Workshop (ACIAR FLR Project)
PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
Research Mentoring	Research Mentor		3	6/1.5 (400%)	5	5	5	5	Balane, Rom, Pamanian, Bulahan, Alkuino, Valida
Peer reviewers/Panelists	Peer reviewers/Panelists		1	1/0.5 (200%)	4.5	4.5	4.5	4.5	8th National Agroforestry Congress
Resource Persons	Resource Persons		4	3/2 (150%)	5	4.5	5	4.83	Training workshop on preparing manuscripts for Publication; Environment Day Resource Speaker, Panilahan River Rehab. in partnership w/ LGU Ormoc
Convenor/Organizer	Convenor/Organizer		1	1/0.5 (200%)	5	4.5	5	4.83	Climate Change for Gender Responsive
Consultancy	Consultant		0						
Evaluator	Evaluator		0						

	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	7	N/A for this period					
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *		0						
UMFO 5. SUPPORT TO OPERATIONS										
OVPI MFO 4. Program and Institutional Accreditation Services										
	PI 8. 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*	A 44. 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	There's no ISO Internal Audit during this period.
		A 45. 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								
		On institutional accreditations								
UMFO 6. General Admin. & Support Services (GASS)										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint	5	5	5	5	Zero % complaint
	PI 3: Additional Outputs	A 47. 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		2	4.5	5	5	4.83	Development of Exit Survey Questionnaire for BSF and BSES graduates
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
Total Over-all Rating		165.65								
Average Rating		4.87								

Adjectival Rating	Outstanding		Comments and Recommendations for Development Purpose: Has to balance the delivery of the needed function (instruction, research and extension).
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Checked by:

ANATOLIO N. POLINAR

Department Head

Date: 07-18-2013

Recommending Approval

DENNIS P. PEQUE

Dean, CFES

Date: 7/18/13

Approved:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 7/18/13

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	January 1, 2023	June 30, 2023	June 30, 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	January 1, 2023	June 30, 2023	June 30, 2023	Very Impressive	Outstanding	BIOCAMP Project, DSSDRMM for Eastern Visayas Component Project, Project Tarsier 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	January 1, 2023	June 30, 2023	June 30, 2023	Very Impressive	Outstanding	
4	Performs other functions such as; member of VSU Academic Council, VSU Administrative Council, and etc.	Very Impressive	January 1, 2023	June 30, 2023	June 30, 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 2/16/23

"EXHIBIT G"

Performance Monitoring and Coaching Journal

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

NAME OF OFFICE	DEPARTMENT OF FOREST SCIENCE
SUPERVISOR	DR. ANATOLIO N. POLINAR
NAME OF STAFF	DR. DENNIS P. PEQUE

MONITORING	MECHANISM				REMARKS
	MEETING		MEMO	OTHERS (Please specify)	
	ONE-ON-ONE	GROUP			
		January 2023 to June 2023	OP MC #s 149 , 147 & 146, series of 2022. OP MC # 06 & 93, series of 2023	Email	<ul style="list-style-type: none">Follow up on the data of Semi Annual and Quarterly Report for 2023 for consolidation and submission to the higher offices.Follow up on JO Contract for January to June 2023 and July – December 2023.Follow up on the data on the Annual Report for each department for consolidation
		March 2023	OP MC # 44, 03, 08, & 10, series of 2023	Email and group chat	<ul style="list-style-type: none">Set deadlines and updates for some outputs to be submitted:<ul style="list-style-type: none">Course syllabi for 2nd Semester SY 2022-2023 – March 12, 2023TOS for the Midterm Exam and Finals SY 2022-2023 2nd Semester.
		March 2023	OPVAF Memo # 01, series of 2023	Email and group chat	Follow up on the submission of Indicative PPMP 2024

		May 2023 to June 2023	OVPAA Advisories	Email and group chat	<ul style="list-style-type: none"> Ask an update regarding the preparation of documents in relation to CHED Visit
		January 2023 to June 2023		Notice of Meeting	Follow up for the Annual Report & RDE Semi-Annual Accomplishment Report, data for IPCR and OPCR
	January 2023 to June 2023			Individual faculty workload, notice of meeting, research appointments, invitations for seminars/trainings/workshops	<ul style="list-style-type: none"> 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. Performs research and extension functions such as; prepares report outputs and submit for publications, and attends seminar/workshops, serves training and workshops.
COACHING		January 2023 to June 2023		Notice of Meeting/Email	Reminded to attend DFS Faculty Meeting regularly
		March 2023		Email	Organize and facilitate a program for Foresters CPD Webinar
		January 2023		Notice of Meeting	<ul style="list-style-type: none"> Cascading of OVPAA SWOT, OTP, ROAM, NEIP & WFP for 2022 Cascading of ISO Procedure Manuals

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

Conducted by:


ANATOLIO N. POLINAR
 Head, DFS 

Noted by:


BEATRIZ S. BELONIAS 
 VP for Academic Affairs

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Dennis P. Peque
Performance Rating : 4.92 (Outstanding) January to June 2023

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

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

Date: January 2023

Target Date: March 2023

First Step:

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

Result:

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

Date: April 2023

Target Date: June 2023

Next Step:

Apply the leadership strategy learned from the seminar

Outcome:

Dr. Peque was able to face the challenge of improved leadership specially on academic and administrative matters.

Final Step/Recommendation:

Dr. Peque may seek advice from higher authorities on other essential elements needed to improve the existing programs and on proposing new programs under the College of Forestry and Environmental Science. He is also encouraged to obtain more skills and knowledge in crisis and disaster management in order to prepare for future disaster risks that the university may face.

Prepared by:

ANATOLIO N. POLINAR
Unit Head *2/1/23*

Conforme:

[Signature]
DENNIS P. PEQUE
Ratee *2/1/23*