

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%)		4.58 x 50% = 2.29	
b. Students (50%)		5 x 50% = 2.5	
Total for Instruction	50%	4.79	2.40
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	20%	5.34	1.07
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept. Head/Center Director (50%)			
Total for Extension	-		
4. Administration	30%	4.56	1.37
5. Production	-		
TOTAL			4.84

EQUIVALENT NUMERICAL RATING:

4.84

Add: Additional Points, if any:

0

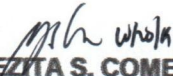
TOTAL NUMERICAL RATING:

4.84

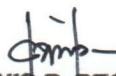
ADJECTIVAL RATING:

OUTSTANDING

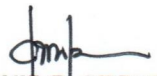
Prepared by:


RENEZITA S. COME
Name of Faculty

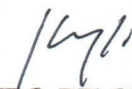
Reviewed by:

 10/20/19
DENNIS P. PEQUE
Department Head

Recommending Approval:

 10/20/19
DENNIS P. PEQUE
Dean

Approved:

 11/21/19
BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, **RENEZITA S. COME**, Faculty of the Department of Forest Science, commits to deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period **January to June, 2019**.

RENEZITA S. COME

Ratee

Approved:

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	VL/SL Status	0.25	(0/0.25) 0%	Advanced Silviculture					Subject assigned to other Professor	
		PI9. Additional outputs										
		Accreditation of curricular program (Level 2)	As committee chair	1	(0/1) 0%	MS Forestry					No Accreditation done during this period	
		As prospective adviser	As adviser	1	(2/1) 200%	MS Forestry	5	5	5	5	Bernadette Tiusen, Epie Katangkatang	
MFO 2 Higher Education Services												
		PI1. Total FTE	As Lecturer	10	(10/10) 100%		5	5	4	4.67		
		No. of consultation hours	As adviser	5 hrs/wk = 100 hrs/Sem * 1 Sem = 100 hrs	(100/100) 100%		5	5	4	4.67		
		On thesis/field practice/special problem	As adviser	2	(5/2) 250%		5	5	5	5	2 have graduated in June	
		PI7b. Number of student organizations advised/Assisted	As adviser	1	(2/1) 200%		5	5	5	5	CBI and FSS	
		Student organizations assisted on student related activities	As adviser	1	(2/1) 200%		5	5	5	5		
		PI8. Number of Instructional Materials made and updated										
		Revised syllabi (OBE Aligned)	As Lecturer	1	(1/1) 100%		4	4	4	4	Silviculture	

	Revised lecture manual	As Lecturer	1	(1/1) 100%		4	4	4	4	Silviculture
	Revised powerpoint lecture presentation (per course)	As Lecturer	2	(3/2) 150%		5	5	5	5	FMgt 132, FORV 198 and Fsci 122
	Revised Lab Manual	As Lecturer	1	(1/1) 100%		4	4	4	4	FMgt 132
	PI9. Additional outputs									
	RQAT (BSF Program)	As Faculty	1	(0/1) 0%						No RQAT done during this period
	Initiate and start the development of a Tree Physiology laboratory	As Faculty in charge	1	(1/1) 100%		4	4	4	4	Equipment prepared and room renovated

MFO 3 Research Services

	PI 1. Number of papers submitted in internationally indexed journals									
	In refereed International Journals	Author	1	(1/1) 100%		4	4	4	4	Submitted and under Review at ATR
	PI3. Number of research projects conducted and/or completed on schedule	As researcher	1	(1/1) 100%		4	4	5	4.33	Laforet (Until September, 2019)
	PI 4. Number of research proposals submitted	As researcher	1	(0/1) 0%		3	4	4	3.67	
	PI8. Technical Expert Services rendered									
	PI 9. Additional outputs									
	Number of Exchange Scholars/Researchers/Visiting Professors Assisted/Accomodated	As focal person	1	(1/1) 100%		5	5	4	4.67	Dr. Melvin Lippe (TI Senior Scientist)
	Number of proceedings/Technical/Progress reports submitted	As researcher	1	(1/1) 100%		5	5	4	4.67	Laforet Progress Report

MFO 4 Extension Services

	PI 1. Number of trainings conducted/facilitated	As trainer	1	0%						
	PI 2. Number of person-days trained weighted by length of training	As trainer	10 persons/1 day	0%						
	PI 9. Additional outputs									

MFO 5 Support to Operations

	PI 1. Number of seminars/ trainings/conferences/ workshops coordinated/facilitated for entire university	As facilitator	1	0%					
	PI 3. Number of Persons trained by place of origin	RSC	10	0%					
	PI 4. Additional outputs								
MFO 6 General Admin and Support Services (GASS)									
	PI 2. Number of meetings attended	As faculty	6	(6/6) 100%		5	5	4	4.67
	PI 8. Zero percent complaint from clients served								
	PI 9. Additional Outputs								
	Number of Exchange Scholars/Researchers/Visiting Professors Assisted/Accommodated	As focal person	1	(1/1) 100%		5	5	4	4.67
	Number of reports submitted								
	Annual Report	As Project Coordinator	1	0%		5	4	4	4.33
									LAFORET Project

Average Rating (Total Over-all rating divided by 6)	4.91	
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)	0	
FINAL RATING	4.91	
ADJECTIVAL RATING	Outstanding	

Comments & Recommendations for Development Purpose:

Keep going!


93.35

Received by:

DENNIS P. PEQUE
Unit Head
Date: _____

Recommending Approval:

DENNIS P. PEQUE
Dean, QFES
Date: _____

Approved:

BEATRIZ S. BELONIAS
Vice President
Date: _____

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

PERFORMANCE MONITORING FORMName 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	January 1, 2019	June 30, 2019	June 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	January 1, 2019	June 30, 2019	June 30, 2019	Very Impressive	Outstanding	
3	Attends meetings and makes letters.	Very Impressive	January 1, 2019	June 30, 2019	June 30, 2019	Very Impressive	Outstanding	
4	Performs other functions such as; member of VSU Academic Council and etc.	Very Impressive	January 1, 2019	June 30, 2019	June 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 : 4.84 (Outstanding) January – June 2019

Aim: To improve research capability of faculty member

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

Date: January 2019

Target Date: March 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: April 2019

Target Date: June 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:

 10/24/19
RENEZITA S. COME
Ratee