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)
1. Instruction			
a. Head/Dean (50%)		$4.79 \times 50\% = 2.40$	
b. Students (50%)		$2.5 \ 9\% = 25$	
Total for Instruction	50%	4.9	2.45
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	10%	2.5	0.45
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	10%	4.67	0.47
4. Administration	30%	5	1.5
5. Production			
TOTAL			4.87

EQUIVALENT NUMERICAL RATING: 4.87
Add: Additional Points, if any: 0
TOTAL NUMERICAL RATING: 4.87
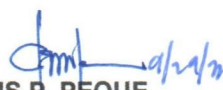
ADJECTIVAL RATING: OUTSTANDING

Prepared by: Reviewed by:

DENNIS P. PEQUE   **DENNIS P. PEQUE**
Name of Faculty   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 JANUARY-JUNE 2020.

Approved:

DENNIS P. PEQUE
Assoc. Prof. V
Date:

BEATRIZ S. BELONIAS
VP for Academic Affairs
Date:

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	Eficiency	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	1.11/1 (111%)	4	4	4	4	Fory 236 lec & lab
	PI 8: Number of graduate students advised *	**A2.** Number of students advised	Acts as academic adviser to graduate students	1	3/1 (300%)	5	5	5	5	Lora, Aguilar, Taer
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	3/1 (300%)	5	5	5	5	Lora, Aguilar, Taer

PI	Activity	Description	Target	Accomplishment					Remarks
	AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	2/1 (200%)	5	5	5	5	Mercado, Oclarit
	A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	4	5/4 (125%)	4	4	4	4	Mercado, Oclarit, Taer, Aguilar, Lora
PI 9: Number of instructional materials developed *	A5 . Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems	1	N/A					Not covered yet
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	N/A					Not covered yet
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	6/2 (300%)	5	5	5	5	Fory 236
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	N/A					Not covered yet
	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	1	N/A					Not covered yet
	A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	N/A					Not covered yet
PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	0	N/A					Not covered yet

UMFO 2. HIGHER EDUCATION SERVICES

OVPI UMFO 3. Higher Education Management Services

PI 5: Total FTE, coordinated, implemented and monitored *	**A9**. Actual Faculty's FTE	*Handles and teaches courses assigned*	1	15/1 (1500%)	5	5	5	5		Fmgt 124, Fory 198
	A10. *Number of grade sheets submitted within prescribed period*	Prepares gradesheet and submits on or before deadline	1	4/1 (400%)	5	5	5	5		Fory200A, Fory200B, Fmgt 124, Fory 198
	A 11. *Number of INC forms with grade submitted within prescribed period*	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	1	0/1						
	A12. *Number of trainings attended related to instruction*	Attend mandated trainings	1	2/1 (200%)	5	5	5	5		Webinar series by CHED
	A13. *Number of long examinations administered and checked*	Administers and checks long examination for subjects taught	2	3/2 (150%)	5	5	5	5		Fmgt 124, Fory 198, Fory 236
	A14. *Number of quizzes administered and checked*	Prepares and checks quizzes for lec and lab	4	10/4 (250%)	5	5	5	5		Fmgt 124, Fory 198, Fory 236
	A15. *Number of lab reports and term papers checked and graded*	Checks lab reports and term papers submitted as required	5	10/5 (200%)	5	5	5	5		Fmgt 124, Fory 198, Fory 236
PI 8: Number of students advised: *	**A16**. Number of students advised:	*Acts as academic adviser to students*	10	10/10 (100%)	4	4	4	4		Cagnan, Esotros, Banyaga, Dagpin, Gecomo, Truya, Sabate, Tabios, Villotes, Maskariñas
	A17. *Number of students advised on thesis/ field practice/special problem:*		1	3/1 (300%)	5	5	5	5		Wales, Peñafiel, Bunga

		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	0	1	5	5	5	5		Wales
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	0	0						
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	10/10 (100%)	5	5	5	5		Cagnan, Esotros, Banyaga, Dagpin, Gecomo, Truya, Sabate, Tabios, Villotes, Maskariñas
PI 9: Number of student organizations advised/ assisted *	*A19 . Number of Student organizations advised*	Advises student organizations recognized by USOO	1	1/1 (100%)	4	4	4	4		CFES-SSC
	A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student	1	2/1 (200%)	5	5	5	5		FSS, CFES-SSC
PI 10: Number of instructional materials developed *	**A 21 :** Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	1	N/A						
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	N/A						Not covered yet
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	6/2 (300%)	5	5	5	5		Fmgt 124,Fory 198
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4							

		A 23 : 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	1	N/A					Not covered yet
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	N/A					Not covered yet
	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	0						
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	0						
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	0	1	4	4	4	4	DOST-PCAARD Project
	PI 2. Number of research outputs completed within the year *	**A 28.** Number of research outputs completed within the year *	Conducts and completes research oroject within the year	1	1/1 (100%)	4	4	4	4	
	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-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	0	1	4	4	4	4	Output from ACIAR ASEM 2016/103 Project
		In refereed int'l journals								

		In refereed nat'l/regional journals								
	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 scienfic for a/conferences							
		In int'l fora/conferences		0	0					
		In nat'l/regional fora/conferences		0	0					
	PI 5. Percent of research proposals approved *	**A 31.** Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	0	1	5	5	5	5	Forest Fire in FLR Projects in the Philippines
	PI 6. Additional outputs*	**A 32**. No. of research-related awards (research conducted by		0	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	2/1 (200%)	5	5	5	5	ATR (VSU), JSET (SLSU)
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0						
		A 35.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	0	2	5	5	5	5	Preparation of fire management and weed suspension study, Conduct of the survey on the study "Forest Fire in FLR Projects in the Philippines'.
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	1	1/1 (100%)	5	5	5	5	DSWD thru ACIAR Project, Forest Foundation in the Philippines

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	0	0					
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	1/1 (100%)	4	4	4	4	Co2 Compensation Project
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	0	0					
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		0	0					
Peer reviewers/Panelists	Peer reviewers/Panelists		1	0					
Resource Persons	Resource Persons		1	1/1 (100%)	5	5	5	5	ACIAR ASEM 2016/03 Midterm Review
Convenor/Organizer	Convenor/Organizer		0	0					
Consultancy	Consultant		0	0					
Evaluator	Evaluator		0	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	0	0					

PI	Activity	Description								
PI 11. Additional outputs *	**A 42**. No. of extension-related awards (extn. conducted by faculty or student & faculty) *		*0*	0						
	A 43.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	*0*	0						

UMFO 5. SUPPORT TO OPERATIONS

OVPI MFO 4. Program and Institutional Accreditation Services

PI	Activity	Description								
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 theQMS 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	*0*	zero non-conformity						
	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						
	On program accreditations									
	On institutional accreditations									

UMFO 6. General Admin. & Support Services

PI	Activity	Description								
PI 2. Zero percent complaint from clients served	**A 46**. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint						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 performfing functions resulting to best practice	*0*	0						

		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	1	1/1 (100%)	5	5	5	5	Repair of CFES Facility while on
	Total Over-all Rating	137							Comments & Recommendations for Development Purposes:	
	Average Rating	4.72							Dr. Peque is a very good college dean. He readily complies with submissions/reports required.	
	Adjectival Rating	Outstanding								

Evaluated & Rated by:

DENNIS P. PEQUE 9/24/20
Department Head
Date:

Recommending Approval

DENNIS P. PEQUE 9/24/20
Dean, CFES
Date:

Approved by:

BEATRIZ S. BELONIAS 9/24/20
Vice President for Instruction
Date:

Exhibit I

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, 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, 2020	June 30, 2020	June 30, 2020	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, 2020	June 30, 2020	June 30, 2020	Very Impressive	Outstanding	
3	Makes schedule of meetings, appointments and communications, assigns tasks, attend meetings, and performs other related activities as Head of Department of Forest Science.	Very Impressive	January 1, 2020	June 30, 2020	June 30, 2020	Very Impressive	Outstanding	
4	Performs other functions such as; member of VSU Academic Council and etc.	Very Impressive	January 1, 2020	June 30, 2020	June 30, 2020	Very Impressive	Outstanding	

*Either very impressive, impressive, needs improvement, poor, very poor
**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:

BEATRIZ S. BELONIAS
Unit Head

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee   : Dr. Dennis P. Peque
Performance Rating   : **4.87 (Outstanding) January – June 2020**

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

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

Date: January 2020   Target Date: March 2020

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 2020   Target Date: June 2020

Next Step:
Apply the leadership strategy learned from the seminar

Outcome:
This time of pandemic, Dr. Peque was able to face the challenge brought about COVID-19 specially on academic matter.

Final Step/Recommendation:

Dr. Peque may seek advice from higher authorities on other essential elements needed to improve the department and for the offering of new BS Program under the College of Forestry and Environmental Science and/or given a chance to separate the office of the Head of Department of Forest Science and the office of the Dean of CFES.

Prepared by:

9/21/20
BEATRIZ S. BELONIAS
Vice President for Instruction

Conforme:

9/21/20
DENNIS P. PEQUE
Ratee