

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%)		$4.87 \times .50 = 2.44$	
b. Students (50%)		$4.67 \times .50 = 2.34$	
Total for Instruction	80%	4.78	3.82
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	6%	4.96	0.30
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept. Head/Center Director (50%)			
Total for Extension	4%		
4. Administration	10%	4.83	0.48
5. Production			
TOTAL			

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:


TOTAL NUMERICAL RATING:

4.6

ADJECTIVAL RATING:

Outstanding


Prepared by:


RENEZITA S. COME
Name of Faculty


Reviewed by:


ANATOLIO N. POLINAR
Department Head

Recommending Approval:



DENNIS P. PEQUE 1/20/12
Dean


Approved:



BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, RENEZITA S. COME, a faculty member of the DEPARTMENT OF FOREST SCIENCE commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JULY TO DECEMBER 2021.


RENEZITA S. COME
Associate Professor V
Date: 11/19/22

Approved:

ANATOLIO N. POLINAR
Department Head
Date: 1/20/2022


DENNIS P. PEQUE
College Dean
Date: 1/20/2022

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)
						Quality	Efficiency	Timeline	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	0	0					
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	1	(3/1) 200%	5	5	4.5	4.83	Ms Katang katang, Ms Tiusen and Mr Auguis
		A3. Number of students advised on thesis/special problem/dissertation		1	(3/1) 200%	5	4.5	4.5	4.67	Ms Katang katang, Ms Tiusen and Mr Auguis
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	0	2	5	5	5	5	Ms Katang katang, Ms Tiusen and Mr Auguis
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	0	0					
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	1	(2/1) 200%	5	5	4.5	4.83	Ms Katang katang and Ms Tiusen (MS students)

19.93
4

	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	0	0					
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	0	0					
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	0	0					
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets,	0	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 Moodle or Google Classroom	0	0					
	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	0					
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	10	30/100 (300%)	5	5	5	5	FMgt 137 Lecture and Lab Fsci 125 Lecture and Laboratory, FMgt 11 and Fgov 149 Lect and Lab
		A10: Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	1						Extended to January, 2022

		A11. 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						Extended to January, 2022
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1						See attached certificates (i.e. EV-HEIs Webinars and Trainings, Forestry related Webinars International and National)
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	(5/1) 500%					FMgt 137 Lecture, Fsci 125 Lecture, FMgt 11 and Fgov 149
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	2	(4/2) 200%					FMgt 137 Lecture, Fsci 125 Lecture, FMgt 11 and Fgov 149
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	2	(10/2) 500%					FMgt 137 Laboratory, Fsci 125 Laboratory, Fgov 149
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	1	(15/1) 200%					See attached list of student advisees
		A17. Number of students advised on thesis/ field practice/special problem:		1	(5/1) 500%					Lomocso, Coral, Tayom, Gamutan and Lopez
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	1	(3/1) 300%					Tayom, Gamutan and Lopez
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	1	(2/1) 200%					Caballes and Dequito
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	1	(5/1) 500%					Lomocso, Coral, Tayom, Gamutan and Lopez

	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	1	(2/1) 200%	5	5	5	5	Forestry Student Society and Christian Brotherhood International
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	(2/1) 200%	5	5	5	5	Christian Brotherhood International (CBI) and Forestry Student Society (FSS)
	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	(4/1) 200%	5	5	4.5	4.83	FMgt 137 Lecture, Fsci 125 Lecture, FMgt 11 and Fgov 149
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	(4/1) 400%	5	5	4.5	4.83	FMgt 137 Lecture, Fsci 125 Lecture, FMgt 11 and Fgov 149
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	(4/1) 400%	5	5	4.5	4.83	FMgt 137 Lecture, Fsci 125 Lecture, FMgt 11 and Fgov 149
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	(4/1) 400%	5	5	4.5	4.83	FMgt 137 Lecture, Fsci 125 Lecture, FMgt 11 and Fgov 149
		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	(4/1) 400%	5	5	5	5	CFES IM Reviewers
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	(4/1) 400%	5	5	5	5	FMgt 137 Lecture, Fsci 125 Lecture, FMgt 11 and Fgov 141
	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	0					

		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students	0	0					
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	(1/1) 100%	5	4.5	4.5	4.67	Discussions and communications with my students using VSU E-learning and messenger group chats, zoom meetings
		Online Teaching Trainings/Seminars	Attends online trainings and seminars on online teaching	1	(1/1) 100%	5	5	5	5	AkadAsia
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	0					
	PI 2. Number of research outputs completed within the	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	0	0					
	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	1	(1/1) 100%	5	5	5	5	Ferrer, Lippe, Sales-Come et.al."Towards Forest Landscape Restoration..Remote Sensing and Environment.Paper accepted
		<i>In refereed int'l journals</i>		1	(1/1) 100%	5	5	5	5	Ferrer, Lippe, Sales-Come et.al."Towards Forest Landscape Restoration..Remote Sensing and Environment.Paper accepted
		<i>In refereed nat'l/regional journals</i>		0	0					

47.66
20

	PI 4. Number of research outputs presented in regional/national/ int'l	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences	0	0					
		<i>In int'l fora/conferences</i>		0	0					
		<i>In nat'l/regional fora/conferences</i>		0	0					
	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	0	0					
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		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	(1/1) 100%	5	5	5	5	Annals of Tropical Research
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0	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	0					
		Review/Evaluate Research Proposal	Reviews/evaluate research proposal for funding	1	(1/1) 100%	5	5	4.5	4.83	UPLB
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	0	0					
	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					

19.83
4

	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	zero non-conformity	5	5	4.5	4.83	
		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	100% compliant	5	5	4.5	4.83	9.66 2
		On program accreditations		0	0					
		On institutional accreditations		0	0					
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	Zero % complaint	5	5	4.5	4.83	4.83 1
	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	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	0	0					
	Total Over-all Rating		151.31							submit to MMBC for editing the online courseware made for the subjects taught in the previous subjects
	Average Rating		4.88							
	Adjectival Rating		Outstanding							

Evaluated & Rated by:

ANATOLIO N. POLINAR

Department Head

Date: 1/20/2022

Recommending Approval

DENNIS P. PEQUE

Dean,

Date: 1/20/2022

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction

Date: 1/24/22

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/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	July 1, 2021	December 2021	December 31, 2021	Very Impressive	Outstanding	Submitted grades on time. Returned corrected manuscripts on time. Entertains the concerns of advisees during enrollment.
2	Makes research	Very Impressive	July 1,	December 2021	December 31,	Very	Outstanding	Encourage

	proposals, prepares report outputs and submit for publications, and attends seminar/workshops, serves training and workshops.		2021		2021	Impressive		d to submit more publications
3	Attends meetings and makes letters.	Very Impressive	July 1, 2021	December 2021	December 31, 2021	Very Impressive	Outstanding	Attentively attend meetings
4	Performs other functions such as; member of VSU Academic Council and etc.	Very Impressive	July 1, 2021	December 2021	December 31, 2021	Very Impressive	Outstanding	Able to multitask to maintain productivity

*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. Renezita S. Come
Performance Rating : 4.6 (Outstanding) July – December 2021

Aim: To improve research and extension performance of faculty member

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

Date: July 2021

Target Date: September 2021

First Step:

Required Dr. Come to conduct research on silviculture, tree physiology, agroforestry and carbon assessment and segregation.

Result:

Dr. Come actively wrote project proposals related to agroforestry and other related topics.

Date: October 2021

Target Date: December 2021

Next Step:

Collect sufficient data to warrant the development of a scientific article.

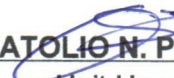
Outcome:

Dr. Come is now drafting article 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:


ANATOLIO N. POLINAR
Unit Head

Conforme:


RENEZITA S. COME
Ratee