

Exhibit K

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)
<b>1. Instruction</b>			
a. Head/Dean (50%)		$4.62 \times 50\% = 2.31$	
b. Students (50%)		$5 \times 50\% = 2.5$	
<b>Total for Instruction</b>	<b>50%</b>	<b>4.81</b>	<b>2.41</b>
<b>2. Research</b>			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
<b>Total for Research</b>	<b>20%</b>	<b>4.8</b>	<b>0.96</b>
<b>3. Extension</b>			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
<b>Total for Extension</b>	<b>20%</b>	<b>4.33</b>	<b>0.87</b>
<b>4. Administration</b>	<b>10%</b>	<b>4.8</b>	<b>0.48</b>
<b>5. Production</b>			
<b>TOTAL</b>			<b>4.72</b>

EQUIVALENT NUMERICAL RATING:

4.72

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.72


ADJECTIVAL RATING:

OUTSTANDING


Prepared by:

  
**RENEZITA S. COME**  
Name of Faculty

Reviewed by:

  
**DENNIS P. PEQUE**  
Department Head

Recommending Approval:

  
**DENNIS P. PEQUE**  
Dean

Approved:

  
**BEATRIZ S. BELONIAS**  
Vice President

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE RATINGS**

Name of Faculty Member: ELMER H. GORM

Rating	Number of Ratings	Equivalent Numerical Rating	Additional Rating
1	1	1.00	
2	1	2.00	
3	1	3.00	
4	1	4.00	
5	1	5.00	
6	1	6.00	
7	1	7.00	
8	1	8.00	
9	1	9.00	
10	1	10.00	
11	1	11.00	
12	1	12.00	
13	1	13.00	
14	1	14.00	
15	1	15.00	
16	1	16.00	
17	1	17.00	
18	1	18.00	
19	1	19.00	
20	1	20.00	
21	1	21.00	
22	1	22.00	
23	1	23.00	
24	1	24.00	
25	1	25.00	
26	1	26.00	
27	1	27.00	
28	1	28.00	
29	1	29.00	
30	1	30.00	
31	1	31.00	
32	1	32.00	
33	1	33.00	
34	1	34.00	
35	1	35.00	
36	1	36.00	
37	1	37.00	
38	1	38.00	
39	1	39.00	
40	1	40.00	
41	1	41.00	
42	1	42.00	
43	1	43.00	
44	1	44.00	
45	1	45.00	
46	1	46.00	
47	1	47.00	
48	1	48.00	
49	1	49.00	
50	1	50.00	
51	1	51.00	
52	1	52.00	
53	1	53.00	
54	1	54.00	
55	1	55.00	
56	1	56.00	
57	1	57.00	
58	1	58.00	
59	1	59.00	
60	1	60.00	
61	1	61.00	
62	1	62.00	
63	1	63.00	
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65	1	65.00	
66	1	66.00	
67	1	67.00	
68	1	68.00	
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71	1	71.00	
72	1	72.00	
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78	1	78.00	
79	1	79.00	
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82	1	82.00	
83	1	83.00	
84	1	84.00	
85	1	85.00	
86	1	86.00	
87	1	87.00	
88	1	88.00	
89	1	89.00	
90	1	90.00	
91	1	91.00	
92	1	92.00	
93	1	93.00	
94	1	94.00	
95	1	95.00	
96	1	96.00	
97	1	97.00	
98	1	98.00	
99	1	99.00	
100	1	100.00	
TOTAL	100	100.00	

Equivalent Numerical Rating

Additional Rating

TOTAL NUMBER OF RATINGS

ADDITIONAL RATING

Reviewed by

Reviewed by

Name of Faculty

Department/College

Signature

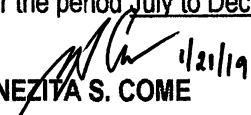
Approved

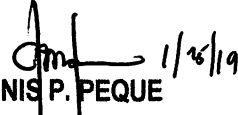
Signature

Date

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, RENEZITA S. COME, faculty member of the College of Forestry and Environmental, Department of Forest Science, commits to 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, 2018.

  
**RENEZITA S. COME**  
 Ratee

  
**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									
		PI9. Additional outputs									
		Accreditation of curricular program (Level 2)	As committee chair	1	(1/1) 100%	MS Forestry	5	5	5	5	Chair, Area 1 VMGO
		As prospective adviser	As adviser	1	(1/1) 100%	MS Forestry	4	4	4	4	Ms Bernadette Tiusen
MFO 2 Higher Education Services											
		PI1. Total FTE	As Lecturer	3	(2.4/2) 120%	BSForestry Subjects	4	4	4	4	
		No. of consultation hours	As adviser	5 hrs/wk = 100 hrs/Sem * 1 Sem = 100 hrs	(180 hrs/100) 180%		5	5	5	5	

		On thesis/field practice/special problem	As adviser	2	(5/2) 250%		5	5	5	5	Auguis, Mabulay, Guiral, Mainit and Velasco
		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	CBI and FSS
		PI8. Number of Instructional Materials made and updated									
		Revised syllabi (OBE Aligned)	As Lecturer	1	(1/1) 100%		4	4	4	4	FMgt 131 Silviculture 1
		Revised lecture manual	As Lecturer	1	(1/1) 100%		4	4	4	4	FMgt 11
		Revised powerpoint lecture presentation (per course)	As Lecturer	2	(3/2) 150%		5	5	5	5	Fmgt 11, Fgov 141, Fsci 124
		Revised Lab Manual	As Lecturer	1	(1/1) 100%						FMgt 132
		PI9. Additional outputs									
		RQUAT (BSF Program)	As Faculty	1	(1/1) 100%		4	4	4	4	Prepared materials
		Initiated and started the development of a Tree Physiology/Genetics laboratory	As Faculty in charge	1	(1/1) 100%		5	5	5	5	Prepared equipment and room
		Use of edmodo as online learning strategy for students	As Faculty in charge	1	(3/1)300%		5	5	5	5	For the following classes: Fmgt 11, Fgov 141 and Fsci 124

[illegible]



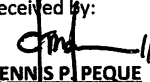
		Annual Report	As Project Coordinator	1	2/1(200)%		5	5	5	5	LAFORET Project Progress reports
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Average Rating (Total Over-all rating divided by 6)		
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.65
ADJECTIVAL RATING		Outstanding

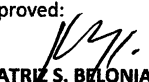
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Comments & Recommendations for Development Purpose:

Keep going.

Received by:  
  
DENNIS P. PEQUE  
Unit Head  
Date: 1/25/19

Recommending Approval:  
  
DENNIS P. PEQUE  
Dean, CFES  
Date: 1/25/19

Approved:  
  
BEATRIZ S. BELONIAS  
Vice President  
Date: \_\_\_\_\_

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

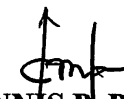
# PERFORMANCE MONITORING FORM

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, 2018	December 14, 2018	December 10, 2018	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	July 1, 2018	December 31, 2018	December 28, 2018	Very Impressive	Outstanding	
3	Attends meetings and makes letters.	Very Impressive	July 1, 2018	December 28, 2018	December 28, 2018	Very Impressive	Outstanding	
4	Performs other functions such as; member of VSU Academic Council and etc.	Very Impressive	July 1, 2018	December 28, 2018	December 28, 2018	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 : 4.72 (Outstanding) July - December 2018

Aim: To improve research capability of faculty member

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

Date: July 2018 Target Date: September 2018

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: October 2018 Target Date: December 2018

Next Step:

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

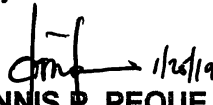
Outcome:

Dr. Come is now drafting articles for possible publication in scientific journals.

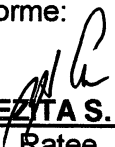
Final Step/Recommendation:

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:

  
RENEZITA S. COME  
Ratee

EMPLOYEE PERFORMANCE PLAN

Name of Employee Performance Rating	
Period 1 : 12/10/2017 to 12/10/2018	
Period 2 : 12/10/2018 to 12/10/2019	
Area : To improve research capability of faculty members	
Proposed Initiatives to improve Performance and Contribution to Academic Higher Responsibility	
Target Date : December 2018	Target Date : December 2019
First Step	
Second Step	
Third Step	
Fourth Step	
Fifth Step	
Sixth Step	
Seventh Step	
Eighth Step	
Ninth Step	
Tenth Step	
Eleventh Step	
Twelfth Step	
Thirteenth Step	
Fourteenth Step	
Fifteenth Step	
Sixteenth Step	
Seventeenth Step	
Eighteenth Step	
Nineteenth Step	
Twentieth Step	
Twenty-first Step	
Twenty-second Step	
Twenty-third Step	
Twenty-fourth Step	
Twenty-fifth Step	
Twenty-sixth Step	
Twenty-seventh Step	
Twenty-eighth Step	
Twenty-ninth Step	
Thirtieth Step	

Signature of Employee  
Date

Signature of Supervisor  
Date