SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **RENEZITA S. COME**

	Program Involvement	Percentage Weight of Involvement	Numerical Rating Rating x %	Equivalent Numerical Rating
	(1)	(2)	(3)	(2x3)
1.	Instruction			
a.	Head/Dean (50%)		4.624502 = 2.31	
b.	Students (50%)		5×50% = 2.5	
	Total for Instruction	<i>5</i> 0%	4.81	2.41
2.	Research			
a.	Client/Dir. for Research (50%)			
b.	Dept. Head/Center Director			
(50%	%)			
	Total for Research	20%	4.8	0.96
3.	Extension			
a.	Client/Dir. for Extension (50%)			
b. (50%	Dept Head/Center Director %)			
	Total for Extension	20 %	4.33	0.87
4.	Administration	10 %	4.8	0.49
5.	Production			
	TOTAL			4.72

EQUIVALENT NUMERICAL RATING: Add: Additional Points, if any:	4.72
TOTAL NUMERICAL RATING:	4.72
ADJECTIVAL RATING:	OUTSTANOING
Prepared by:	Reviewed by:
RENÉŽITA S. COME Name of Faculty	DENNIS F. PEQUE Department Head

Recommending Approval:

Approved:

BEATRIZ S. BELONIAS

Vice President

SUBMILLEY OF INDIVIDUAL RATINUS OF ERCULTY MEMBERS OF SECURITY MEMBERS.

Nams of Feorley Member 1821/82/1021/2020/6

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AND SECURITION

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

					Actual Acco	Actual Accomplishments Rating					
MFO No.	MFO Description	Success/Performance Indicator (PI)	I Lask Assigned I Larget I		% Accomplishments	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	Remarks
MFO 1 A	dvanced and Higher Ed	ducation 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	S	Chair, Area 1 VMGO
		As prospective adviser	As adviser	1	(1/1) 100%	MS Forestry	4	4	4	4	Ms Bernadette Tiusen
MFO 2 H	igher Education Servic	es									
		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 As adviser (5/2) 250% 2 Auguis, 5 5 problem 5 5 Mabulay, Guiral, Mainit and Velasco PI7b. Number of student As adviser (2/1) 200% CBI and FSS J Ŀ organizations advised/Assisted 5 5 Student organizations assisted on As adviser (2/1) 200% 1 CBI and FSS 5 5 5 5 student related activities PI8. Number of Instructional Materials made and updated Revised syllabi (OBE Aligned) As Lecturer (1/1) 100% FMgt 131 4 4 4 Silviculture 1 Revised lecture manual As Lecturer 1 (1/1) 100% FMgt 11 4 4 Revised powerpoint lecture As Lecturer 2 (3/2) 150% Fmgt 11, Fgov presentation (per course) 5 5 5 141, Fsci 124 Revised Lab Manual As Lecturer (1/1) 100% 1 FMgt 132 PI9. Additional outputs RQUAT (BSF Program) As Faculty (1/1) 100% 1 Prepared 4 4 4 materials nitiated and started the As Faculty in (1/1) 100% Prepared development of a Tree charge equipment and 5 5 5 Physiology/Genetics laboratory room Use of edmodo as online learning | As Faculty in (3/1)300% 1 For the 5 5 strategy for students charge following classes: Fmgt 11, Fgov 141 and Fsci 124

MFO 3 Research Services PI 1. Number of papers submitted in internationally indexed journals In refereed international journals Author (1/1) 100% JSET, In 4 (CHED accredited) -4 review PI3. Number of research projects As researcher (1/1) 100% 5 5 Laforet (Sept 5 conducted and/or completed on 2018) but schedule extended for one year PI 4. Number of research As researcher (1/1) 100% ۍ 5 5 proposals submitted Laforet Proposal for extension (Oct to Sept 2019) PI8. Technical Expert Services rendered PI 9. Additional outputs Number of Exchange As focal person (3/1):200% 5 5 5 Dr. melvin Scholars/Researchers/Visiting Lippe, Karen Professors Assisted/Accomodated Veridiano, Dr. Cecille Mangabat Number of (2/1) 100% As researcher 1 5 5 5 proceedings/Technical/Progress Laforet reports submitted progress report and one manuscript MFO 4 Extension Services

1

PI 1. Number of trainings As trainer/facilitator (1/1) 100% Regional 4 4 conducted/facilitated Feedback Workshop PI 2. Number of person-days As trainer 10 persons/1 day (20/10)/1 day 200% 5 5 5 5 trained weighted by length of Laforet training workshop PI 9. Additional outputs Facilitated the making of short As facilitator (1/1) 100% 1 4 4 Regional video clip for the project Feedback Workshop video MFO 5 Support to Operations PI 1. Number of seminars/ As facilitator (1/1) 100% Regional 4 trainings/conferences/ workshops Feedback coordinated/facilitated for entire Workshop university (Laforet Project) PI 3. Number of Persons trained RSC 10 (20/10) 200% 5 5 5 by place of origin PI 4. Additional outputs MFO 6 General Admin and Support Services (GASS) PI 2. Number of meetings As faculty (6/6) 100% 6 5 5 5 5 attended PI 8. Zero percent complaint from clients served PI 9. Additional Outputs Number of Exchange As focal person 1 (2/1) 200% 5 5 5 Dr. melvin Scholars/Researchers/Visiting Lippe and Dr. Professors Assisted/Accomodated Cecille Mangabat Number of reports submitted

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	Annual Report	As Project Coordinator	1	2/1(200)%	5	5	5	5	LAFORET Project Progress reports	
Average Rating (To	tal Over-all rating divided by 6)				Com m Purpos		lecomm	121 endation	ns for Development	
Punctuality Approved Additional points (with copy of approval) FINAL RATING			4.65			Keep going.				
Received by:	3	Recommending App	Outsta	iding	<u>L</u>	Approv	ed:			
DENNIS P. PEQUE Unit Head		DENNIS P. PEQUE Dean, CFES	DENNIS P. PEQUE			BEATRIZ S. BELONIAS Vice President				
Date:	_	Date:				Date:	E F1651U	CIIL		

1- Quality2- Effeciency3- Timeliness4- 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/Recommen dation
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:

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: <u>July 2018</u>

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:

<u>Dr. Come is now drafting articles for possible publication in scientific journals.</u>

Final Step/Recommendation:

<u>Dr. Come may write more research proposal especially on the topic "tree physiology" being her major field of specialization.</u>

Prepared by:

DENNIS P. PEQUE

Unit Head

Conforme:

Pates

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Vans of Employee : Dr. Asnazia S. Cong Pariomance Kaling : 1.472 (Cutateopent July - Paragraph 2018
Aim: To improve research care billy or faculty members
Proposed latery utions to improve Partomenee andow Composerus, and Quellibusion to espuine higher responsibilities:
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