

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: JUSTINO M. QUIMIO

| Program Involvement (1) | Percentage Weight of Involvement (2) | Numerical Rating Rating x % (3) | Equivalent Numerical Rating (2x3) |
|--|--|---------------------------------------|---|
| 1. Instruction | | | |
| a. Head/Dean (50%) | | $4.86 \times 50\% = 2.43$ | |
| b. Students (50%) | | $5 \times 50\% = 2.5$ | |
| Total for Instruction | 60% | 4.93 | 2.96 |
| 2. Research | | | |
| a. Client/Dir. for Research (50%) | | | |
| b. Dept. Head/Center Director (50%) | | | |
| Total for Research | 15% | 4.5 | 0.68 |
| 3. Extension | | | |
| a. Client/Dir. for Extension (50%) | | | |
| b. Dept. Head/Center Director (50%) | | | |
| Total for Extension | 15% | 4.17 | 0.63 |
| 4. Administration | 10% | 5 | 0.5 |
| 5. Production | | | |
| TOTAL | | | 4.77 |

EQUIVALENT NUMERICAL RATING:

4.77

Add: Additional Points, if any:

0


TOTAL NUMERICAL RATING:

4.77

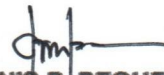
ADJECTIVAL RATING:

OUTSTANDING

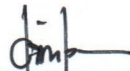
Prepared by:


JUSTINO M. QUIMIO 10/21/19
Name of Faculty


Reviewed by:


DENNIS P. PEQUE 10/21/19
Department Head

Recommending Approval:


DENNIS P. PEQUE 10/21/19
Dean

Approved:


BEATRIZ S. BELONIAS 11/20/19
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **JUSTINO M. QUIMIO**, Faculty of the **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 **January to June, 2019**.

lee Quimio
JUSTINO M. QUIMIO 4/10/19

Ratee

DPH
DENNIS P. PEQUE 4/10/19
Dean, FES

| MFO's/PAPs | Success Indicators | Assigned Task | Target | Actual Accomplishment | Rating | | | | Remarks |
|--------------------------------------|--|---|--------|-----------------------|----------------|----------------|----------------|----------------|------------------------------|
| | | | | | Q ¹ | E ² | T ³ | A ⁴ | |
| Advanced & Higher Education Services | Full Time Equivalent (FTE) | | 7 | 14.3/7 (204.29%) | 5 | 5 | 5 | 5 | Wtec 149, Wtec 144, Fory 224 |
| | Teacher's Leave | | | | | | | | |
| | Number of Instructional Materials Developed/Revised and Utilized | | | | | | | | |
| | Update course outline | Lecturer | 1 | 4/1 (400%) | 5 | 5 | 5 | 5 | |
| | Handouts distributed | Lecturer | 6 | 7/6 (116.66%) | 5 | 4 | 5 | 4.67 | |
| | Hours spent in student consultation | Academic adviser, and student organization as professor | 10 | 60/10 (600%) | 5 | 5 | 5 | 5 | |
| | Lecture materials prepared in power point | Lecturer | 3 | 4/3 (133.33%) | 5 | 4 | 4 | 4.33 | |
| | New laboratory exercises prepared | Laboratory Instructor | 2 | 4/2 (200%) | 5 | 5 | 5 | 5 | |
| | Review sessions on graduate thesis | Thesis topic conceptualization | 2 | 8/2 (400%) | 5 | 5 | 5 | 5 | |
| | | | | | | | | | |
| Research Services | No. of graduate thesis supervised | As graduate student thesis adviser | 3 | 6/3 (300%) | 5 | 5 | 5 | 5 | |
| | No. of scientific article prepared | As primary author | 1 | 1/1 (100%) | 4 | 4 | 4 | 4 | |
| Extension Services | No. of Community engagement | Community visit/meetings | 4 | 6/4 (150%) | 5 | 4 | 4 | 4.75 | |
| | No. of linkage/partnership developed | LCDE, Plan | 2 | 2/2 (100%) | 4 | 4 | 4 | 4 | |
| Administration | No. of meetings attended | Faculty meeting, regular & emergency; committees | 3 | 10/3 (333.33%) | 5 | 5 | 5 | 5 | |
| | Project meetings | Proposal preparation and in project implementation | 1 | 4/1 (400%) | 5 | 5 | 5 | 5 | |
| Total Over-all Rating | | | | | | | | 61.33 | |

| | | |
|--|-------------|--|
| Average Rating (Total Over-all rating divided by 4) | 4.72 | |
| Additional points: | | |
| Approved Additional Points (with copy of the approval) | 0 | |
| FINAL RATING | 4.72 | |
| ADJECTIVAL RATING | Outstanding | |

Comments & Recommendations for Development Purpose:
 You are encouraged to do KDF and have it if it is referred to OVRP

Evaluated by:

[Signature]
DENNIS P. PEQUE 3/12/11
 Unit Head
 Date: _____

Recommending Approval:

[Signature]
DENNIS P. PEQUE 3/12/11
 Depn
 Date: _____

Approved by:

[Signature]
BEATRIZ S. BELONIAS 11/20/11
 Vice President
 Date: _____

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


PERFORMANCE MONITORING FORMName of Employee: **JUSTINO M. QUIMIO**

| 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 | Supervises graduate thesis and revises articles. | Very Impressive | January 1, 2019 | June 30, 2019 | June 30, 2019 | Very Impressive | Outstanding | |
| 3 | Attends meetings and workshops as per instructed by immediate Head. | Very Impressive | January 1, 2019 | June 30, 2019 | June 30, 2019 | Impressive | Very Satisfactory | |
| 4 | Performs other functions such as; member of VSU Academic Council, advses Gamma Sigma Fraternity and etc. | Very Impressive | January 1, 2019 | June 30, 2019 | June 30, 2019 | Impressive | Very Satisfactory | |

*Either very impressive, impressive, needs improvement, poor, very poor

**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:


DENNIS B. PEQUE
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Justino M. Quimio
Performance Rating : 4.77 (Outstanding) January – June 2019

Aim: To handle more graduate courses during weekends

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. Quimio to handle core course and other graduate courses in MS Forestry during weekends to cater the needs of the students

Result:

Actively handles the graduate courses assigned to him during weekends

Date: April 2019

Target Date: March 2019

Next Step:

Involve in the development of graduate program in the Department of Forestry.


Outcome:

Dr. Quimio has expressed interest to help in the proposal to offer Doctoral program in Forestry

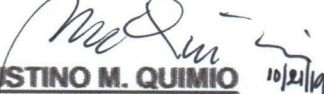
Final Step/Recommendation:

Dr. Quimio may lead in the development of the proposal on Doctoral program of the Department.

Prepared by:


DENNIS P. PEQUE
Unit Head

Conforme:


JUSTINO M. QUIMIO
Ratee