

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)
<b>1. Instruction</b>			
a. Head/Dean (50%)		$4.92 \times 50\% = 2.46$	
b. Students (50%)		$4.0 \times 50\% = 2.0$	
<b>Total for Instruction</b>	<u>50%</u>	<u>4.46</u>	<u>2.23</u>
<b>2. Research</b>			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
<b>Total for Research</b>	<u>15%</u>	<u>5</u>	<u>0.75</u>
<b>3. Extension</b>			
a. Client/Dir. for Extension (50%)			
b. Dept. Head/Center Director (50%)			
<b>Total for Extension</b>	<u>15%</u>	<u>4.95</u>	<u>0.74</u>
<b>4. Administration</b>	<u>10%</u>	<u>5</u>	<u>0.50</u>
<b>5. Production</b>	<u>10%</u>	<u>5</u>	<u>0.50</u>
<b>TOTAL</b>			<u>4.72</u>

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.72

0

4.72

ADJECTIVAL RATING:

Outstanding

Prepared by:



DENNIS P. PEQUE


Name of Faculty d/peque

Reviewed by:

  
ANATOLIO N. POLINAR

Department Head d/polinar

Recommending Approval:

  
DENNIS P. PEQUE  
Dean d/peque

Approved:


  
BEATRIZ S. BELONIAS  
Vice President for Academic Affairs


"Exhibit B"

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 **July to December, 2021**

Approved:

  
**DENNIS P. PEQUE**  
 Assoc. Prof. V  
 Date: 1/18/2022

  
**ANATOLIO N. POLINAR**  
 Unit Head  
 Date: 1/18/2022

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 in numerators and denominators)
						Quality	Efficiency	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 (0.5)	0.67/0.5 (134%)	5	5	4.5	4.83	Fory 300.3
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	3 (1.5)	4/1.5 (267%)	5	5	5	5	Aguilar, Recosana, Lopez, Wales
		A3 . Number of students advised on thesis/special								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1 (0.5)	6/0.5 (1200%)	5	5	4.5	4.83	Recosana, Aguilar, Artajo, Cepada, Lopez, Wales
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	3 (1.5)	8/1.5 (533%)	5	5	4.5	4.83	Bernaldez, Cadiz, Chiu, Espejon, Llano, Sabejon, Suyom, Tiusen

		<b>A4</b> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	4 (2)	14/2 (700%)	5	5	5	5	Recosana, Aguilar, Artajo, Cepada, Lopez, Wales, Bernaldez, Cadiz, Chiu, Espejon, Llano, Sabejon, Suyom, Tiusen
	<b>PI 9</b> : Number of instructional materials developed *	<b>A5</b> . Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems	1	N/A					Accomplished during 1st half (Jan-June 2021)
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	N/A					Accomplished during 1st half (Jan-June 2021)
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	N/A					Accomplished during 1st half (Jan-June 2021)
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	N/A					Accomplished during 1st half (Jan-June 2021)
		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					Accomplished during 1st half (Jan-June 2021)
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	N/A					Accomplished during 1st half (Jan-June 2021)
	<b>PI 10</b> . Additional outputs:	<b>A 8</b> . Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	N/A					Accomplished during 1st half (Jan-June 2021)
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										
	<b>PI 5</b> : Total FTE, coordinated, implemented and monitored *	<b>A9</b> . Actual Faculty's FTE	Handles and teaches courses assigned	1 (0.5)	10.55/0.5 (2100%)	5	5	5	5	Fmgt 131n Lec & Lab, For 200B

		<b>A10.</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	1 (0.5)	1/0.5 (200%)	5	4.5	4.5	4.67	Fmgt 131n Lec & Lab, Fory 200B
		<b>A11.</b> 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 (0.5)	1/0.5 (200%)	5	5	5	5	Plazo
		<b>A12.</b> Number of trainings attended related to instruction	Attend mandated trainings	2 (1)	3/1 (300%)	5	5	5	5	Faculty and Student's Onboarding, Turnitin,
		<b>A13.</b> Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2 (1)	2/1 (200%)	5	5	4.5	4.87	Fmgt 131n
		<b>A14.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	2 (1)	2/1 (200%)	5	5	4.5	4.83	Fmgt 131n
		<b>A15.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5 (2)	5/2 (250%)	5	5	4.5	4.83	Fmgt 131n
	<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	Acts as academic adviser to students	10 (5)	20/5 (400%)	5	5	5	5	1st year (11), 2nd year (4), 3rd year (1), 4th year (4)
		<b>A17.</b> Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	0	3	5	5	5	5	Dequito, Esotros, Cagnan
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript		3	5	5	5	5	Rubas, Abergido, De Paz
		<b>A18.</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10 (5)	30/5 (600%)	5	5	5	5	Various levels including non-academic advisers
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19.</b> Number of Student organizations advised	Advises student organizations recognized by USOO	1	1/1 (100%)	5	5	5	5	CFES-SSC

		<b>A20</b> : Number of Student organizations assisted on student related activities	Assists student organizations in implementing student	1	3/1 (300%)	5	5	5	5	CFES-SSC, FSS, HOMES
	<b>PI 10</b> : Number of instructional materials developed *	<b>A 21</b> : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1 (0.5)	1/0.5 (200%)	5	4.5	4.5	4.67	Fmgt 131n
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	3 (2)	5/2 (250%)	5	5	5	5	Powerpoint presentation (various modules/topics), links to youtube channel
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4 (2)	6/4 (150%)	5	5	4.5	4.83	Quizzes, Exam, Assignments, Lab Exercises (Fmgt 131n Lec & lab)
		<b>A 23</b> : 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					
		<b>A 24</b> : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1 (0.5)	1/0.5 (200%)	5	5	5	5	Fmgt 131n
	<b>PI 11</b> . Additional outputs	<b>A 25</b> . 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		1	5	5	5	5	ISO as an Internal Quality Auditor
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1 (0.5)	3/0.5 (600%)	5	5	5	5	BWI, EDC, Forest Sustainability Lab, DENR

		<b>A 26.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1 (0.5)	1/0.5 (200%)	5	5	4.5	4.83	discussion with forest sustainability related to OJT
<b>UMFO 3 . RESEARCH SERVICES</b>										
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> 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	1 (0.5)	1/0.5 (200%)	5	5	5	5	Magrove Refo technologies
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research project within the year	0						
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> 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	N/A					
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>								
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1 (0.5)	3/0.5 (600%)	5	5	5	5	Futures Thinking, BIOCAMP, DRRM Research

	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by								
		<b>A 33.</b> 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 (0.5)	2/0.5 (400%)	5	5	5	5	Philippine Journal of Science & Annals of Tropical Research
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0						
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	0						
<b>UMFO 4. EXTENSION SERVICES</b>										
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> 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 (0.5)	6/1 (1200%)	5	5	5	5	EDC, PNPCSI, NRC, LGU Ormoc City, DENR RO8, ACIAR
	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	1 (0.5)	1/0.5 (100%)	5	5	5	5	Training under the ACIAR Project (ACIAR ASEM 2016/103)
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A 38.</b> Number of extension programs/projects implemented	Implements duly approved extension projects	1 (0.5)	1/0.5 (200%)	5	5	4.5	4.87	Co2 Compensation Project

	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<b>A 39.</b> 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							
	<b>PI 5.</b> Number of technical/expert services	<b>A 40.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research Mentoring	Research Mentor		1 (0.5)	8/0.5 (1600%)	5	5	4.5	4.83	Junior Faculty, Ras (4), Students, Laborers
	Peer reviewers/Panelists	Peer reviewers/Panelists		1 (0.5)	1/0.5 (200%)	5	5	5	5	National Conference in Agriculture, Fishery, & Forestry (NCAFF2021)
	Resource Persons	Resource Persons		0	1	5	5	5	5	Forest Foundation Philippines
	Convenor/Organizer	Convenor/Organizer		0	N/A					
	Consultancy	Consultant		0	N/A					
	Evaluator	Evaluator		0	1	5	5	5	5	LGU Ormoc's Resilient LGU Program thru NRC
	<b>PI 8.</b> Percent of extension proposals approved *	<b>A 41.</b> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	0	N/A					
	<b>PI 11.</b> Additional outputs *	<b>A 42.</b> No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		0	N/A					
		<b>A 43.</b> Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	0	N/A					
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>										

	<b>PI 8.</b> 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*	<b>A 44.</b> 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	0	zero non-conformity	5	5	5	5	
		<b>A 45.</b> 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	5	5	5	5	
		On program accreditations		1		5	5	5	5	COPC for MSForestry
		On institutional accreditations		1		5	5	5	5	3rd IQA (ISO)
<b>UMFO 6. General Admin. &amp; Support Services</b>										
	<b>PI 2.</b> Zero percent complaint from clients served	<b>A 46.</b> Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint	5	5	5	5	
	<b>PI 3:</b> Additional Outputs	<b>A 47.</b> 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						
		<b>A 48.</b> Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	1 (0.5)	1/0.5 (200%)	5	5	5	5	Close monitoring of Faculty/Staff during the pandemic.
	<b>Total Over-all Rating</b>				202.64	Comments & Recommendations for Development Purposes: <i>Keep up the good work!</i>				
	<b>Average Rating</b>				4.94					
	<b>Adjectival Rating</b>				Outstanding					

Evaluated & Rated by:

**ANATOLIO N. POLINAR**

Department Head

Date: 11/12/2020

Recommending Approval

**DENNIS P. PEQUE**

Dean, CFES

Date: 11/12/2020

Approved by:

**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

Date: 11/19/22

## 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 & course syllabus, prepares and gives examinations, submits grades sheets within prescribed period, makes himself available for student's consultations, and approves manuscripts.	Very Impressive	July 1, 2021	December 31, 2021	December 31, 2021	Very Impressive	Outstanding	Submitted grades on time. Returned corrected manuscripts on time. Entertains the concerns of all CFES students during enrollment.
2	Performs research and extension functions such as; prepares report outputs and submit for publications, and attends seminar/workshops, serves training and workshops.	Very Impressive	July 1, 2021	December 31, 2021	December 31, 2021	Very Impressive	Outstanding	BIOCAMP Project, DSSDRMM for Eastern Visayas Component Project, ACIAR ASEM component study and RCCRDC projects
3	Makes schedule of meetings, appointments and communications, assigns tasks, attend meetings, and performs other related activities as Dean of CFES.	Very Impressive	July 1, 2021	December 31, 2021	December 31, 2021	Very Impressive	Outstanding	
4	Performs other functions such as; member of VSU Academic Council and etc.	Very Impressive	July 1, 2021	December 31, 2021	December 31, 2021	Very Impressive	Outstanding	

\*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. Dennis P. Peque  
Performance Rating : 4.72 (Outstanding) July-December 2021

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

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. 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: October 2021

Target Date: December 2021

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 college and for the offering of new BS Program under the College of Forestry and Environmental Science.

Prepared by:

ANATOLIO N. POLINAR

Unit Head 11/12/2022

Conforme:

DENNIS P. PEQUE

Ratee 11/12/2022