

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)
1. Instruction			
a. Head/Dean (50%)		$4.97 \times 50\% = 2.47$	
b. Students (50%)		$5 \times 50\% = 2.5$	
Total for Instruction	85%	4.97	1.74
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	15%	5	0.75
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept. Head/Center Director (50%)			
Total for Extension	15%	5	0.75
4. Administration	35%	5	1.75
5. Production	-		
TOTAL			4.99

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:


TOTAL NUMERICAL RATING:

4.99

ADJECTIVAL RATING:

OUTSTANDING


Prepared by:


DENNIS P. PEQUE
Name of Faculty


Reviewed by:


DENNIS P. PEQUE
Department Head

Recommending Approval:


DENNIS P. PEQUE
Dean

Approved:


BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, **DENNIS P. PEQUE**, Faculty of the Department of Forest Science, commits to deliver and agreed to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period of July to December, 2019.


DENNIS P. PEQUE
Ratee


BEATRIZ S. BELONIAS
VP for Instruction

MFO's/PAPs.	Success/Performance Indicator	Task Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q	E	T	A	
Advanced Education	Number of Degree								
Higher Education Services	Full Time Equivalent	Faculty	1	3.15/1 (315%)	5	5	5	5	Fmgt 148
	Vacation/sick Leave								
	Baccalaureate								
	Number of Thesis/field practice students advised	Adviser	2	2/2 (100%)	5	5	5	5	Bunga, Wales
	Number of hours spent to students consultation	Faculty, adviser	3hrs/week	4/3 (133.33%)	5	5	5	5	BSF, BSEM, BSES, Including shiftees
	Course Syllabi revised	Faculty	1	1/1 (100%)	4	5	5	4.69	Fmgt 148
	Power point lecture materials developed	Faculty	4	8/4 (200%)	5	5	5	5	Fmgt 148
Research Services	Number of research project conducted	Study Leader	1	2/1 (200%)	5	5	5	5	ACIAR, RCCRC
	Number of progress report submitted	Study Leader	1	1/1 (100%)	5	5	5	5	
	Article submitted for publication	Faculty/researcher	1	2/1 (200%)	5	5	5	5	
Extension Services	No. of seminar served	Resource person	3	3/3 (100%)	5	5	5	5	ACIAR Forestry, RCCRDC


	Seminar/training attended	Participant	2	5/2 (250%)	5	5	5	5	Wood Summit, ORA-OHRA 2017, Invasive Alien Species Management and Biosecurity Measures, PFEN, PRC PIIP-EVC, BSF Program Orientation, Comprehensive Multisectoral Devt. Plan
Administrative Services	Number of meetings conducted	Supervisor	1	6/1 (600%)	5	5	5	5	CFES Faculty and Staff
	Number of meetings attended	Faculty, committee member	5	30/5 (600%)	5	5	5	5	UAC, BAC, UADCO, Curriculum Committee, Meetings with deans/heads
	Number of documents reviewed/approved/signed	Forest Conservation officer/committee member, GAC	5	400/5 (8000%)	5	5	5	5	Requests, admissions, endoresments

64.67

Average Rating (Total Over-all Rating divided by 4)	
Additional Points:	
Approved Additional Points (with copy of Approval)	
FINAL RATING	4.97
ADJECTIVAL RATING	Outstanding

Comments & Recommendations for Development
Purpose: good job as Dean .

Approved by:


BEATRIZ S. BELONIAS
 Vice President
 Date: _____

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

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, 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, 2019	December 31, 2019	December 31, 2019	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, 2019	December 31, 2019	December 31, 2019	Very Impressive	Outstanding	
3	Makes schedule of meetings, appointments and communications, assigns tasks, attend meetings, and performs other related activities as Head of Department of Forest Science.	Very Impressive	July 1, 2019	December 31, 2019	December 31, 2019	Very Impressive	Outstanding	
4	Performs other functions such as; member of VSU Academic Council and etc.	Very Impressive	July 1, 2019	December 31, 2019	December 31, 2019	Very Impressive	Outstanding	

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

**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:


BEATRIZ S. BELONIAS
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Dennis P. Peque
Performance Rating : 4.99 (Outstanding) July - December 2019

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

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

Date: July 2019

Target Date: September 2019

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 2019

Target Date: December 2019

Next Step:

Apply the leadership strategy learned from the seminar

Outcome:

Dr. Peque has improved knowledge, skills and attitude in leading the Department particularly during Research and Extension, In House Review, Curriculum Reviews, and preparation of the Doctoral Program in Forestry and finally already certified to program compliance with the CHED.

Final Step/Recommendation:

Dr. Peque may seek advice from higher authorities on other essential elements needed to improve the department and for the offering of new BS Program under the College of Forestry and Environmental Science.

Prepared by:


BEATRIZ S. BELONIAS

Vice President for Instruction

Conforme:


DENNIS P. PEQUE

Ratee