

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)
1. Instruction			
a. Head/Dean (50%)	4.82	2.41	1.81
b. Students (50%)	4.7	2.35	
Total for Instruction	38%	4.76	
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	40%	4.79	1.92
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	20%	4.5	0.9
4. Administration	2%	0	0
5. Production			
TOTAL			4.63

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:


4.63

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

Outstanding

Prepared by:

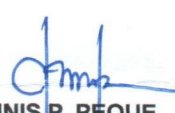
 07-18-2013
RENEZITA S. COME
Name of Faculty

Reviewed by:


07-18-2013

ANATOLIO N. POLINAR
Department Head

Recommending Approval:


DENNIS P. PEQUE
Dean

Approved:


BEATRIZ S. BELONIAS
Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, RENEZITA S. COME, a faculty member of the DEPARTMENT OF FOREST SCIENCE commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JANUARY TO JUNE, 2023.

RENEZITA S. COME

Professor II

Date: 07-10-2023

Approved:

ANATOLIO N. POLINAR

Department Head

Date: 07-18-2023

DENNIS P. PEQUE

College Dean

Date: 7/11/23

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	(3/1) 300%	5	4.5	4.5	4.67	Fory 236 Lec and Lab FORY 300 , TREC 300
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	1	(4/1) 400%	5	4.5	4.5	4.67	Ms.Tiusen, Ms. Katang katang. Mr. Martinez, Ms. Elbina
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	(4/1) 400%	4.5	4.5	4.5	4.5	Ms.Tiusen, Ms. Katang katang. Mr. Martinez, Ms. Elbina
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	0					

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	Timelines	Average	
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	1	(7/1) 700%	5	5	4.5	4.83	Katangatang, Martinez, Tiusen, Elbiza, Pana, Cinco, Caballes
	PI 9: Number of instructional materials developed *	A5. Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems	1	(2/1) 200%	4.5	4.5	4.5	4.5	Fory 236, Fory 283
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	(2/1) 200%	5	4.5	4.5	4.67	Fory 236, Fory 283
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	(2/1) 200%	5	4.5	4.5	4.67	Fory 236, Fory 283
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	(8/1) 800%	5	4.5	5	4.83	4 long exams, 2 critic papers and 2 projects
		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	0					Preparing Fory 236 and Fory 283
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	(2/1) 200%	5	5	5	5	Fory 236, Fory 283
	PI 10. Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	(2/1) 200%	5	4.5	4.5	4.67	Field Visits and projects
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	5	(10/5) 200%	5	5	5	5	FMgt 11, FSci 124, FSci 142, Fory 199, Fory 198, Fory 200

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	Timelines	Average	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	(6/1) 600%	5	5	5	5	FSci 142, Fory 199, Fory 198, Fory 200, FSci 142, FMgt 11
		A11. 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					None
		A12. Number of trainings attended related to instruction	Attend mandated trainings	2	(2/2) 100%	5	4.5	5	4.83	VSU On boarding, SEAMEO Webinar
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	(4/1) 400%	5	5	5	5	FSci 142, Fory 198, FSci 142, FMgt 11
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	2	(10/2) 500%	5	5	5	5	FSci 142, Fory 198, FSci 124, FMgt 11
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	2	(16/2) 800%	5	5	5	5	FSci 142 and FSci 124
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	5	(29/5) 580%	5	5	5	5	Attach list of Advisees (1st-4th yr) 1st year - 12, 2nd year - 10, 3rd year - 0, 4th year - 7
		A17. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advisees, and corrects research outline and thesis/SP manuscript	2	(3/2) 150%	5	5	5	5	Anover, Barrientos, Baraoil
		As SRC Member	Advisees and corrects research outline and thesis/SP manuscript	2	(3/2) 150%	5	4.5	4.5	4.67	Anover, Caidoc, Lora
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	5	(10/5) 200%	5	5	4.5	4.83	Advisees in MS and BS
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advisees student organizations recognized by USOO	1	1/1 (100%)	5	5	5	5	FSS

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	Timelines	Average	
		<u>A20</u> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student	1	1/1 (100%)	5	4.5	4.5	4.67	
	PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	2	(4/2)200%	5	5	5	5	FSci 142, Fory 198, FSci 124, FMgt 11
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	(4/2)200%	5	4.5	5	4.83	FSci 142, Fory 198, FSci 124, FMgt 11
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course	2	(4/2)200%	5	5	5	5	FSci 142, Fory 198, FSci 124, FMgt 11
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	(4/2)200%	5	5	5	5	Field trips and projects
		A 23 : 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	0					Target Tree Physiology Lecture Guide
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	(4/1)400%	5	5	5	5	FSci 142, Fory 198, FSci 124, FMgt 11
	PI 11. Additional outputs	A 25. 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	(3/1) 300%	5	5	5	5	AACCUP, COPC Revisit and ISO 2023
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1	(3/1) 300%	5	5	5	5	Thurnen Institute, Isabela State University, UPLB
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	(1/1) 100%	5	4.5	5	4.83	Field trips and projects

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	
		Online Teaching Trainings/Seminars	Attends online trainings and seminars on online teaching	1	(2/1) 200%	5	4.5	4.5	4.5	VSU On boarding, SEAMEO Webinar
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. 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	(3/1) 300%	5	5	5	5	LAFORET Terminal Report and 2 publications
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	0	0					
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
		In refereed int'l journals		1	(1/1) 100%	4.5	4.5	4.5	4.5	ATR Wildlings (Accepted)
		In refereed nat'l/regional journals		1	0					Target to submit one article in SHJ
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences							
		In int'l fora/conferences		1	0					
		In nat'l/regional fora/conferences		1	0					
	PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	1/1 (100%)	5	5	5	5	Citizen SDSS Project

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	
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		0	1	5	4.5	4.5	4.4	VSU Integrated High School (2nd Place Poster)
		A 33. 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							
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
		Review/Evaluate Research Proposal	Reviews/evaluate research proposal for funding							
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 36. 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	1/1 (100%)	4.5	4.5	4.5	4.5	SPIADFI
	PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority	A 38. Number of extension programs/projects implemented	Implements duly approved extension projects	1						To submit a proposal to FFP for funding
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and	A 39. 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							
	PI 5. Number of technical/expert	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							

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	
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint						
	PI 3: Additional Outputs	A 47. 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							
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
	Total Over-all Rating	178.51								Has to engage in research and extension functions.
	Average Rating	4.82								Publish articles in indexed journals.
	Adjectival Rating	Outstanding								

Evaluated & Rated by:

ANATOLIO N. POLINAR

Department Head

Date: 07-18-2023

Recommending Approval

DENNIS P. PEQUE

Dean, CFES

Date: 7/19/23

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date:

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	January 1, 2023	June 2023	June 30, 2023	Very Impressive	Outstanding	Submitted grades on time. Returned corrected manuscripts on time. Entertains the concerns of advisees during enrollment.
2	Makes research	Very Impressive	January 1,	June 2023	June 30, 2023	Very	Outstanding	Encourage

	proposals, prepares report outputs and submit for publications, and attends seminar/workshops, serves training and workshops.		2023			Impressive		d to submit more publications
3	Attends meetings and makes letters.	Very Impressive	January 1, 2023	June 2023	June 30, 2023	Very Impressive	Outstanding	Attentively attend meetings
4	Performs other functions such as; member of VSU Academic Council and etc.	Very Impressive	January 1, 2023	June 2023	June 30, 2023	Very Impressive	Outstanding	Able to multitask to maintain productivity

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

**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by: 07-19-2023

ANATOLIO N. POLINAR
Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Renezita S. Come
Performance Rating : 4.63 Outstanding

Aim: To improve research and extension performance of faculty member

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

Date: January 2023

Target Date: March 2023

First Step:

Required Dr. Come to conduct research on silviculture, tree physiology, agroforestry and carbon assessment and sequestration.

Result:

Dr. Come actively wrote project proposals related to agroforestry and other related topics.

Date: April 2023

Target Date: June 2023

Next Step:

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

Outcome:

Dr. Come is now drafting article 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:

07-18-2023

ANATOLIO N. POLINAR
Unit Head

Conforme:

07-18-2023

RENEZITA S. COME
Ratee