

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 | Equivalent Numerical Rating |
|-----------------------|----------------------------------------|-------------------|--------------------------------|
| (1) | (2) | (3) | (2x3) |
| 1. Instruction | | | |
| a. Head/Dean (50%) | | 4.50 X 50% = 2.25 | |
| b. Students (50%) | | 4.36 X 50% = 2.18 | |
| TOTAL for Instruction | 15% | 4.43 | 0.66 |
| 2. Research | 25% | 4.63 | 1.15 |
| 3. Extension | 25% | 4.5 | 1.13 |
| 4. Administration | 35% | 4.74 | 1.66 |
| TOTAL | | | 4.60 |


EQUIVALENT NUMERICAL RATING: 4.60
Add: Additional Points, if any: 0
TOTAL NUMERICAL RATING: 4.6

ADJECTIVAL RATING: Outstanding

Prepared by:


RENEZITA S. COME
Name of Faculty

Reviewed by:


ARTURO E. PASA
Department Head

Recommending Approval:


REMBERTO A. PATINDOL
Chairman, PMT

Approved:


EDGARDO E. TULIN
President

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, 2016.


RENEZITA S. COME

Ratee


ARTURO E. PASA

Head of Unit

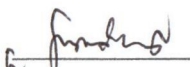
| MFO No. | MFO Description | Success/Performance Indicator (PI) | Task Assigned | Target | Actual Accomplishments | | Rating | | | | Remarks |
|----------------------------------------------|-----------------|--------------------------------------------------------------|--------------------|----------------------------------|------------------------|----------------------------|---------|------------|------------|---------|---------------------------------------------------------------|
| | | | | | % Accomplishments | Details of Accomplishments | Quality | Efficiency | Timeliness | Average | |
| MFO 1 Advanced and Higher Education Services | | | | | | | | | | | |
| | | PI1. Total FTE | VL/SL Status | 10.5 | (16.60/10.50) 158% | | 4.9 | 4.9 | 4.9 | 4.9 | Ecol 11, Fgov 141, Fmgt 131TREC 209 (Team teach) and TREC 300 |
| | | PI9. Additional outputs | | | | | | | | | |
| | | Accreditation of curricular program (Level III) | As Committee Chair | 1 | (1/1) 100% | | 4.6 | 4.6 | 4.6 | 4.6 | Chair, Area 5 Research (Passed the Accreditation Level III) |
| MFO 2 Higher Education Services | | | | | | | | | | | |
| | | PI1. Total FTE | As Lecturer | 3 | (2.4/2) 120% | BSForestry Subjects | 4.8 | 4.8 | 4.8 | 4.8 | ECOL 11 Lab (2 sections), FMgt 131 Lec, Fgov 141, Fory 200 A |
| | | No. of consultation hours | As adviser | 5 hrs/wk = 100 hrs/Sem * 1 Sem = | (180 hrs/100) 180% | | 4.5 | 4.5 | 4.5 | 4.5 | |
| | | On thesis/field practice/special problem | As adviser | 2 | (4/2) 200% | | 4.8 | 4.8 | 4.8 | 4.8 | |
| | | PI7b. Number of student organizations advised/Assisted | As adviser | 1 | (1/1) 100% | | 4.0 | 4.0 | 4.0 | 4.0 | ZBR-MHS Fraternity-Sorority |
| | | Student organizations assisted on student related activities | As adviser | 1 | (1/1) 100% | | 4.0 | 4.0 | 4.0 | 4.0 | ZBR-MHS Fraternity-Sorority |

| | | | | | | | | | | | |
|-------------------------|--|-----------------------------------------------------------------------------------------------------------------------------------|-------------------|---|------------|--|-----|-----|-----|-----|-------------------------------------------------------------------------------------------|
| | | PI8. Number of Instructional Materials made and updated | | | | | | | | | |
| | | Revised syllabi (OBE Aligned) | As Lecturer | 2 | (2/2) 100% | | 4.0 | 4.0 | 4.0 | 4.0 | Fsci 122 and Fmgt 131 |
| | | Revised lecture manual | As Lecturer | 2 | (2/2) 100% | | 4.0 | 4.0 | 4.0 | 4.0 | Fsci 122, FORY 198 and Fmgt 131 |
| | | Revised powerpoint lecture presentation (per course) | As Lecturer | 2 | (2/2) 100% | | 4.8 | 4.8 | 4.8 | 4.8 | Fsci 122, FORY 198 and Fmgt 131 |
| | | Revised Lab Manual (Ecol 11) | As Lab Instructor | 1 | (1/1) 100% | | 4.0 | 4.0 | 4.0 | 4.0 | |
| | | PI9. Additional outputs | | | | | | | | | |
| | | Teaching Strategies and Innovations (OBE Aligned) | As Lecturer | 1 | (1/1) 100% | | 4.0 | 4.0 | 4.0 | 4.0 | Fgov 141 and Fmgt 131 class First Sem SY 2016 |
| MFO 3 Research Services | | | | | | | | | | | |
| | | PI 1. Number of papers submitted in internationally indexed journals | | | | | | | | | |
| | | In refereed international journals | Co-author | 1 | (0/1) | | | | | | Carbon Stocks Assessment of Various Land Uses in Eastern Visayas (In-progress) |
| | | PI2. Number of research outputs presented in regional/national/international for a/conferences (As paper and/or poster presenter) | | | | | | | | | |
| | | In institutional fora/conferences | As presenter | 1 | (1/1) 100% | | 4.0 | 4.0 | 4.0 | 4.0 | During the European Conference of Tropical Ecology in Goettingen, Germany |
| | | PI3. Number of research projects conducted and/or completed on schedule | As researcher | 1 | (2/1) 200% | | 4.6 | 4.6 | 4.6 | 4.6 | EDC funded Project on Laymanizing Manual on Forest Restoration and PHERNET (Carbon Study) |
| | | PI 4. Number of research proposals submitted | As researcher | 1 | (1/1) 100% | | 4.5 | 4.5 | 4.5 | 4.5 | Landscape Forestry in the Tropics (Thuenen Hamburg, Germany funded) |

| | | | | | | | | | | | |
|-------------------------------------------------|--|---------------------------------------------------------------------------------------------------------|-----------------------------|---|------------|--|-----|-----|-----|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | PI 5. Number of research proposals approved | As researcher | 1 | (1/1) 100% | | 4.5 | 4.5 | 4.5 | 4.5 | Landscape Forestry in the Tropics (Thuenen Hamburg, Germany funded) |
| | | PI8. Technical Expert Services rendered | | | | | | | | | |
| | | As Resource Speaker (RP) | As RP | 1 | (2/1) 200% | | 4.5 | 4.5 | 4.5 | 4.5 | Scientific Writing for ACIAR Researchers and VSU researchers(Phi Delta) |
| | | PI 9. Additional outputs | | | | | | | | | |
| | | Number of Exchange Scholars/Researchers/Visiting Professors Assisted/Accommodated | As focal person | 1 | (7/1) 700% | | 5.0 | 5.0 | 5.0 | 5.0 | Dr. Jobst Schroeder, Britta Ossig, Dr. Melvin Lippe, Dr. Anastasia Yang, Pia Wiebe, Reymondo Caraan, Karen Veridiano (Thuenen Scientists and researchers) |
| | | Number of proceedings/Technical/Progress reports submitted | As researcher | 1 | (1/1) 100% | | 5.0 | 5.0 | 5.0 | 5.0 | Inventory Study Progress Report submitted to Thuenen |
| | | Number of MOAs prepared and signed as witness | As focal person/coordinator | 1 | (1/1) 100% | | 5.0 | 5.0 | 5.0 | 5.0 | LAFORET Project funded by Thuenen Institute, Hamburg, Germany |
| MFO 4 Extension Services | | | | | | | | | | | |
| | | PI 9. Additional outputs | | | | | | | | | |
| | | Publication of extension material on rainforestation | Co-author | 1 | (3/1) 300% | | 4.5 | 4.5 | 4.5 | 4.5 | A Field Manual on Forest Restoration Using Indigenous Species (3 Modules) |
| MFO 5 Support to Operations | | | | | | | | | | | |
| | | PI 1. Number of seminars/trainings/conferences/ workshops coordinated/facilitated for entire university | As Coordinator | 1 | (1/1) 100% | | 4.0 | 4.0 | 4.0 | 4.0 | CFES In-house Review 2016 (As Coordinator) |
| | | PI 4. Additional outputs | | | | | | | | | |
| MFO 6 General Admin and Support Services (GASS) | | | | | | | | | | | |
| | | PI 2. Number of meetings attended | As faculty | 6 | (6/6) 100% | | 4.7 | 4.7 | 4.7 | 4.7 | DFS and CFES Faculty Meetings |

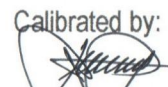
| | | | | | | | | | | | |
|-----------------------|--|----------------------------------------------------------------------------------|-------------------|---|------------|--|-------------------|-----|-----|-------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | | As Project leader | 5 | (6/5) 120% | | 5.0 | 5.0 | 5.0 | 5.0 | LAFORET Project |
| | | PI 8. Zero percent complaint from clients served | | | | | | | | | |
| | | PI 9. Additional Outputs | | | | | | | | | |
| | | Number of Exchange Scholars/Researchers/Visiting Professors Assisted/Accomodated | As focal person | 1 | (7/1) 700% | | 5.0 | 5.0 | 5.0 | 5.0 | Dr. Jobst Schroeder, Britta Ossig, Dr. Melvin Lippe, Dr. Anastasia Yang, Pia Wiebe, Reymondo Caraan, Karen Veridiano (Thuenen Scientists and researchers) |
| | | Number of reports submitted | | 1 | (6/1) 600% | | 5.0 | 5.0 | 5.0 | 5.0 | Monthly progress report (Submitted to Thuenen) |
| Total Over-all Rating | | | | | | | | | | 117.7 | |
| Average Rating | | | | | | | | | | 4.53 | |
| Adjectival Rating | | | | | | | very satisfactory | | | | |

Received by:


Planning Officer


Date: _____

Calibrated by:


REMBERTO A. PATINDOL
Chairman, PMT

Date: _____

Recommending Approval:


BEATRIZ S. BELONIAS
Vice Pres. for Instruction

Date: _____

Approved:


EDGARDO E. TULIN
President

Date: _____