

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%)		4.8 x 50% = 2.4	
b. Students (50%)		5 x 50% = 2.5	
Total for Instruction	30%	4.9	1.47
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	15%	4.67	0.70
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	15%	5	0.75
4. Administration	40%	5	2
5. Production			
TOTAL			4.92

EQUIVALENT NUMERICAL RATING:

4.92

Add: Additional Points, if any:

0


TOTAL NUMERICAL RATING:

4.92

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:


DENNIS P. PEQUE 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 11/26/19
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 January to June, 2019.

fin
DENNIS P. PEQUE 9/24/19
Rector

Bea 11/20/19
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	2	7.71/2 (385.5%)	5	5	5	5	
	Vacation/sick leave								
	Baccalaureate								
	Number of Thesis/field practice students advised	Adviser	3	5/2 (250%)	5	5	5	5	
	Number of hours spent to students consultation	Faculty, adviser	3hrs/week	8/3 (266.67%)	5	5	5	5	BSF, BSEM
	Course Syllabi revised	Faculty	1	1/1 (100%)	4	4	4	4	Fmgt 135, Ecol 11
	Power point lecture materials developed	Faculty	4	10/4 (250%)	5	5	5	5	Fmgt 135
Research Services	Number of research project conducted	Study Leader	2	2/2 (100%)	4	4	5	4.33	
	Number of progress report submitted	Study Leader	1	1/1 (100%)	4	5	5	4.67	PCAARRD Project
	Article submitted for publication	Faculty/researcher	1	2/1 (200%)	5	5	5	5	
Extension Services	No. of seminar served	Resource person	3	4/3 (133%)	5	5	5	5	

	Seminar/training attended	Participant	2	4/2 (200%)	5	5	5	5	
Administrative Services	Number of meetings conducted	Supervisor	N/A						Laborers, Forest guards, Faculty
	Number of meetings attended	Faculty, committee member	5	6/5 (120%)	5	5	5	5	CFES, University
	Number of documents reviewed/approved/signed	Forest Conservation officer/committee member, GAC	5	45/5 (900%)	5	5	5	5	Requests, admissions, endoresements

4.83

Average Rating (Total Over-all Rating divided by 4)	4.83
Additional Points:	
Approved Additional Points (with copy of Approval)	0
FINAL RATING	4.83
ADJECTIVAL RATING	Outstanding

Comments & Recommendations for Development
Purpose: Develop strategies to strengthen the administration of ITEN

Approved by:

BEATRIZ S. BELONIAS 11/2019
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	January 1, 2019	June 30, 2019	June 30, 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	January 1, 2019	June 30, 2019	June 30, 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	January 1, 2019	June 30, 2019	June 30, 2019	Very Impressive	Outstanding	
4	Performs other functions such as; member of VSU Academic Council and etc.	Very Impressive	January 1, 2019	June 30, 2019	June 30, 2019	Very Impressive	Outstanding	

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

**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:

Beatriz S. Belonias
BEATRIZ S. BELONIAS
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Dennis P. Peque
Performance Rating : 4.92 (Outstanding) January – June 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: January 2019

Target Date: March 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: April 2019

Target Date: June 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, preparation of documents in preparation for the application for Certification of Compliance of RQAT this year, and preparation of the Doctoral Program in Forestry.

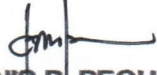
Final Step/Recommendation:

Dr. Peque may seek advice from higher authorities on other essential elements needed to improve the department.

Prepared by:

 11/21/19
BEATRIZ S. BELONIAS
Vice President for Instruction

Conforme:

 11/21/19
DENNIS P. PEQUE
Ratee