SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **DENNIS P. PEQUE**

	Program Involvement	Percentage Weight of Involvement	Numerical Rating Rating x %	Equivalent Numerical Rating
	(1)	(2)	(3)	(2x3)
1.	Instruction			
a.	Head/Dean (50%)		4.8 ×50 % = 2.4	
b.	Students (50%)		5 x50 2 = 25	
	Total for Instruction	50°2	4.9	2.45
2.	Research			
a.	Client/Dir. for Research (50%)			
b.	Dept. Head/Center Director			
(509	%)			
	Total for Research	102	4.33	0.43
3.	Extension			
a.	Client/Dir. for Extension (50%)			
b.	Dept Head/Center Director			
(509	%)			
	Total for Extension	10 %	5	05
4.	Administration	30 %	ن	1.5
5.	Production	-	-	-
	TOTAL			4.88

EQUIVALENT NUMERICAL RATING: Add: Additional Points, if any: TOTAL NUMERICAL RATING:	4.88 0 4.88
ADJECTIVAL RATING:	Ouktanding
Prepared by: DENNIS P. PEQUE Name of Faculty	Reviewed by: <u>BEATRIZ'S. BELONIAS</u> Vice President

Recommending Approval:

BEATRIZ S. BELONIAS

Vice President

Approved:

BEATRIZ S. BELONIAS
Vice President

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"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, **DENNIS P. PEQUE**, Faculty of the 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 <u>January to June</u>, 2018.

DENNIS P. REQUE

BEATRIZ S. BELONIAS
VP for Instruction

	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment	Rating				
MFO's/PAPs.					Q	E	Т	Α	Remarks
Advance Education	Number of Degree								
Higher Education Services	Full Time Equivalent	Faculty	6	10.2	5	7	7	7	Wtec 145, Fmgt 135, Fory 236, Fgov 138
	Vacation/sick Leave								
	Baccalaureate								
	Number of Thesis/field practice students advised	Adviser	2	5/2 (250%)	5	1	5	7	Bio 200, Fory 200A, Fory 200A.1, Fory 200B
	Number of hours spent to students consultation	Faculty, adviser	20	30/20 (150%)	5	7	4	5	BSF, BSEM
	Course Syllabi revised	Faculty	1	1/1 (100%)	4	4	4	4	Fgov 138, wtec 145, fory 236
	Power point lecture materials developed	Faculty	1	5/1 (500%)	25	7	7	7	Wtec 145, Fmgt 135, Fory 236, Fgov 138
Research Services	Number of research project conducted	Study Leader	1	1/1 (100%)	4	4	(4)	#	
	Number of progress report submitted	Study Leader	1	1/1 (100%)	4/	4	(4/	4/	PCAARRD Project
	Article prepared for publication	Faculty/researcher	1	2/1 (200%)	5	4	7(7	
Extension Services	No. of seminar served	Resource person	1	3/1 (300%)	5	1	5	4	
	Seminar/training attended	Partcipant	1	4/1 (400%)	5	7	7	7	

Administrative Services	Number of meetings conducted	Supervisor	2	5/2 (250%)	5	J	5	5	Laborers, forest guards
	Number of meetings attended	Faculty, committee member	4	8/4 (200%)	15	رحا	ک	5	CFES
	Number of documents reviewed/approved/signed	Forest Conservation officer/committee member, GAC	6	1500/6 (25000%)	ال	15)	5	ی	Requests, admission, tree planting certificates
								62	

Average Rating (Total Over-all Rating divided by 4)		
Additional Points:		
Approved additional points (with copy of the approval)		
FINAL RATING	4.77	
ADJECTIVAL RATING	· Outstanding	
ANTERIALIA	1. Outstanding	

Comments & Recommendation for Development Purpose:

Improve on prompt su Essearch reports.

Approved:

BEATRIZ S. BELONIAS

V/ce President

Date: _____

1 - Quality

2 - Effieciency

3 - Timeliness

4- Average

EMPLOYEE DEVELOPMENT PLAN

Name of Employee

: Dr. Dennis P. Peque

Performance Rating

: 4.88 (Outstanding) January - June 2018

To improve leadership capability as head of the Department Aim:

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities: Target Date: March 2018 Date: January 2018 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 2018 Target Date: June 2018 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 of COE 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:

BEATRIZ S. BELONIAS

Vice President for Instruction

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