

Exhibit K

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%)		$4.8 \times 50\% = 2.4$	
b. Students (50%)		$5.4 \times 50\% = 2.5$	
Total for Instruction	50%	4.9	2.45
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	10%	4.33	0.43
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	10%	5	0.5
4. Administration	30%	5	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:

Outstanding


Prepared by:


DENNIS P. PEQUE
Name of Faculty

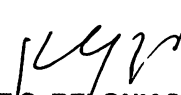
Reviewed by:


BEATRIZ S. BELONIAS
Vice President

Recommending Approval:



BEATRIZ S. BELONIAS
Vice President


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 agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January to June, 2018.


DENNIS P. PEQUE
Ratee


BEATRIZ S. BELONIAS
VP for Instruction

MFO's/PAPs.	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q	E	T	A	
Advance Education	Number of Degree								
Higher Education Services	Full Time Equivalent	Faculty	6	10.2	5	✓	✓	✓	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	✓	✓	✓	Bio 200, Fory 200A, Fory 200A.1, Fory 200B
	Number of hours spent to students consultation	Faculty, adviser	20	30/20 (150%)	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%)	5	✓	✓	✓	Wtec 145, Fmgt 135, Fory 236, Fgov 138
Research Services	Number of research project conducted	Study Leader	1	1/1 (100%)	4	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	✓	✓	✓	
Extension Services	No. of seminar served	Resource person	1	3/1 (300%)	5	✓	✓	✓	
	Seminar/training attended	Participant	1	4/1 (400%)	5	✓	✓	✓	

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

b2

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	

Comments & Recommendation for Development

Purpose:

Improve on prompt submission of research reports.

Approved:

[Signature]
BEATRIZ S. BELONIAS
 Vice President
 Date: _____

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

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Dennis P. Peque
Performance Rating : 4.88 (Outstanding) January - June 2018

Aim: To improve leadership capability as head of the Department

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

Date: January 2018 Target Date: March 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

Conforme:


DENNIS P. PEQUE
Ratee

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: [Name]
Position: [Position]

Name of Supervisor: [Name]
Position: [Position]

Area of Development: [Area]

Proposed Initiatives to Improve Performance and Competence and Qualification to Assume Higher Responsibility:

Target Date: [Date]

First Date: [Date]

First Step:

Responsible Party: [Name]
Responsible Party: [Name]

Result:

Activities conducted in connection with this plan and related leadership training:

Target Date: [Date]

First Date: [Date]

First Step:

Responsible Party: [Name]

Outcome:

On [Date] the [Name] has been assigned to [Position] and will be responsible for [Task]. The [Name] has been assigned to [Position] and will be responsible for [Task]. The [Name] has been assigned to [Position] and will be responsible for [Task].

Initial Review/Action:

On [Date] the [Name] has been assigned to [Position] and will be responsible for [Task]. The [Name] has been assigned to [Position] and will be responsible for [Task]. The [Name] has been assigned to [Position] and will be responsible for [Task].

Prepared by:

Signature of [Name]
Title: [Title]

Signature of [Name]
Title: [Title]