

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%)		$4.83 \times .50 = 2.42$	
b. Students (50%)		$5.00 \times .50 = 2.5$	
Total for Instruction	<u>50%</u>	<u>4.92</u>	<u>2.46</u>
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	<u>25%</u>	<u>4.5</u>	<u>1.125</u>
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	<u>20%</u>	<u>4.5</u>	<u>0.9</u>
4. Administration	<u>5%</u>	<u>5</u>	<u>0.25</u>
5. Production			
TOTAL	<u>100%</u>		<u>4.73</u>

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.73

ADJECTIVAL RATING:

Outstanding

Prepared by:

RENEZITA S. COME

Name of Faculty

1/20/23

Reviewed by:

ANATOLIO N. POLINAR

Department Head

1/20/23

Recommending Approval:

DENNIS P. PEQUE

Dean

1/20/23

Approved:

BEATRIZ S. BELONIAS

Vice President

1/24/23

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 accomplishments in accordance with the indicated measures for the period JULY TO DECEMBER 2022.

RENEZITA S. COME

Professor II

Date: 12/20/22

Approved:

ANATOLIO N. POLINAR

Department Head

Date: 1/20/2023

DENNIS P. PEQUE

College Dean

Date: 12/23/22

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values)
							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	(2/1) 200%	5	5	5	5	Handled Fory 236 and Fory 283 Lecture and Laboratory
	PI 8: Number of graduate students advised *	A2. Number of students advised		Acts as academic adviser to graduate students	1	(3/1) 300%	4.5	5	5	4.83	Ms Tiusen, Mr Martinez, Ms Elbina
		A3. Number of students advised on thesis/special problem/dissertation			1	(4/1) 400%	4.5	4.5	5	4.67	Ms Katang katang, Ms Tiusen, Mr Martinez, Ms Elbina
		As GAC Chairman		Advises and corrects research outline and thesis/SP/dissertation manuscript	1	(2/1) 200%	5	5	5	5	Ms Tiusen and Ms Katang katang
		AS GAC Member		Advises and corrects research outline and thesis/SP/dissertation manuscript	1	0					none
		A4. Number of students entertained for consultation purposes		Entertains students seeking consultation with faculty	2	(4/2) 200%	5	4.5	5	4.83	Ms Katang katang, Ms Tiusen, Mr Martinez, Ms Elbina
	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	5	4.67	Fory 236 and Fory 283

		On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	(2/1) 200%	4.5	4.5	5	4.47	Fory 236 and Fory 283
		Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	(2/1) 200%	4.5	5	5	4.83	Fory 236 and Fory 283
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	(2/1) 200%	5	5	5	5	Fory 236 and Fory 283
		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					none
		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 and 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	(1/1) 100%					Fory 236 Project D&M in Agroforestry, Vlog and online presentation
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	10	(12/10) 120%	5	5	5	5	FSci 125 Lecture and Laboratory, FMgt 11, Fory 200 Undergraduate Thesis
		A10. Number of grade sheets submitted within prescribed period	Preparation	Prepares gradesheet and submits on or before deadline	2	(4/2) 200%	5	5	5	5	FSci 125 Lecture and Laboratory, FMgt 11, Fory 200 Undergraduate Thesis
		A 11. 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	(2/1) 200%	5	5	5	5	Mr Sastre and Mr Beco (FSci 142)
		A12. Number of trainings attended related to instruction	Trainings attended	Attend mandated trainings	3	(4/3) 133%	5	5	5	5	DAAD Alumni Project Seminar and training, VSU Faculty on-boarding (Second Sem), SEAMEO Training for Teachers, Online Educa Berlin
		A13. Number of long examinations administered and checked	exam prep	Administers and checks long examination for subjects taught	2	(3/2) 150%	4.5	5	5	4.83	FSci 125 Lecture and Laboratory, FMgt 11
		A14. Number of quizzes administered and checked		Prepares and checks quizzes for lec and lab	2	(3/2) 150%	4.5	5	5	4.83	FSci 125 Lecture and Laboratory, FMgt 11
		A15. Number of lab reports and term papers checked and graded		Checks lab reports and term papers submitted as required	2	(6/2) 300%	4.5	5	5	4.83	FSci 125 Laboratory

48.5
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PI 8:	Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	1	(10/1) 100%	5	5	5	5	See list from Registrar
		A17. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advising/correction	Advisees, and corrects research outline and thesis/SP manuscript	1	(3/1) 300%	5	4.5	5	4.83 Anover, Barrientos and Baraoil
		As SRC Member	Advising/correction	Advisees and corrects research outline and thesis/SP manuscript	1	(4/1) 400%	5	4.5	5	4.83 Ciandoc, Patonog, Sasre and Cortez
		A18. Number of students entertained for consultation purposes		Entertains students consulting on subject taught, thesis and grades	1	more than 100	5	4.5	5	4.83 Academic advisee and students from courses handled
PI 9:	Number of student organizations advised/ assisted *	A19. Number of Student organizations advised		Advisees student organizations recognized by USOO	1	(1/1) 100%	4.5	4.5	5	4.67 Forestry Student Society (FSS)
		A20. Number of Student organizations assisted on student related activities		Assists student organizations in implementing student related activities	1	(2/1) 200%	4.5	4.5	5	4.67 Forestry Student Society (FSS) and CFES CSSC
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	1	(2/1) 200%	5	4.5	5	4.83 FSci 125 and FMgt 11
		On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	(1/1) 100%	5	4.5	5	4.83 FSci 125 laboratory
		Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	(2/1) 200%	5	4.5	5	4.83 FSci 125 and FMgt 11
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	(2/1) 200%	5	4.5	5	4.83 FSci 125 and FMgt 11
		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				none
		A 24 : Number of virtual classroom created and operational		Creates virtual classroom using either Moodle or Google Classroom	1	(2/1) 200%	5	5	5	5 FSci 125 and 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	(1/1) 100%	4.5	4.5	5	4.67	ISO
		Agency/firm/Industry linkages		Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	0	(1/0) 100%	4.5	4.5	4.5	4.5	LGU Silago
		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%	4.5	4.5	4.5	4.5	Zoom meetings, Vlog projects
		Online Teaching Trainings/Seminars		Attends online trainings and seminars on online teaching	1	(3/1) 300%	4.5	5	5	4.83	Online Educa Berlin, VSU Faculty on-boarding, SEAMEO Training for Teachers
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							none
	PI 2. Number of research outputs completed within the	A 28. Number of research outputs completed within the year *		Conducts and completes research project within the year							none
	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	1	(1/1) 100%	4.5	4.5	4.5	4.5	Velasco et.al. Towards Mapping...Remote Sensing Journal (Co-authorship)
		In refereed int'l journals			1	(1/1) 100%	4.5	4.5	4.5	4.5	Velasco et.al. Towards Mapping...Remote Sensing Journal (Co-authorship)
		In refereed nat'l/regional journals			0						none
	PI 4. Number of research outputs published in	A 30. Number of research outputs		Prepares, submits and	0						none
		In int'l fora/conferences			0						none
		In nat'l/regional fora/conferences			0						none
	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	0						none
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)			0						none
		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	1						none

10.14
22

		A 34. Number of UMs submitted to ITSO, VSU	UM preparation	Prepares and submits application for UM of technology generated out of research	0						none
		A 35. Other outputs implementing the new normal due to covid 19		Designs research related activities and other outputs to implement new normal	0	(1/0) 100%	9.5	9.5	9.5	4.5	zoom meetings with Laforet team (Partners from Germany) in drafting proposals
		Review/Evaluate Research Proposal		Reviews/evaluate research proposal for funding	0						none
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	0						none
	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	0						none
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented		Implementes duly approved extension projects	0						none
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	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	0						none
	PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:		Provides the technical and expert services requested by beneficiaries	0						none
	Research Mentoring	Research Mentor			0	(1/0) 100%	9.5	9.5	9.5	4.5	Undergraduate and graduate students
	Peer reviewers/Panelists	Peer reviewers/Panelists			0						
	Resource Persons	Resource Persons			0						
	Convenor/Organizer	Convenor/Organizer			0						
	Consultancy	Consultant			0						
	Evaluator	Evaluator			0						
	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *		Prepares extension project proposals, submits and follow up its approval for immediate implementation	0						none
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *			0						none

13.5
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		A 43. Other outputs implementing the new normal due to covid 19		Designs extension related activities and other outputs to implement new normal	0	(1/0) 100%	4.5	4.5	4.5	4.5	zoom meetings with Laforet team (Partners from Germany) in drafting proposals	9.5 2
UMFO 5. SUPPORT TO OPERATIONS												
OVPI MFO 4. Program and Institutional Accreditation Services												
	PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*		Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero non-conformity		4.5	5	4.5	4.5		
		A 45. Compliance to all requirements of the program and institutional accreditations:	Minutes Preparation	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant		5	5	5	5		9.5 2
		On program accreditations	Pilot Plant Manager		0							
		On institutional accreditations	SSF Rootcrop facility incharge		0							
UMFO 6. General Admin. & Support Services (GASS)												
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services		Provides customer friendly frontline services to clients	Zero % complaint		5	5	5	5		5 1
	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	0						none	
		A 48. Other outputs implementing the new normal due to covid 19		Designs administration/management related activities and other outputs to implement new normal	0							
	Total Over-all Rating			191.64								
	Average Rating			4.79								
	Adjectival Rating			outstanding								
											Submit to MMDC for editing the online courseware made for the subjects taught in the previous subjects	

Evaluated & Rated by:

ANATOLIO N. POLINAR
Department Head
Date: 1/26/2023

Recommending Approval

DENNIS P. PEQUE

Dean, CPES
Date: 1/23/23

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction
Date: 1/24/23

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/Re commendation
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	July 1, 2022	December 2022	December 31, 2022	Very Impressive	Outstanding	Submitted grades on time. Returned corrected manuscripts on time. Entertains the concerns of advisees during enrollment.
2	Makes research proposals, prepares report outputs and submit for publications, and attends seminar/workshops, serves training and workshops.	Very Impressive	July 1, 2022	December 2022	December 31, 2022	Very Impressive	Outstanding	Encouraged to submit more publications

3	Attends meetings and makes letters.	Very Impressive	July 1, 2022	December 2022	December 31, 2022	Very Impressive	Outstanding	Attentively attends meetings
4	Performs other functions such as; member of VSU Academic Council and etc.	Very Impressive	July 1, 2022	December 2022	December 31, 2022	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:

ANATOLIO N. POLINAR

Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Renezita S. Come
Performance Rating : 4.73 (Outstanding) July - December 2022

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: July 2022

Target Date: September 2022

First Step:

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

Result:

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

Date: October 2022

Target Date: December 2022

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:

ANATOLIO N. POLINAR

Unit Head 1/20/23

Conforme:

RENEZITA S. COME

Ratee 1/20/23