

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%)			
b. Students (50%)			
Total for Instruction	50%	4.79	2.40
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	20%	4.75	0.95
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	10%	4.8	0.48
4. Administration	20%	5	1.0
5. Production			
TOTAL			4.83

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:


TOTAL NUMERICAL RATING:

4.83


ADJECTIVAL RATING:

OUTSTANDING


Prepared by:


DENNIS P. PEQUE
Name of Faculty

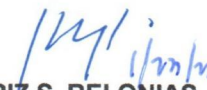
Reviewed by:


DENNIS P. PEQUE
Department Head

Recommending Approval:


DENNIS P. PEQUE
Dean

Approved:



BEATRIZ S. BELONIAS
Vice President


"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **DENNIS PEQUE**, a faculty member of the **DEPARTMENT OF FOREST SCIENCE** commit to the 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, 2020.

Approved:


DENNIS P. PEQUE
Assoc. Prof. V
Date:


BEATRIZ S. BELONIAS
VP for Academic Affairs
Date:

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						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	0	N/A			N/A	No graduate courses handled
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	1	6/1 (500%)	5	5	5	5	Aguilar, Gula, Lora, Recosana, Taer, Wales
		A3. Number of students advised on thesis/special problem/dissertation								

		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	1/1 (100%)	5	5	5	5	Wales
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	6/1 (600%)	5	5	5	5	Bernaldez, Mercado, Sabejon, Espejon, Tuisen, Villacarillo
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	4	6/4 (150%)	5	5	5	5	Suyom, Espejon, Nuñez, Tuisen, Artajo, Lopez
	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	No graduate courses handled					N/A
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	No graduate courses handled					N/A
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	No graduate courses handled					N/A
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	No graduate courses handled					N/A
		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	No graduate courses handled					N/A
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	No graduate courses handled					N/A

	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	0						
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	1	7/1 (700%)	5	5	5	5	Fmgt 131n
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	1	2/1 (200%)	5	5	5	5	Fory 200, Fmgt 131n
		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	5/1 (500%)	5	5	5	5	Fernandez, Maupoy, Obar, Bada, Cebreros
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	3/1 (300%)	5	5	5	5	Forest Policy e-Talks: FDC Webinar Series of 2020, Webinar of Using Discord as Class Communication Tools, ISO Re-awareness Seminar
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	2/2 (100%)	4	4	4	4	Fmgt 131n
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	4	4/2 (200%)	4	4	4	4	Fmgt 131n
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5	9/5 (180%)	5	5	5	5	Fmgt 131n
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	10	10/10 (100%)	5	5	5	5	Fmgt 131n

		A17. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	0	1					Bunga- As field practice adviser
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	0	Not applicable of field practice					
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	30/10 (300%)	5	5	5	5	Fmgt 131n students, BSES & BSF students
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	1	2/1 (200%)	5	5	5	5	CFES-SSC, FSS
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	1/1 (100%)	4	4	4	4	CFES-SSC
	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	1/1 (100%)	4	4	4	4	Fmgt 131n students
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	2/1 (200%)	5	5	5	5	Lec & Lab for fmgt 131n
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	5/2 (250%)	5	5	5	5	Online resources etc. e.g. youtube

		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	9/4 (225%)					Lessons in Fmgt 131n
		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	1/1 (100%)					Received by DIMRC, Fmgt 131n
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	1/1 (100%)					Fmgt 131n
	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	0	Not applicable					
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	0	1	5	5	5	5	Forest Sustainability Lab & Basey Wood Industry
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	0						
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	0	1	5	5	5	5	Forest fires in FLR Projects in the Philippines
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research oroject within the year	1	1/1 (100%)	4	4	4	4	Forest fires in FLR Projects in the Philippines

	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-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	0						
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>								
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences							
		<i>In int'l fora/conferences</i>		0						
		<i>In nat'l/regional fora/conferences</i>		0						
	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 immediate implementation	0	1	5	5	5	5	Forest fires in FLR Projects in the Philippines funded by ACIAR
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		0						
		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	2/1 (200%)	5	5	5	5	Philippine Journal of Science, Science and Humanities
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0						
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	0						
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	1	2/1 (200%)	5	5	5	5	PFEN, PAFERN, PEF
	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						
	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	1	2/1 (200%)	5	5	5	5	CO2 Compensation Project, Smart Agroforestry Farm
	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						
	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							
	<i>Research Mentoring</i>	<i>Research Mentor</i>		0	2	5	5	5	5	Wales, Mondal
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>		1						
	<i>Resource Persons</i>	<i>Resource Persons</i>		1	1	5	5	5	5	VSU Internationalization / Project Proposals, Maasin City

	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						
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		0						
		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	4	4	4	4	Work from home arrangement for selected staff
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	0	zero non-conformity					
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools		100% compliant					
		On program accreditations								
		On institutional accreditations								
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					
	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						
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	1						
	Total Over-all Rating				134	Comments and recommendation for development purposes: <i>Keep up the good work!</i>				
	Average Rating				4.79					
	Adjectival Rating				Outstanding					

Evaluated & Rated by:

Dennis P. Peque
DENNIS P. PEQUE

Department Head

Date:

Recommending Approval

Dennis P. Peque
DENNIS P. PEQUE

Dean, CFES

Date:

Approved by:

Beatriz S. Belonias
BEATRIZ S. BELONIAS

Vice President for Instruction

Date:

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	July1, 2020	December 31, 2020	December 31, 2020	Very Impressive	Outstanding	Submitted grades on time. Returned corrected manuscripts on time. Entertains the concerns of all CFES students during enrollment.
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	July1, 2020	December 31, 2020	December 31, 2020	Very Impressive	Outstanding	ACIAR ASEM component study and RCCRDC projects
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	July1, 2020	December 31, 2020	December 31, 2020	Very Impressive	Outstanding	
4	Performs other functions such as; member of VSU Academic Council and etc.	Very Impressive	July1, 2020	December 31, 2020	December 31, 2020	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 : 4.88 (Outstanding) July - December 2020

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: July 2020

Target Date: September 2020

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: October 2020

Target Date: December 2020

Next Step:

Apply the leadership strategy learned from the seminar

Outcome:

This time of pandemic, Dr. Peque was able to face the challenge brought about COVID-19 specially on academic matter.


Final Step/Recommendation:

Dr. Peque may seek advice from higher authorities on other essential elements needed to improve the department and for the offering of new BS Program under the College of Forestry and Environmental Science and/or given a chance to separate the office of the Head of Department of Forest Science and the office of the Dean of CFES.

Prepared by:


BEATRIZ S. BELONIAS
Vice President for Instruction

Conforme:


DENNIS P. PEQUE
Ratee