

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%)		$4.80 \times .50 = 2.40$	
b. Students (50%)		$3 \times .50 = 1.50$	
Total for Instruction	85%	4.9	4.16
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	10%	5	0.50
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	2%		
4. Administration	3%		
5. Production			
TOTAL	100%		4.66

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.66

ADJECTIVAL RATING:

Outstanding

Prepared by:

RENEZITA S. COME

Name of Faculty 7/28/22

Reviewed by:

ANATOLIO N. POLINAR

Department Head 7/28/22

Recommending Approval:

DENNIS P. PEQUE

Dean 7/28/22

Approved:

BEATRIZ S. BELONIAS

Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, RENEZITA S. COME, 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 JANUARY TO JUNE 2022.

RENEZITA S. COME
Associate Professor V
Date: 7/28/22

Approved:
ANATOLIO N. POLINAR
Department Head
Date: 7/28/22

DENNIS P. PEQUE
College Dean
Date: 7/29/22

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)
						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	1.67/1(167%)	5	5	5	5	FORY 236 Project Development and Management in Agroforestry Lecture and Lab
	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	4.5	5	4.67	Ms Katangkatang, Ms Tiusen Mr. Martinez (MS students)
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	2/1(200%)	4.5	4.5	4.5	4.5	Ms Katangkatang and Ms Tiusen

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						Quality	Efficiency	Timeliness	Average	
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	0					
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	2	4/2(200%)	5	5	5	5	Ms Katangkatang, Ms Tiuseen Mr. Martinez and Mr Auguis
	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	0					
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	0					
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	1/1(100%)	4.5	4.5	4.5	4.5	FOR Y 236 Project Development and Management in Agroforestry
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	1/1(100%)	4.5	5	5	4.83	FOR Y 236 Project Development and Management in Agroforestry

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)
						Quality	Efficiency	Timeliness	Average	
		A 6 : Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course were duly reviewed by TRP for editing by MMDC editor	1	0					
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	1/1(100%)	5	5	5	5	FORY 236 Project Development and Management in Agroforestry
	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%)	4.5	4.5	5	4.67	FORY 236 Project Development and Management in Agroforestry
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	10.5/10(105%)	5	5	5	5	Fory 198 Lecture, FSci 142 Lec and Lab (Second Sem 2021-2022)
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	5/2(250%)	5	5	5	5	Fory 198, FSci 142, FMgt 137 and FSci 125, Fory 200
		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%)	4.5	4.5	5	4.67	FSci 125 Tree Physiology (Mr Venturado, Mr Sanchez)
		A12. Number of trainings attended related to instruction	Attend mandated trainings	2	4/2 (200%)	5	5	5	5	VSU Faculty On-boarding, Turnitin Seminar, DOST Ethics in Research, FLR
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	2/2 (100%)	4.5	4.5	5	4.67	Fory 198 and FSci 142

38.17
8
4.77

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)
						Quality	Efficiency	Timeliness	Average	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	2	2/2 (100%)	4.5	4.5	5	4.67	Fory 198 and FSci 142
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	2	2/2 (100%)	4.5	4.5	5	4.67	Fory 198 and FSci 142
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	5	15/5(300%)	5	5	5	5	See attached list
		A17. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	3	5/3 (167%)	5	5	5	5	Tayom, Gamutan, Lopez
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	3		4.5	4.5	5	4.67	Dequito, Caballes, Sudaria, Decena, Betita, Cagnan,
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	5	15/5(300%)	5	5	5	5	
	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	Christian Brotherhood International and Forestry Students Society
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	2/1(200%)	5	5	5	5	
	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	2	2/2 (100%)	4.5	4.5	4.5	4.5	Fory 198 and FSci 142

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)
						Quality	Efficiency	Timeliness	Average	
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	2/2 (100%)	4.5	4.5	5	4.67	Fory 198 and FSci 142
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	2/2 (100%)	4.5	4.5	5	4.67	Fory 198 and FSci 142
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc..	2	2/2 (100%)	4.5	5	5	4.83	Fory 198 and FSci 142
		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					
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	2/2 (100%)	5	5	5	5	Fory 198 and FSci 142
	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	5	5	4.83	AACCUP Level 4 Phase 2, BS Forestry Program
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1	1/1(100%)	4.5	4.5	4.5	4.5	DENR Southern Leyte, Maasin City

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)
						Quality	Efficiency	Timeliness	Average	
		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	5	4.67	Fory 198 Research Proposal Presentation via online
		Online Teaching Trainings/Seminars	Attends online trainings and seminars on online teaching	1	1/1(100%)	4.5	4.5	5	4.67	SEAMEO
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	1	0					
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	1	0					
	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						
		<i>In refereed int'l journals</i>		1	1/1(100%)	5	5	5	5	Velasco et.al. 2022 Towards Accurate Mapping..Remote Sensing Journal
		<i>In refereed nat'l/regional journals</i>		1	0					

105.69
22
377

5
1

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)
						Quality	Efficiency	Timeliness	Average	
	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>		1	0					
		<i>In nat'l/regional fora/conferences</i>		1	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	0	0					
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		0	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	0					
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0	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	0					
		Review/Evaluate Research Proposal	Reviews/evaluate research proposal for funding	1	0					
UMFO 4. EXTENSION SERVICES										

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)
						Quality	Efficiency	Timeliness	Average	
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result	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	0					
	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	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	Implements duly approved extension projects	0	0					
	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	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 Mentor</i>		1	0					
		<i>Peer reviewers/Panelists</i>		0	0					
		<i>Resource Persons</i>		1	0					
		<i>Convenor/Organizer</i>		0	0					
		<i>Consultant</i>		0	0					
		<i>Evaluator</i>		0	0					

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)
						Quality	Efficiency	Timeliness	Average	
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint	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	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	0	0					37
	Total Over-all Rating	148.86								
	Average Rating	4.02								
	Adjectival Rating	Very Satisfactory								Conduct research and extension work

Evaluated & Rated by:

ANATOLIO N. POLINAR

Department Head

Date: 7/28/22

Recommending Approval

DENNIS P. PEQUE

Dean, CFES

Date: 7/29/22

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date:

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/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, 2021	June 2021	June 30, 2021	Very Impressive	Outstanding	Submitted grades on time. Returned corrected manuscripts on time. Entertains the concerns of advisees during enrollment.
2	Makes research	Very Impressive	January 1,	June 2021	June 30, 2021	Very	Outstanding	Encourage

	proposals, prepares report outputs and submit for publications, and attends seminar/workshops, serves training and workshops.		2021			Impressive		d to submit more publications
3	Attends meetings and makes letters.	Very Impressive	January 1, 2021	June 2021	June 30, 2021	Very Impressive	Outstanding	Attentively attend meetings
4	Performs other functions such as; member of VSU Academic Council and etc.	Very Impressive	January 1, 2021	June 2021	June 30, 2021	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 : 4.66 (Outstanding) January - June 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: January 2022

Target Date: March 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: April 2022

Target Date: June 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 7/24/22

Conforme:


RENEZITA S. COME
Ratee 7/24/22