

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

July – December 2016

Name of Faculty Member: ENGR. JIMMY O. POGOSA (Instructor I)

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	30%	2.5	
b. Students (50%)	30%	2.4	
Total for Instruction	60%	4.9	2.94
2. Research			
✓ a. Client/Director for Research (50%)	7.5%	2.5	
b. Department Head/Center Director (50%)	7.5%	2.5	
Total for Research	15%	5	0.75
3. Extension			
✓ a. Client/Director for Extension (50%)	10%	2.5	
b. Department Head/Center Director (50%)	10%	2.5	
Total for Extension	20%	5	1
4. Administrative Support Services	5%	5	0.25
TOTAL	100%		4.94

EQUIVALENT NUMERICAL RATING - 4.94

Add: Additional Points, if any - ✓

TOTAL NUMERICAL RATING - 4.94

ADJECTIVAL RATING - ✓ Very Satisfactory

Prepared by:

JIMMY O. POGOSA
Name of Faculty

Reviewed by:

HUMBERTO R. MONTES, JR.
Department Head

Approved:

EDGARDO E. TULIN
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JIMMY O. POGOSA, of the INSTITUTE OF TROPICAL ECOLOGY AND ENVIRONMENTAL MANAGEMENT commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JULY to DECEMBER, 2016.


JIMMY O. POGOSA
Ratee


Approved: HUMBERTO R. MONTES, JR.
Head of Unit

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
MFO 1 - 2: Advanced and Higher Education Services									
	FTE	Teaches the following courses: SY 2016-17 (1 st Semester) ▪ Undergraduate courses (Lec and Lab: Envi. 121, ENVI 129, AGSC 18; Lec: ENVI 127)	10.0	31.45	✓	✓	✓	✓	
	Number of Student Research Advising: ▪ Approved thesis outline submitted within the prescribed period (SY 2015-16)	BSci. Adviser	1	2	✓	✓	✓	✓	Cruza, Manongsong
		BSci. SRC-Chairman/Member	1	3	✓	✓	✓	✓	Romo, Conseña, Managbanag
	Student Advising and Consultation Services: ▪ No. of hours spent for student thesis	Counseling and advising students thesis	1 hr.	5 hrs.	✓	✓	✓	✓	5 BSc. students
		▪ No. of hours spent for student organizations	Guiding and advising students organization	25 mins	1 hr.	✓	✓	✓	✓

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
	<ul style="list-style-type: none"> No. of organizations advised No. of student-related activities assisted 	Adviser Advising	1 1	1 3	✓ ✓	✓ ✓	✓ ✓	✓ ✓	TARSIER TARSIER, HOMES
MFO 3: Research Services									
Performance Indicator 1:	Number of Published Papers Submitted: <ul style="list-style-type: none"> In refereed Journals (ITR) for publication 	Corresponding author	1	1	✓	✓	✓	✓	ATR
	Number of Research Outputs Submitted: <ul style="list-style-type: none"> Reports (Quarterly, Annual/Terminal) 	Study Leader	2	2	✓	✓	✓	✓	COCOBOARD
Performance Indicator 3:	Number of research project and/or completed	Study Leader	1	1	✓	✓	✓	✓	COCOBOARD
MFO 4: Extension Services									
Performance Indicator 1:	Number of persons-day trained weighted by length of training/workshop:	Resource person	20	30	✓	✓	✓	✓	Rainforestation Training
Performance Indicator 2:	Number of trainings/ seminars/workshops served/conducted by levels: Institutional/Local	Resource Person	1	1	4.5	4.5	4.5	4.5	Rainforestation Training
Performance Indicator 3:	Number of IEC material produced by type:								
	<ul style="list-style-type: none"> Cocoboard project poster Dipterocarp Germplasm 	Author Layout artist	1 1	1 1	✓ ✓	✓ ✓	✓ ✓	✓ ✓	Cocoboards project NRM project
Performance Indicator 4:	Number of beneficiaries served	Technical person	2	5	✓	✓	✓	✓	Rainforestation adopters
MFO 5: Support to Operation Services									
Performance Indicator 4:	Number of seminars/trainings/ conventions/workshops coordinated outside the University	Resource person	2	3	✓	✓	✓	✓	RF Training in Negros Oriental
Performance Indicator 6:	Number of In-house writeshop/reviews conducted/attended	Participant	1	1	4	4	4	4	College activity (CFES)

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLIS HMENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
MFO 6: Administrative Support Services									
Performance Indicator 1:	Number of staff supervised and monitored	Study Leader	1	1	4.5	4.5	4.5	4.5	COCOBOARD
Performance Indicator 2:	Meetings attended: ▪ College and Department ▪ COCOBAORD	Faculty Study Leader	6 1	10 4	✓ ✓	✓ ✓	✓ ✓	✓ ✓	CFES, ITEEM, Project related
Performance Indicator 3:	No. of progress reports prepared, retrieved, consolidated & submitted	Study Leader	1	2	✓	✓	✓	✓	COCOBOARDS
Performance Indicator 6:	Area of demonstration and nature park maintained	Asst. Supervisor	20 has	45 has	✓	✓	✓	✓	Nature Park and Terrestrial Ecosystems Division field laboratory
Performance Indicator 8:	No. of office/training facilities maintained • RDE Office • Rainforestation Training Center • Screen House • Germination Shed House • Bagging Shed	Asst. Supervisor	1 1 1 1 1	1 1 1 1 1	4.5 4.5 4.5 4.5 4.5				Terrestrial Ecosystems Division Laboratory
Performance Indicator 11:	% of apparatus/equipment maintained	MR	100%	100%	✓	✓	✓	✓	
Performance Indicator 13:	Zero percent complaint from clients serve	Technical experts	100%	100%	✓	✓	✓	✓	
TOTAL OVER-ALL RATING								4.92	

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLIS HMENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	

Average Rating (Total Over-all rating divided by 4)		4.92
Additional Points:		0.05
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.97
ADJECTIVAL RATING		Very Satisfactory

Comments & Recommendations for Development Purpose:

Received by:

f. [Signature]
PLANNING OFFICE

DATE

Calibrated by:

[Signature]
PMT

DATE

Recommending Approval:

[Signature]
MEANIZ S. [Signature]
VICE-PRESIDENT

DATE

Approved:

[Signature]
EDGARDO E. TULIN
PRESIDENT

DATE

1 – quality 3 – Timeliness 2 – Efficiency 4 – Average