SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: LOREGIN S. PUGOSA

	January-June 2019			
Program Involvement (1)	Percentage Weight of Involve-ment (2)	Rating (Rating x%)		Equivalent Numerical Rating (2 X 3)
1. Instruction				
a. Head/Dean (100%)		4.46×100%	4.46	
b. Students (%)				
Total for Instruction	90%		4.46	4.02
2. Research				
a. Client/Dir. For Research (50%)				
b, Dept. Head/Center Director (50%)				
Total for Research				
3. Extension				
a. Client/Dir for Extension (50%)				
b. Dept. Head/Center Director (50%)				
Total for Extension				
4. Administration	10%		4.89	0.49
5. Production				
TOTAL	100%			4.51
EQUIVALENT NUMERICAL PATING.			1 51	

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

4.51

0

4.51

Outstanding

Prepared by:

Name of Faculty

Reviewed by:

whamitew

NILDA T. AMESTOSO

Dept. Head

MOISES NEIL V. SERIÑO

Dean CME .

Approved:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I,LOREGIN S. PUGOSA, a faculty member of the DEPARTMENT OF BUSINESS AND 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 January 2020 - June 2020.

Date:

Approved:

NILDAT. AMESTOSO

Department Head

Date:

MOISES NEIL V. SERIÑO

College Dean
Date: U.S. WW

MFO	Description of MFO's/PAPs	Success/ Performance Indicators	s Program/ Tasks Assigned 7			Actual	Rating				REMARKS (Indicators in
No.		(PI)	Activities / Projects			Accompli shment	Quality	Eficiency	Timeliness	Average	percentage should be supported with numerical values in numerators and denominators)
UMF	1. ADVANCED EDUCATION	ON SERVICES			AND					AND DESCRIPTION OF THE PERSON	
OVPL	/IFO 2. Graduate Student Manag	gement Services									
udisonis kantingan	Pi 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE		Handles subjects/courses assigned							
and a final first the state of	PI 8: Number of graduate students advised *	A2. Number of students advised	I,	Acts as academic adviser to graduate students				and alternative			
		A3. Number of students advised on thesis/special problem/dissertation			**************************************			3			
		As GAC Chairman		Advises and corrects research outline and thesis/SP/dissertation manuscript							
endrices and publishing		AS GAC Member		Advises and corrects research outline and thesis/SP/dissertation manuscript							
		A4. Number of students entertained for consultation purposes		Entertains students seeking consultation with faculty							
wa kata inaya kata kata kata kata kata kata kata k	P1 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							
		On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof							

Prepares Power Point presentation, video clips, movie Supplemental learning clips, reading assignments resources depending on course taught Prepares assessment tools such as long exam, quizzes, problems Assessment tools sets, etc. Submits the course ware duly A 6: Number of on-line course ware reviewed by TRP & edited reviewed by TRP for editing by by MMDC editor MMDC editor Creates virtual classroom using A 7: Number of virtual classroom created and either Moddle or Google operational Classroom Designs experiential learning A 8. Other outputs implementing PI 10 . Additional outputs: activities and other outputs to the new normal due to covid 19 implement new normal **UMFO 2. HIGHER EDUCATION SERVICES** OVPI UMFO 3. Higher Education Management Services 5.00 A9. Actual Faculty's FTE 30 49.05 5 5 Handles and teaches courses 5 PI 5: Total FTE, coordinated, assigned implemented and monitored * A10. Number of grade sheets Preparatio Prepares gradesheet and submits 2 2 5 4.33 4 submitted within prescribed on or before deadline period A 11. Number of INC forms with Facilitates students in their 5 5 4 4 4.00 completion of the subject and grade submitted within submits completion forms with prescribed period grade within prescribed period A12. Number of trainings Attend mandated trainings 2 5 5 5 5.00 Trainings attended attended related to instruction 4.33 exam prep Administers and checks long 2 2 5 4 A13. Number of long 4 examinations administered and examination for subjects taught checked 4.33 A14. Number of quizzes Prepares and checks guizzes for lec 5 5 5 4 administered and checked and lab A15. Number of lab reports and Checks lab reports and term papers 3 3 5 4 4.33 term papers checked and submitted as required graded

91

PI 8: Number of studen advised: *	s <u>A16</u> . Number of students advised:		Acts as academic adviser to students	20	100	5	5	5	5.00	
	A17. Number of students advised on thesis/ field practice/special problem:									
	As SRC Chairman	Advising/c orrection	Advises, and corrects research outline and thesis/SP manuscript	10	12	5	5	5	5.00	
	As SRC Member	Advising/c orrection	Advises and corrects research outline and thesis/SP manuscript	5	5	4	4	4	4.00	
	A18 . Number of students entertained for consultation purposes		Entertains students consulting on subject taught, thesis and grades	3	10	5	5	5	5.00	
PI 9: Number of studen organizations advised/ a			Advises student organizations recognized by USOO	1	1	5	4	4	4.33	
	A20. Number of Student organizations assisted on student related activities		Assists student organizations in implementing student related activities	1	1	5	4	4	4.33	
PI 10: Number of instruction materials developed *	tional A 21: Number of on-line course ware developed and submitted :		Prepares and submits for review by the Technical Review Panel							
	On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	2	5	5	5	5.00	
	Supplemental learning resources	es	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	1	5	4	4	4.33	
	Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	1	4	4	4	4.00	
	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							
	A 24 : Number of virtual classroom created and operational		Creates virtual classroom using either Moddle or Google Classroom	1	1	4	4	4	4.00	
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	4	4	4	4.00	

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	Agency/firm/Industry linkages		Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU						
	A 26. Other outputs implementing the new normal due to covid 19		Designs experiential learning activities and other outputs to implement new normal						
UMFO 3 . RESEARCH SERVICES						 			engraphy propagation. His inventor and accommendation of the other 180 passacions above
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						
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						
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		and a second				agentus ann de a ceite ann ann an Aire ann an Aire ann an Aire an Aire ann an Aire an Aire ann an Aire ann an
	In refereed int'l journals			peninami tinina	nick/Mildellinguages-ray apartoris, the		Alba paramon, ristraspon, dia, per ver try ti voltari	TO STATE OF	addressed all agreement that come made of the common section, the or made of the annual section with
And the second s	In refereed nat'l/regional				advent etil ti fen skun i vilj antsetin. Ro t		Marine States of the Property of the Person		
Pt 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 * In int'l fora/conferences		Prepares, submits and presents research paper in scienfic for a/conferences		udik dinininin ya ya maga ya sanan da a				
	In nat'l/regional fora/conferences	a security and a security and a security of the security of th			recent incompanies and a second control of the second control of t			Compension of the compension o	
PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved		Prepares research proposals, submits and follows up its approval for immediate implementation						Appeals, Appeals (Secure Control on Control on Control of Secure Appeals (Secure Control of Secure Appeals (Secure Control of Secure Contr
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)				ikininti ile dikini ili ili ili ili ili ili ili ili ili				
	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						
	A 34. Number of UMs submitted to ITSO, VSU	UM preparatio n	Prepares and submits application for UM of technology generated out of research output						
	A 35.Other outputs implementing the new normal due to covid 19		Designs research related activities and other outputs to implement new normal		4.0				



FO 4. EXTENSION SERVICES								
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						
	A 37. Number of trainees weighted by the length of training	Conducts trainings arnong beneficiaries of technologies for transfer						
	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects						
who rated the training course/s and advisory services as satisfactory or higher in terms of	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						
	A 40 . Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries	en mennen neuen for pala skindistriction in the country				torner materials for consigning south discussional qualitation for restrictions on	
Research Mentoring	Research Mentor			Marie da personalista		nedispital utgatas kulpatan An ennestra rine		-
Peer reviewers/Panelists	Peer reviewers/Panelists					-		December 1991
Resource Persons	Resource Persons					***************************************		-
Convenor/Organizer	Convenor/Organizer		THE PARTY OF THE P					
Consultancy	Consultant							
Evaluator	Evaluator		-			Antonia de maria describir que acomo de constitución de consti	The state of the s	Programme in the com-
	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation		maka da kana maka maka maka maka maka maka mak	terner decembe, fra p	di saina wa di saina ka		antaka dirika anna afaysin
Managa da samanana	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *							
	A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal						Mary Capital State
FO 5. SUPPORT TO OPERATI								
OVPI MFO 4. Program and Instit	utional Accreditation Services							

P .

	PI 8.Compliance to all	A 44. Compliance to all		Ensures that all the QMS core	zero non		5	5	4	4.67	
	requirements thru the	requirements of theQMS core		processes of the university are		conformity					
	established/adequate	processes of the university under		complied with in the performance of	ty						
	implementation, maintenance and	ISO 9001:2015*		his/her functions as faculty member							
	improvement of the QMS of the										
	core processes of the										
	College/department under ISO										
	0001-2015*	A 45. Compliance to all	Minutes	Prepares required documents and	100%	100%	5	5	5	5.00	
		requirements of the program and		complies all requirements as	complia		5	3	5	5.00	
		institutional accreditations:	n	prescribed in the accreditation tools	nt	o o i i pilatit					
-			D" + D! - 4	prescribed in the accreditation tools							
		On program accreditations	Pilot Plant								
			Manager								
		On institutional accreditations	SSF					***********			
			Rootcrop								
			facility								
UMFO	6. General Admin. & Support Se										
	PI 2. Zero percent complaint from	A 46. Customerly friendly		Provides customer friendly frontline	Zero %	Zero %	5	5	5	5.00	
	clients served	frontline services		services to clients	complai	complaint					
	M. S. Addison J. D. Marie				nt						
	PI 3: Additional Outputs	A 47. Number of /new initiatives									
		introduced resulting to best		Initiates/introduces improvements in							
		practice replicated/benchmarked		performfing functions resulting to							
		by other depts/agencies *		best practice							
		0.40.00									
		A 48. Other outputs implementing		Designs							
		the new normal due to covid 19		administration/management related							
				activities and other outputs to							
				implement new normal							
	Total Over-all Rating									95.00	
projections				T	1	Comments				ndations for	r
anticoni e dipe misseri (produces	Average Rating (Total Over-all r	ating divided by 4)		4.52		Developme	ent Pu	irpose	e:		

Average Rating (Total Over-all rating divided by 4)	4.52
Additional Points	
FINAL RATING	4.52
ADJECTIVAL RATING	

Evaluated & Rated by:

Manutane

NILDA T. AMESTOSO

Department Head

Date:

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

Recommending Approval

MOISES NEIL V. SERIÑO
Dean, College of Mat. & Economics
Date:

BEATRIZ S BELONIAS

Approved by: /////

Vice President for Academic Affairs

Improve teaching proficiency; be willing to work extra time when needed.

Date:

"Exhibit G"

PERFORMANCE MONITORING & COACHING JOURNAL

1st	QU
2 nd	A R
3 rd	Т
4th	E

Name of Office: Dept. of Business and Management

Head of Office: NILDA T. AMESTOSO

Number of Personnel: LOREGIN S. PUGOSA

		MEC	HANISM		
Activity	Mee			Others (Pls.	Remarks
Monitoring	One-on- One	Group	Memo	specify)	Remarks
Monitoring	Checking on her plan for advanced degree	Sharing of Innovative teaching strategies like use of ICT, etc.		Following up the progress of research/extension involvement of DBM	Very productive discussion
Coaching	Developing and managing independent research project	Giving tips on how to develop teaching guides and for teaching effectively		Encouraging her to take courses within VSU to sharpen her research and teaching skills and competence	Effective and successful

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

Noted by:

NILDA T. AMESTOSO Immediate Supervisor

MOISES NEIL V. SERIÑO Dean, CME

EMPLOYEE DEVELOPMENT PLAN

Name of Employee:

Loregin S. Pugosa

Performance Rating:

January 2020-June 2020

Aim: To improve competency, knowledge and expertise on the new normal learning

modality.

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

Date: January 2020

Target Date: June 2020

First Step:

Attend webinars related to the new normal learning modality.

Result:

Attended virtual trainings/webinars on distant learning modality.

Next Step:

Integrate knowledge learned in preparing learning modules for subjects to be taught.

Outcome:

Developed learning module and virtual classrooms for MGMT 101a and ABMG 104.

Final Step/Recommendation:

<u>Improved management education and teaching quality incorporating views from different strategic education and teaching methods.</u>

Prepared by:

NILDA T. AMESTOSO

Unit Head

Conforme:

cc: ODA-HRD