SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ARGINA M. POMIDA

January June 2020

Program Involvement (1)	Percentage Weight of Involve-ment (2)	Numerical Rating (Rating x%) (3)		Equivalent Numerical Rating (2 X 3)
1. Instruction				
a. Head/Dean (100%)		4.48×100%	4.48	
b. Students (%)				
Total for Instruction	50%		4.48	2.24
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	50%		4.71	2.35
5. Production				
TOTAL	100%		AND THE PERSON NAMED IN COLUMN NAMED AND ADDRESS OF THE PERSON	4.59

TOTAL NUMERICAL RATING:

4.59

ADJECTIVAL RATING:

Outstanding

Prepared by:

ARGINA M. POMIDA

Name of Faculty

Reviewed by:

NILDA T. AMESTOSO

Dept. Head

Recommending Approval:

MOISES NEIL V. SERIÑO

Dean, CMA

Approved:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ARGINA M. POMIDA, 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 - June 2020

ARGINA M. POMIDA

Asst. Professor

Date:

Approved:

NILDA T. AMESTOSO / DILBERTO O. FERRAREN

Supervisor

Date:

MOISES NEIL V. SERIÑO

College Dean Date: 04-9, www

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/	Tasks Assigned	Target		I	Maria de la composicione	Ratir	ng	REMARKS (Indicators
			Activities / Projects			Accom plishme nt	Quality	Efficiency	Imelines	Average	in percentage should be supported with numerical values in numerators and
UMFO 1. A	ADVANCED EDUCATION SERV	ICES	- Alexandria de la compansión de la comp		***************************************			-		hindight and distributed when the endogen when the paper	
OVPI MFO 2	. Graduate Student Management Ser	vices	THE RESIDENCE OF ALL CALLS AND ADDRESS OF ADDRESS OF ALL CALLS AND ADDRESS OF ALL CALLS AND ADDRESS OF AD			-					A PARTIE TOTAL PROGRAMMENT A PRESENTATION OF THE PARTIE TO PROGRAMMENT TO PROGRAMMENT AND PROG
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	minorio (horan) entre autorio (anticinalista (horan)	Handles subjects/courses assigned	4	6.25	5	4	4	4.33	
	PI 8: Number of graduate students advised *	A2. Number of students advised		Acts as academic adviser to graduate students	perturbative and respective and re-			PETVENINA		And the second of the second of the second	
		A3. Number of students advised on thesis/special problem/dissertation								A COLOR OF THE COL	
		As GAC Chairman		Advises and corrects research outline and thesis/SP/dissertation manuscript	1	2	4	4	4	4.00	
		AS GAC Member		Advises and corrects research outline and thesis/SP/dissertation manuscript	1	7	4	4	4	4.00	
		<u>A4</u> . Number of students entertained for consultation purposes		Entertains students seeking consultation with faculty	4	20	5	5	5	5.00	
12	PI 9: Number of instructional materials developed *	<u>A5</u> . Number of on-line ready coursewares developed and submitted for review		Converts the existing instructional materials into flexible learning systems	1	3	5	4	4	4.33	
		On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	5	5	5	4	4.67	
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	10	5	5	5	5.00	J.

		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						
		A 7 : Number of virtual classroom created and operational		Creates virtual classroom using either Moddle or Google Classroom	1	1	4	4	4	4.00
	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	4	4	4	4.00
JMFO 2. H	IGHER EDUCATION SERVICES									
OVPI UMF	O 3. Higher Education Management Se	rvices								
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE		Handles and teaches courses assigned	1	0.3	4	4	4	4.00
		A10 Number of grade sheets submitted within prescribed period	Preparation	Prepares gradesheet and submits on or before deadline	1	3	5	4	4	4.33
		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						
		A12 . Number of trainings attended related to instruction	Trainings attended	Attend mandated trainings						
and green from the control of the co	and definition of the second s	A13 . Number of long examinations administered and checked	exam prep	Administers and checks long examination for subjects taught	2	6	5	5	5	5.00
Anna and an anna and an angle and an and an analysis and an analysis and an analysis and an analysis and an an		A14. Number of quizzes administered and checked		Prepares and checks quizzes for lec and lab	4	10	5	5	5	5.00
AND AND AND ASSESSMENT OF THE PARTY OF THE P		A15. Number of lab reports and term papers checked and graded		Checks lab reports and term papers submitted as required	4	8	5	5	5	5.00
ANY AREA OF COMPANIES AND AREA OF COMPANIES	PI 8: Number of students advised: *	A16. Number of students advised:	And the second s	Acts as academic adviserto students	4	5	4	4	4	4.00
		A17 . Number of students advised on thesis/ field practice/special problem:								
unich 6906 Föreinnach Delberoper		As Department Head	Advising/corr ection	Advises, and corrects research outline and thesis/SP manuscript						
ing ipangkan pangkan p	одни у бирова поворо обоба (1966 обоба од одного од	As SRC Member	Advising/corr ection	Advises and corrects research outline and thesis/SP manuscript	1	5	5	5	5	5.00
antarinati, ni irra kapantalia, ng anak		A18 . Number of students entertained for consultation purposes		Entertains students consulting on subject taught, thesis and grades	4	10	5	5	5	5.00
andrew and the improved for the delta	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	and the state of t	Advises student organizations recognized by USOO	***********************	anguar ahinten finan finangi-danginau-pinggan-pingga				
		A20 . Number of Student organizations assisted on student related activities		Assists student organizations in implementing student related activities	1	1	4	4	4	4.00
Allower Property and August August (Seption)	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						
		On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof						

							7				
		Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	1	4	4	4	4.00	
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	4	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		1	4	6	5	5.00	
		A 24 : Number of virtual classroom created and operational		Creates virtual classroom using either Moddle or Google Classroom		1	5	4	5	4.67	
PI 11. Addition	onal 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	5	4	5	4.67	
		Agency/firm/Industry linkages		Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSII		1	4	5	5	4.67	
		A 26. Other outputs implementing the new normal due to covid 19		Designs experiential learning activities and other outputs to implement new normal	1					-	
UMFO 3 , RESEARCH SER	RVICES										
last three (3) y	of research outputs in the ears utilized by the 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						and the second s	
PI 2. Number o completed with	f research outputs	A 28. Number of research outputs completed within the year *	TO THE PARTY OF TH	Conducts and completes research project within the year	***************************************						
published in int	ge of research outputs ernationally-referred or red iournal within the	A 29. Percentage of research outputs published in internationally-refereed or CHFD recognized journal within the year In refereed int'l journals		Writes publishable materials out of research outputs and submits for publication							
		In refereed nat'l/regional journals			*	anders control and a second second second				and any of the state of the sta	
-	f research outputs gional/national/ int'l es	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							
		In nat'l/regional fora/conferences					-				
PI 5. Percent of approved *	f research proposals	A 31. Percentage of of research proposals prepared, submitted and approved		Prepares research proposals, submits and follows up its approval for immediate implementation							
PI 6. Additional	outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)									

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		1000 11 11 11 11 11 11	<u> </u>	Acts as peer reviewer of journal			7				
		A 33. Number of journal articles/scientific		articles/scientific papers, reviews the paper							
		paper received and reviewed as peer-		received and returns duly reviewed paper							
		reviewer									
	4	A 34. Number of UMs submitted to ITSO,	UM	Prepares and submits application for UM of							
		A 35. Other outputs implementing the new	preparation	technology generated out of research output Designs research related activities and other			1		-		
		normal due to covid 19		outputs to implement new normal							
IIMEO 4	EXTENSION SERVICES	Informal due to covid 19		outputs to implement new normal			+	-	-		
	PI 1. Number of active partnerships	A 36. Number of active partnerships with		Identifies and links with probable partners for			-	-			
	with LGUs, industries, NGOs, NGAs,	LGUs, industries, NGOs, NGAs, SMEs, and		extension activities and maintains this active							
	SMEs, and other stakeholders as a	other stakeholders facilitated and		partnership							
		maintained		partiteiship							
	result of extension activities		Annual contractions are property of the contraction				-			-	
	PI 2. Number of trainees weighted by	A 37. Number of trainees weighted by the		Conducts trainings among beneficiaries of							
	the length of training	length of training		technologies for transfer							
manda south a service ou gastern establis et inquisité pa	PI 3. Number of extension programs	A 38. Number of extension		Implementes duly approved extension projects	-						
	organized and supported consistent	programs/projects implemented									
	with the SUC's mandated and priority				341						
	programs										
Martin Control of the	PI 4. Percentage of beneficiaries who	A 39. Percentage of beneficiaries who rated		Provides quality and relevant training courses							
	rated the training course/s and advisory	the training course/s and advisory services		and advisory services							
	services as satisfactory or higher in	as satisfactory or higher in terms of quality			-		-			-	
	PI 5. Number of technical/expert	A 40 . Number of technical/expert services		Provides the technical and expert services							
	services	as/in:		requested by beneficiaries							
	Research Mentoring	Research Mentor			The second secon					With a standard Address and Ad	
	Peer reviewers/Panelists	Peer reviewers/Panelists									
	Resource Persons	Resource Persons			Difference and the second						
WATER STATE OF THE PARTY OF THE	Convenor/Organizer	Convenor/Organizer									
	Consultancy	Consultant	Market Mary Mark Juday Bijaki Market ya ya								
ngi intercentant kurtu ginilik etki erin e	Evaluator	Evaluator	MATERIA NECESARIA PER		-	acquiring spirite experience years on a				resolution to an artistic of any receive or walk	A College of the Coll
paggingganista the companie (Art es) hyd			and the same of th	Prepares extension project proposals, submits	MINISTER STATE OF THE PARTY OF	<u>Junyahan puhanikan neryitakan</u>				Maria Ma	A CONTRACTOR OF THE PROPERTY O
	PIS. Percent of extension proposals	A41. Percent of extension proposals		and follow up its approval for immediate							
	approved *	approved *		implementation							
ALIPOTANIA DE PARTICIONA DE CONTRADA D	Pl 11. Additional outputs *	A 42. No. of extension-related awards (extn.						-			
	Indiana.	conducted by faculty or student & faculty) *									
		A 43.Other outputs implementing the new		Designs extension related activities and other			1				
		normal due to covid 19		outputs to implement new normal							
IIIIEO E C	SUPPORT TO OPERATIONS	Thomas due to dovid 10	- Andrewson Standard	outputs to implement new normal			-				
UNITO 5. 8	OUPFORT TO OPERATIONS										
	OVPI MFO 4. Program and Institution	al Accreditation Services	ACCOUNT OF THE PARTY OF THE PAR		***************************************	naust at the language and an area					
a jugan katang panaharan	PI 8.Compliance to all requirements	A 44. Compliance to all requirements of		Ensures that all the QMS core processes of the	zero		5	5	4	4.67	
	thru the established/adequate	theQMS core processes of the university		university are complied with in the performance	non-						
	implementation, maintenance and	under ISO 9001:2015*		of his/her functions as faculty member	conform						
	improvement of the QMS of the core				ity						
	processes of the College/department				,						
	processes of the college/department						7		1		

		A 45. Compliance to all requirements of the	Minutes	Prepares required documents and complies all	100%		5	5	5	5.00	
		program and institutional accreditations:	Preparation	requirements as prescribed in the accreditation	complia						
				tools	nt						
		On program accreditations	Pilot Plant		-						
		on program accordance for	Manager								
		On institutional accreditations	SSF								
			Rootcrop								
UMFO 6	. General Admin. & Suppo	rt Services (GASS)									
	PI 2. Zero percent complaint from	A 46. Customerly friendly frontline services		Provides customer friendly frontline services to	Zero %		5	5	5	5.00	
	clients served	accipanistrate		clients	complai						
	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced			-						May hit you do this year was a section of the secti
	To. Additional Odipats	resulting to best practice		Initiates/introduces improvements in							
		replicated/benchmarked by other		performfing functions resulting to best practice							
	annumentum patentum temportation austidiaaliidiidiidiidaassaapin enatuu toto temportation temportation temport	A 48. Other outputs implementing the new	The state of the s	Designs administration/management related	-			-		PARTICIPATION OF THE PARTY SALES	
		normal due to covid 19		activities and other outputs to implement new							
	DDCEA MEGA:	Tioning add to dovid to		astrition and other outputs to implement new				-			
	PRGEA MFO1:							-	- Ann		
					IGP		5	5	5	5.00	
	Efficient & Customer friendly				Director						
	frontline service	0% complaint from client served		Zero complaint	IGP						
	TOTAL SELVICE	A STATE OF THE PROPERTY OF THE		500	Staff		5	5	5	5.00	
	Free adjustes a short	Timely review and signing of Revolving Fund and		300			0	5	0	5.00	
	Effectively acted	Special Trust Fund,IGP Projects, Contract of			Director						
	administrative & financial	Lease, Monthly Financial Report of STF Projects			IGP						
	documents	managed and supervoised, and other official			Staff						
		documents prepared and processed.			-						
	ISO 9001:2015 aligned			1	IGP		5	5	5	5.00	
					Director						
	documents for least 1 core				IGP						
	process	Number of quality procedures prepared/revised			Staff		-				
				3	IGP		5	5	4	4.67	
	Administrative & management	No of a North offer deal admirate booking and			Director						
	Autimistrative & management	No, or actively attended administrative and			IGP						
	meetings	management meetings			Staff	100	-	pa-		107	
				300		IGP	5	5	4	4.67	
	DDCEA MEO 2: Management	No of ICD Monthly Financial Bancits				Director					
	PRGEA MFO.3: Management	No.of IGP Monthly Financial Reports				IGP					
	and Monitoring services	received and check			-	Staff		-	4	107	
				1		IGP	5	5	4	4.67	
						Director					
		Actively facilitated the conduct of RF and				IGP	1				
		STF Annual Review				Staff					
				2		IGP	5	5	5	5.00	
						Director					
		Scheduled regular Inventory of IGP				IGP					
		projects				Staff					
		Percentage of concessionaires complying		50%		IGP	5	5	4	4.67	
		with the requrements				Director					

				T =	T	T-			
Effective and efficient Inco	me Improved gross income generated from STF-	250,000	250,000	BOM,IG	5	5	4	4.67	
Generation from Implemen	IGP projects in support to instruction,			P					
projected	research and extension	8		Director					
		250,000	250,000	BOM,IG	5	5	4	4.67	
				P					
	Improved gross income generated from RF- IGP to support university			Director					
		10%	10%	IGP	5	5	4	4.67	
Best practices and				Director					
innovations	Regular repair and maintenance of IGP			IGP					
	facilities			Staff					
		50%	50%	IGP	5	5	4	4.67	
	Effective implementation of Waste			Director					
	segregation and management			IGP					
				Staff					
Total Over-all Rating								113.33	
			The state of the s	Common	to an	d De	noom	mandation	o for

Average Rating (Total Over-all rating divided by 4) 4.63 **Additional Points** FINAL RATING 4.63 ADJECTIVAL RATING

Evaluated & Rated by:

materiolis NILDA T. AMESTOSO

Department Head

Date:

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

Recommending Approval

MOISES NEIL V. SERIÑO
Dean, College of Mgt. & Economics

Comments and Recommendations for

Development Purpose:

Should attend class regularly; request somebody to take over classes in times of conflicting schedule.

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

PERFORMANCE MONITORING & COACHING JOURNAL

1st	QU
2 nd	A
3 rd	T
4th	E

Name of Office: Dept. of Business and Management

Head of Office: NILDA T. AMESTOSO

Number of Personnel: ARGINA M. POMIDA

Monitoring One-on-One Group Memo (Pis. specify) Monitoring Consultation			MECHANI	SM				
Monitoring Following up about meeting and curriculum revision of BSAB curriculum related to BSAB curriculum revision			The state of the s	Memo	The second secon	Remarks		
Following up about meeting and curriculum department revision of BSAB committee meeting related to BSAB curriculum revision		Monitoring One-on-one Group Memo		Wicilio	1			
Coaching	Monitoring	about curriculum revision of	during faculty meeting and department curriculum committee meeting related to BSAB curriculum			Productive discussion		
	Coaching							

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

Conducted by:

Noted by:

Immediate Supervisor

MOISES NEIL V. SERIÑO Dean, CME

EMPLOYEE DEVELOPMENT PLAN

Name of Employee:

ARGINA M. POMIDA

Performance Rating:

January-June 2020

Aim: To acquire knowledge and skills on Strategic Planning Process

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

Date: January 2020

Target Date: June 2020

First Step:

Attend virtual training/seminar-workshop to management/staff planning processes.

Result:

Attended virtual training/seminar-workshop to management/staff planning processes.

Next Step:

Shared new knowledge on strategic Planning Process to the Department, College, University and Stakeholders, (researchers, entrepreneur, students and etc.)

Conducted strategic planning in the department, college, and university level via face to face, via virtual conferencing

Outcome:

Final Step/Recommendation:

Acquired and shared new knowledge on Strategic Planning Process to the Department, College, Universities and Stakeholders (researchers, entrepreneur, students and etc.)

Prepared by:

NILDA T. AMESTOSO

Unit Head

Conforme:

ARGINA M. POMIDA

Ratee

cc: ODA-HRD