

EXHIBIT J

Summary of Individual Ratings of Faculty Members with Multiple Functions

Name of Office INSTITUTE OF TROPICAL ECOLOGY AND ENVIRONMENTAL
MANAGEMENT (ITEEM)

Name of Faculty Member JIMMY O. POGOSA

PROGRAM INVOLVEMENT (1)	PERCENTAGE WEIGHT OF INVOLVEMENT (2)	NUMERICAL RATING (RATING x %) (3)	EQUIVALENT NUMERICAL RATING (2 x 3)
1. Instruction	50		
c. Head/Dean (50%)	25	5	1.25
d. Students (50%)	25	5	1.25
TOTAL	50		
2. Research	20	5	1.0
3. Extension	20	5	1.0
4. Administration	5	4	0.2
5. Production	5	4	0.2
TOTAL			4.9

EQUIVALENT NUMERICAL RATING : 4.9

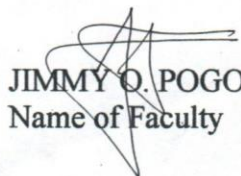
Add: Additional Points, if any : _____

TOTAL NUMERICAL RATING : _____

FINAL NUMERICAL RATING : _____

ADJECTIVAL RATING : Very Satisfactory

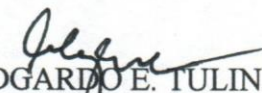
Prepared by:


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 accomplishments in accordance with the indicated measures for the period JANUARY TO JUNE, 2017.


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 (2 nd Semester) - Undergraduate courses (Lec and Lab: ENVI 122; Lec: ENVI 122e, ENVI 199) - Graduate Course (TREC 208)	5.0	6.60	✓	✓	✓	✓	
			1.0	1.13	✓	✓	✓	✓	
	Number of Student Research Advising:	BSci. Adviser	2	2	✓	✓	✓	✓	Adviser: Cruza, J.A. Manongsong, R.T.P.
	Approved thesis manuscript submitted within the prescribed period (SY 2016-17)	BSci. SRC-Chairman/Member	2	4	✓	✓	✓	✓	SRC/Member: Ceniza, L.C.E. Consigna, L.C.D.E. Managbanag, J. Romo, A.
	Student Advising and Consultation Services:								

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
MFO 3: Research Services	• No. of hours spent for student thesis	Counseling and advising students thesis	5 hrs.	48 hrs.	✓	✓	✓	✓	HOMES and TARSIER
	• No. of hours spent for student organizations	Guiding and advising students organization	1 hr.	5 hrs.	✓	✓	✓	✓	
	• No. of organizations advised	Adviser	1	2	✓	✓	✓	✓	
Performance Indicator 1:	Number of Published Papers Submitted: ▪ In refereed Journals (ITR) for publication	Corresponding author	1	1	✓	✓	✓	✓	Productivity and Sustainability of Coconut Production and Husk Utilization in the Philippines
	Number of Research Outputs Submitted: ▪ Reports (Quarterly, Annual/Terminal)	Co-Study Leader	2	2	✓	✓	✓	✓	NRM and Cocoboards
MFO 4: Extension Services									
Performance Indicator 1:	Number of persons-day trained weighted by length of training/workshop:	Resource person	20	50	✓	✓	✓	✓	Rainforestation training
Performance Indicator 2:	Number of trainings/seminars/workshops served/conducted by levels: Institutional/Local	Resource Person	1	2	✓	✓	✓	✓	Rainforestation training
Performance Indicator 3:	Number of IEC material produced by type: ▪ Poster	Author/Co-author	1	1	✓	✓	✓	✓	Productivity and Sustainability of Coconut Production and Husk Utilization in the Philippines

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
Performance Indicator 4:	Number of beneficiaries served	Technical person	2	10	✓	✓	✓	✓	Rainforestation Trainers and adopters
MFO 5: Support to Operation Services									
Performance Indicator 4:	Number of seminars/trainings/conventions/workshops coordinated outside the University	Assistant coordinator	1	1	✓	✓	✓	✓	RF Training (Inopacan, Leyte)
MFO 6: Administrative Support Services									
Performance Indicator 2:	Meetings attended	Faculty	6	6	✓	✓	✓	✓	▪ College and Department
		Study Leader	5	6	✓	✓	✓	✓	▪ COCOBAORD
Performance Indicator 3:	No. of progress reports prepared, retrieved, consolidated & submitted	Study Leader	1	1					Cocoboards
Performance Indicator 6:	Area of demonstration and nature park maintained	Asst. Supervisor	20 has	20 has	✓	✓	✓	✓	RF demo farm
Performance Indicator 8:	No. of office/training facilities maintained	Asst. Supervisor	5	5	✓	✓	✓	✓	• RDE Office • Rainforestation Training Center • Screen House • Germination Shed House • Bagging Shed
Performance Indicator 11:	% of apparatus/equipment maintained	MR	100%	100%	✓	✓	✓	✓	
Performance Indicator 13:	Zero percent complaint from clients serve	Technical experts	100%	100%	✓	✓	✓	✓	

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
TOTAL OVER-ALL RATING									
									5

Average Rating (Total Over-all rating divided by 4)	5
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	5
ADJECTIVAL RATING	Outstanding

Comments & Recommendations for Development Purpose:

Received by: 
TERESITA L. QUINANOLA
HRMDO

DATE

Calibrated by: 
REMBERTO A. PATINDOL
PMT

DATE

Recommending Approval: 
BEATRIZ S. BELONIAS
VICE-PRESIDENT

DATE

Approved: 
EDGARDO E. TULIN
PRESIDENT

DATE

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

EXHIBIT F

Performance Monitoring and Coaching Journal

	1 st	Q U A R T E R
	2 nd	
	3 rd	
	4 th	

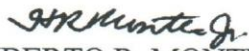
NAME OF OFFICE	Institute of Tropical Ecology & Environmental Management
HEAD OF OFFICE	Dr. Humberto R. Montes, Jr.
NAME OF FACULTY	JIMMY O. POGOSA

ACTIVITY MONITORING	MECHANISM				REMARKS
	MEETING		MEMO	OTHERS (Please specify)	
	ONE-ON-ONE	GROUP			
MONITORING					
Instruction	✓	✓	• 1-0n-1 meeting at least once a week • Group meeting once a month	Student evaluation/sem	
Research	✓	✓			
Extension	✓	✓			
COACHING					
Instruction	✓	✓	• 1-0n-1 meeting at least once a week • Group meeting once a month	Student evaluation/sem	
Research	✓	✓			
Extension	✓	✓			

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

Conducted by:

Noted by:


HUMBERTO R. MONTES, JR.
Immediate Supervisor


DENNIS P. PEQUE
Next Higher Supervisor