

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: LOREGIN S. PUGOSA

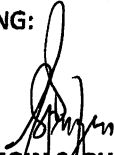
January-June 2018

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 (50%)		4.89x50%	2.44	
b. Students (50%)		4.50x50%	2.25	
Total for Instruction	90%		4.69	4.23
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%		5.00	0.50
5. Production				
TOTAL	100%			4.73


EQUIVALENT NUMERICAL RATING: 4.73
Add: Additional Points, if any: 0
TOTAL NUMERICAL RATING: 4.73

ADJECTIVAL RATING: Outstanding

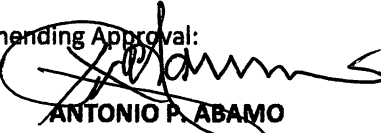
Prepared by:


LOREGIN S. PUGOSA
Name of Faculty


Reviewed by:


ANTONIO P. ABAMO
Head, DBM

Recommending Approval:


ANTONIO P. ABAMO
Dean/Director

Approved:


BEATRIZ S. BELONIAS
Vice President

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: FOREIGN, S. BUGOSA

January-June 2018

Category	Percentage of Faculty	Number of Faculty	Equivalent Numerical Rating
1. Instruction			
a. Teaching (50%)		100%	4.00
b. Research (50%)		100%	4.00
Total for Instruction		100%	4.00
2. Research			
a. Classroom Research (50%)		100%	4.00
b. Social Science Research (50%)		100%	4.00
Total for Research		100%	4.00
3. Extension			
a. Classroom Extension (50%)		100%	4.00
b. Social Science Extension (50%)		100%	4.00
Total for Extension		100%	4.00
4. Administration			
Total	100%	100%	4.00

EQUIVALENT NUMERICAL RATING

Additional Points (if any)

TOTAL NUMERICAL RATING

ADJECTIVE RATING

Reviewed by

Reviewed by

Name of Faculty
FOREIGN, S. BUGOSA

Name of Faculty
ANTONIO R. BERNARD

Recommending Approval

ANTONIO R. BERNARD

Dean/President

Approved

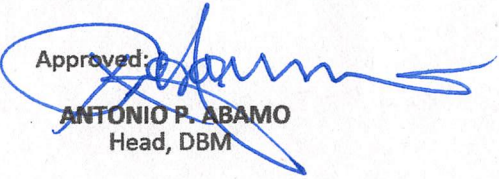
BRATTON, J. BERNARD

Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **LOREGIN S. PUGOSA**, Instructor 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 2018 to June 2018

LOREGIN S. PUGOSA
Ratee

Approved: 
ANTONIO P. ABAMO
Head, DBM

MFOs/PAPs	Success Indicators	Tasked Assigned	Target	Percentage of Actual Accomplishme nt	Actual Accomplishme nt	Rating				Remarks
						Q1	E2	T3	A4	
Advanced Education Services	1. Graduate Degree Program Management Services									
	PI1: Number of graduate degree specializations offered and monitored									
	PI2: Total FTE monitored									
	PI3: Percentage increase in number of graduate students enrolled									
	PI4: Percentage increase in the number of students who graduated within prescribed period									
Higher Education Services	Full Time Equivalent (FTE)	Teaching	20.00	191%	38.10	5	5	5	5.00	
	Vacation/Sick Leave									
	Number of Graduates:									
	Baccalaureate									
	Number of IMs Dev/Rev & Utilized	Compiler								
	Revised IM's within the last 3 years		1	100%	1	5	5	4	4.67	
	Advising									
	Approved case study manuscript	Adviser	10	160%	16	5	5	5	5.00	
	Approved thesis outline									
	Approved thesis manuscript									
	Student Advising and Consult Services:									
	Number of student org advised	Adviser								
	Student-related activities assisted	Adviser								

[illegible]

UNITED STATES

DEPARTMENT OF THE INTERIOR

BUREAU OF LAND MANAGEMENT

WASHINGTON, D. C. 20250

REPORT OF THE SUPERVISOR

DATE: 1968

TO: DIRECTOR, BLM

FROM: SUPERVISOR

SUBJECT: [illegible]

1. [illegible]

2. [illegible]

3. [illegible]

4. [illegible]

5. [illegible]

6. [illegible]

7. [illegible]

8. [illegible]

9. [illegible]

10. [illegible]

11. [illegible]

12. [illegible]

13. [illegible]

14. [illegible]

15. [illegible]

16. [illegible]

17. [illegible]

18. [illegible]

19. [illegible]

20. [illegible]

21. [illegible]

22. [illegible]

23. [illegible]

24. [illegible]

25. [illegible]

26. [illegible]

27. [illegible]

28. [illegible]

29. [illegible]

30. [illegible]

Item	Quantity	Unit	Value
1. 1000	1	1000	1000
2. 1000	2	1000	2000
3. 1000	3	1000	3000
4. 1000	4	1000	4000
5. 1000	5	1000	5000
6. 1000	6	1000	6000
7. 1000	7	1000	7000
8. 1000	8	1000	8000
9. 1000	9	1000	9000
10. 1000	10	1000	10000

	Number of UAC mtgs attended									
	Membership in university committees									
	Prompt submission of required documents									
	Annual Report									
	Procurement Plan									
	Staff Development Plan									
	Number of Faculty+B216 Mentored									
	Number of department activities supervised									
	Number of faculty members for study leave									
Total Over-all Rating									24.67	

Average Rating (Total overall rating divided by 4)		4.93
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.93
ADJECTIVIAL RATING		0

Evaluated & Rated by:

ANTONIO P. ABAMO

Dept/Unit Head

Date: _____

Recommending Approval:

ANTONIO P. ABAMO

Dean

Date: _____

Comments & Recommendations

for Development Purpose:

- Has excellent & dependable teaching skills. Should involve in research more!

Approved by:

BEATRIZ S. BELONIAS

Vice President

Date: _____

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

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Dept. of Business and Management

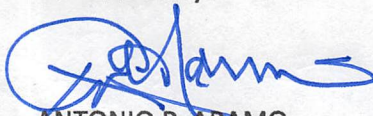
Head of Office: Antonio P. Abamo

Number of Personnel: LOREGIN S. PUGOSA

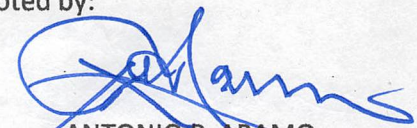
Activity Monitoring	MECHANISM			Remarks	
	Meeting		Memo		Others (Pls. specify)
	One-on-One	Group			
Monitoring	Checking on her plan for advanced degree	Faculty meeting		Following up the progress of research/extension involvement of DBM	Very productive discussion
Coaching	Developing and managing independent research project	How possible to develop teaching guides and tips 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:


ANTONIO P. ABAMO
 Immediate Supervisor

Noted by:


ANTONIO P. ABAMO
 Dean, CME

PERFORMANCE MONITORING & COACHING JOURNAL

Q	1	
U	2	
R	3	
T	4	
E	5	
R	6	

Name of Officer: Det. [Name] Date of Observation: [Date]

Number of Personnel: [Number]

Activity	Mechanism			Remarks
	One-on-One	Meeting	Others (if any)	
Monitoring	Observing or listening for signs of trouble	Discussing with group	Following up on progress of research/extension project	Very productive discussion
Coaching	Developing and managing independent research project	How possible to develop teaching guide and tip for teaching effectively	Encouraging her to take courses within VSC 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: [Signature]

Noted by: [Signature]

[Signature]
ANTONIO P. ABAYO
Immediate Supervisor

[Signature]
ANTONIO P. ABAYO
Dean CME

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: LOREGIN S. PUGOSA
Performance Rating: January-June 2018

Aim: To develop/conduct local and international agribusiness related researches, trainings and seminars/ discover new techniques, new perspectives, and new ideas to the university specifically to DBM faculty as well as to students' learning.

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

Date: January 2018

Target Date: June 2018

First Step:

Attend trainings/workshop on business and agri-based trading/social entrepreneurship development

Result:

Attended trainings/workshop on business affairs and trade/enterprise development with topics on product innovations/social entrepreneurship, empowering MSMEs, and startup ecosystem.

Date: _____

Target Date: _____

Next Step:

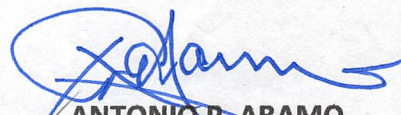
Shared new knowledge, new techniques and new perspectives in enterprise development to students as main client and to the public as well.

Outcome:

Final Step/Recommendation:

Improved business management education and teaching quality incorporating views of other schools in business management and agribusiness thought.

Prepared by:


ANTONIO P. ABAMO
Unit Head

cc: ODA-HRD

OFFICE OF THE SECRETARY

WASHINGTON, D.C. 20540

Name of Employee:

Position and Rating:

Abstract: This report contains a summary of the results of the research conducted by the employee named above. The research was conducted in accordance with the instructions of the Secretary of Commerce, and the results are being reported to the Secretary for his information and guidance.

Business Interventions to Improve Performance: The results of the research indicate that the following business interventions are necessary to improve the performance of the business:

1. Improve the quality of the product.

2. Reduce the cost of the product.

3. Increase the speed of the production process.

4. Improve the customer service.

5. Increase the efficiency of the production process.

6. Reduce the waste in the production process.

7. Improve the quality of the raw materials.

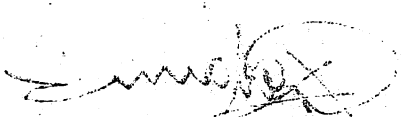
8. Increase the speed of the delivery process.

9. Reduce the cost of the raw materials.

10. Increase the speed of the delivery process.

11. Reduce the cost of the delivery process.

12. Increase the speed of the delivery process.


UNITED STATES DEPARTMENT OF COMMERCE
WASHINGTON, D.C. 20540