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 (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%)		i		
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	

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

ADJECTIVAL RATING:

LOREGIN

Prepared by:

Reviewed by:

ANTONIO P. ABAMO

<u>0</u>

Outstanding

Head, DBM

PUGOSA of Faculty

Recommending A

ANTONIO P. ABAMO Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President

STANDARY OF INDIVIDUAL RATHESS OF FACULTY MEMBERS. WITH MULTIPLE FUNCTIONS

Name of Paculty Member 10REDIN'S PUGOS

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2. Resimph				
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b, Dept. Head/Conter Physics (50%)				
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ADDITIONAL RATINGS			<u>ได้กลุ่ม</u> รับ	31
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ANTOMIC IL MEARCE riesd, DSM

Accommonding Approved:

ACCOMMONDING APPROVED:

ARTO INC. IN SELAND

Dean/Chacon

No. 10 the working an

BEATER : BELONIES inelicantealV

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 properties for the period January 2018 to June 2018

LOREGIN S. PUGOSA

ANTONIO P. ABAMO Head, DBM

		Tasked		Percentage of	Actual		Rat	ting		Remarks
MFOs/PAPs	Success Indicators	Assigned	Target	Actual Accomplishme nt	Accomplishme nt	Q1	E2	ТЗ	A4	
Advanced Education Services	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								

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	Student advised as academic adviser	Adviser		T		T	Т	Т		
	Academe/Industry Linkage established:	7,44,133.	+	 	+	+	 			
	International	+	+		+	+	-	 		
	National	+	+		+	+	 			
		+	+	 	+	+	+	 		
	Local/Regional Awards/Honors received by students/faculty:	+	+		+	+	+	+		
	Awards received by students/ractity: Awards received by students	+	+		+	+	+	 		<u></u>
	Number of awards received by faculty	+	+	 	+	+	+	 		<u> </u>
	Number of Professorial Chair awardee	+	+		+	+	 	 		
	Number of Scholarships availed	+	+		+	+	+	<u> </u>		
Advanced education	Number of Odiolaiships aranoa	 	+		+		+			<i></i>
747411004 04555101	Number of Graduates within prescribed period:	+	+	 	+	+	+	<u> </u>	 	
	Masters	+	+				 	 		<i></i>
	Diploma	+	+	 	+	+	+	 		
	IMs Developed/Revised and Utilized	+		 						,
	Revised IM's within the last 3 years	+	+		+	+		 		,
	Number of Student Research Advising	+	_		+	+	+	 		,
	Trumber of ordering	+			+	+		 		,
	Approved special problem manuscript	+	_		+	+	 	<u> </u>		,
	Approved special problem management	 	+			+	+	†		<i></i>
:	Student Advising and Consult Services:	1	+		+	+	†	†		<i></i>
	Number of student organizations advised	1.	+	 	+	+	†			<i></i>
	Number of student-related activities assisted	+	+			+	†			
		+								, ,
Research Services	journals/internationally indexed journals:		1		†	1				1
1	In Ref Interntl Journals				 	1.				
1	In Ref Natl Journals	 	1				†	<u> </u>		<i>-</i>
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	Number of papers published in other									1
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1	(proceedings, monographs, etc.)									1
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-	Percentage of Research Projects Conducted	<u>:</u>								
	and Completed on Schedule			·						
	Number of scientific fora coordinated/facilitated									
	Number of linkages forged:	·								
	International									
	National									
	Regional									
Extn Services	Number of person-days trained	Trainor								
	Number of trainings conducted	RP								
	Number of beneficiaries served:									
	Groups/ Institutions			-						
	Individuals									
	Awards recv (inter, natl, local):									
	Individual									
	Unit (Center, College, Department)									
	Technical/ Expert services									
	Consultancy	Consultant						<u> </u>		
	Commodity teams									
	RDE reviewer/ panelist									
	Resource person	Resource person						,		
Seminars/symposium/										
conference attended	International									
	National									
	Local/Regional	Participant	1	200%	2	5	5	5	5.00	
Admin Support										
Services	Number of department mtgs attended		5	140%	7	5	5	5	5.00	
	Membership in University committees	Member								·
:	Membership in College committees	Member			•					
	Membership in the Department committees	Member								
epartment Head	Number of department meetings presided							,		
	Number of execom meetings attended							1		

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	Number of UAC mtgs attended	Management of the Control of the Con			
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	Staff Development Plan				
age regions promptly of a set than common the forest trapped and a set of the	Number of Faculty+B216 Mentored				
CHESTIAN SECTION AND A SECTION	Number of department activities supervised	The second secon			
	Number of faculty members for study leave				
Total Over-all Rating					24.67
Average Rating (Total over	rall rating divided by 4)			4.93	Comments & Recommendations
Additional Points:					for Developement Purpose: Has excellent & depondable teaching while. Should invode in reson
Approved Adidtional points (w	ith copy of approval)	Management of Audi Applications of the Section of t			skiels. Should intoder in reso
FINAL RATING				4.93	mare!
ADJECTIVIAL RATING				0	THE CO.
Evaluated & Rated by: ANTONIO P. ABAMO Dept/Unit Head	~~5	Recommender ANTONIO P Dean	WW.		Approved by BEATRIZ S. BELONIAS Vice President
Date:	-	Date	**************************************		Date:

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

PERFORMANCE MONITORING & COACHING JOURNAL

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4th	E R

Name of Office: Dept. of Business and Management

Head of Office: Antonio P. Abamo

Number of Personnel: LOREGIN S. PUGOSA

A address		MECH	IANISM		
Activity Monitoring	Mee	ting	Memo	Others (Pls.	Remarks
Monitoring	One-on-One	Group	MEIIIO	specify)	
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:

NTONIO P. ABAMO

Immediate Supervisor

Noted by:

ANTONIO P. ABAMO

Dean, CME

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Name of Officer Dept. of Business and Management

wied of Offices Antonia P. Abano

Number of Personal LOPEGINS, PUGOSA

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Conducted by:

KRTÓNIO P. ABANAD !mmediate supci√ka⊅

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Can, 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:

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

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

Name of Empioyee: DREGIMS - USBSA-Perfounding Ratings - Saluary-Julia 2013 -

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First Step/Record of Coldesions

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