

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	75	5.00	1.250
a. Head/Dean (50%)	75	4.83	1.208
b. Students (50%)			
TOTAL			
2. Research	20	4.83	0.966
3. Extension	20	5.00	1.000
4. Administration	5	5.00	0.250
5. Production	5	5.00	0.250
TOTAL	100	29.66	4.924

EQUIVALENT NUMERICAL RATING : 4924

Add: Additional Points, if any : _____

TOTAL NUMERICAL RATING : 4.924

FINAL NUMERICAL RATING : 4.924

ADJECTIVAL RATING : Outstanding

Prepared by:

JIMMY O. POGOSA
Name of Staff

Reviewed by:

MARLITO M. BANDE
Department/Office Head

Recommending Approval:

DENNIS P. PEQUE
Dean, CFES

Approved:

BEATRIZ S. BELONIAS
Vice-President for Instruction

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 2) (3)	EQUIVALENT NUMERICAL RATING (2 x 3) (4)
1. Instruction	40%	4.0	1.60
2. Research	20%	4.0	0.80
3. Extension	20%	4.0	0.80
4. Administration	10%	4.0	0.40
5. Production	10%	4.0	0.40
TOTAL	100%	20.0	4.00

ADDITIONAL RATING:
TOTAL NUMERICAL RATING: 4.00
EQUIVALENT NUMERICAL RATING: 4.00
Additional Points, if any:

Prepared by:
JIMMY O. POGOSA
Name of Staff

Reviewed by:
MARILYN M. BARRERA
Department Office Head

Recommended by:

DEAN'S OFFICE
Dennis P. Teague

Approved:

REBECCA S. BERNARD
Vice-President for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JIMMY O. POGOSA, of the INSTITUTE OF TROPICAL ECOLOGY & ENVIRONMENTAL MANAGEMENT (ITEEM) 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 to JUNE, 2018.

JIMMY O. POGOSA
RATEE

Approved:

MARLITO M. BANDE
UNIT HEAD

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplish ment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
UMFO 1	ADVANCED EDUCATION SERVICES								
ITEEM MFO 1	Graduate Degree Program								
PI 2	Total FTE monitored	Teaches the following courses: SY 2017-18 (2nd Semester): TREC 208 (Lec and Lab)	1	6.25	5	5	5	5	Number of students and contact hour per week: 15 students/5 hrs
UMFO 2	HIGHER EDUCATION SERVICES								
ITEEM MFO 1	Curriculum Program								
PI 1	Total FTE monitored	Teaches the following courses: SY 2017-18 (2nd Semester): ENVI 122 (Lec and Lab), ENVI 124 (Lec and Lab) ENVI 199 (Lec), DRRR 122 (Lec)	6	13.85	5	5	5	5	Number of students and contact hour per week: ENVI 122 (20 students/5 hrs), ENVI 124 (12 students/5 hrs) ENVI 199 (13 srudents/1 hr), DRRR 122 (23 students/4 hrs)
PI 7	Number of students advised (Thesis Adviser/SRC chairman or member)	Thesis adviser and SRC/member of undergraduate students	2	8	5	5	5	5	Adviser: Almencion, K.A. Cabillo, J.M. Naparate, D.K.P. Seno, I.C.V. SRC/Member: Baugbog, L.J.P. Cabus, N.F.N. Sagarino, J.N. Sagarino, R.L.M.

bl 1	ol member) Number of students signed (Luzia Vivascano chairman	of participating students Items received and submitted	5	0	2	2	2	2	2	300000 RTM Becoming 1M Capone 4.5M Becoming 1M BNC Member 300000 RTM Becoming 1M Capone 4.5M Becoming 1M BNC Member
bl 1	Total file monitored	135 (Free) and 135 (Free) ERM 135 (Free) DERS 135 (Free and 135) ERM 135 (Free 135 (Free and 135) ERM 135 (Free 135 (Free and 135) ERM 135 (Free 135 (Free and 135) ERM 135 (Free	0	1000	2	2	2	2	2	135 (53 approved file) and 135 (53 approved file) ERM 135 (53 approved file) DERS ERM 135 (53 approved file) ERM 135 (53 Number of students and content from the week
bl 2	Higher Education Services	135 (Free and 135) 135 (Free and 135) ERM 135 (Free 135 (Free and 135) ERM 135 (Free 135 (Free and 135) ERM 135 (Free	0	1000	2	2	2	2	2	135 (53 approved file) and 135 (53 approved file) ERM 135 (53 approved file) DERS ERM 135 (53 approved file) ERM 135 (53 Number of students and content from the week
bl 3	Total file monitored	135 (Free and 135) 135 (Free and 135) ERM 135 (Free 135 (Free and 135) ERM 135 (Free 135 (Free and 135) ERM 135 (Free	0	1000	2	2	2	2	2	135 (53 approved file) and 135 (53 approved file) ERM 135 (53 approved file) DERS ERM 135 (53 approved file) ERM 135 (53 Number of students and content from the week
bl 4	Advanced Engineering Services	135 (Free and 135) 135 (Free and 135) ERM 135 (Free 135 (Free and 135) ERM 135 (Free 135 (Free and 135) ERM 135 (Free	0	1000	2	2	2	2	2	135 (53 approved file) and 135 (53 approved file) ERM 135 (53 approved file) DERS ERM 135 (53 approved file) ERM 135 (53 Number of students and content from the week
bl 5	Advanced Engineering Services	135 (Free and 135) 135 (Free and 135) ERM 135 (Free 135 (Free and 135) ERM 135 (Free 135 (Free and 135) ERM 135 (Free	0	1000	2	2	2	2	2	135 (53 approved file) and 135 (53 approved file) ERM 135 (53 approved file) DERS ERM 135 (53 approved file) ERM 135 (53 Number of students and content from the week
bl 6	Advanced Engineering Services	135 (Free and 135) 135 (Free and 135) ERM 135 (Free 135 (Free and 135) ERM 135 (Free 135 (Free and 135) ERM 135 (Free	0	1000	2	2	2	2	2	135 (53 approved file) and 135 (53 approved file) ERM 135 (53 approved file) DERS ERM 135 (53 approved file) ERM 135 (53 Number of students and content from the week

on the attainment of the following (degree in accordance with the indicated measures for the period (January) to (July) 2019

1. (January) (February) of the Institute of Tropical Ecology & Environmental Management (ITEM) continue to deliver and advice to be rated

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
PI 9	Number of instructional materials developed	Revised/updated new/existing course syllabi	1	4	5	5	5	5	DRR 122, Envi 122 , Envi 124, Envi 199
UMFO 3	RESEARCH SERVICES								
PI 2	Number of research outputs presented in local/regional/national /international fora/ conferences	Oral presenter	1	1	4	4	4	4	Int'l Conference of Environmental and Rural Development
PI 3	Number of research project/study conducted	Study leader	-	1	5	5	5	5	Development of a Rainforestation Research and Training Site to Scale-up Forest Restoration Initiatives in Climate Change Vulnerable Marginal Uplands in Inopacan, Leyte: Study 1: Species Combination-Site Condition Matching of Early Successional Species
PI 6	Number of studies presented	Oral presenter	1	2	5	5	5	5	ICERD, RDE
PI 9	Additional outputs:								
	Number of exchange scholars/researchers/visiting professors assisted	Assisted visiting researcher	-	2	5	5	5	5	Dr. Sauro Bianchi (PINOY TANNIN project - Bern University, Switzerland) and Dr. Christian Thalmann (RISE Tool - Bern University, Switzerland)
	Number of research articles submitted for publications	Corresponding author	-	1	5	5	5	5	PRODUCTIVITY AND SUSTAINABILITY OF COCONUT PRODUCTION AND HUSK UTILIZATION IN THE PHILIPPINES: coconut husk availability and utilization (submitted to IJERD)
	Number of MOAs facilitated	Facilitated in the signing of MOA	-	1	5	5	5	5	VSU-LGU Cabucgayan
UMFO 4	EXTENSION SERVICES								
PI 1	Number of person-days trained weighted by length of training	Resource person/coordinator/facilitator	75	373	5	5	5	5	Rainforestation training in Inopacan and Hindang; Seminar on Rainforestation Technology (VSU anniversary; WWF Rainforestation Study tour in VSU; Forum on Conflict of Natural Resources Management and Utilization
PI 2	Number of trainings conducted	Resource person/coordinator/facilitator	1	4	5	5	5	5	Rainforestation Trainings, Seminar on Rainforestation Technology, WWF Rainforestation Study Tour in VSU, Forum on Conflict of Natural Resources Management and Utilization
PI 3	Number of IEC materials/technoguides developed/used	Conceptualization and Layouting	1	2	5	5	5	5	Development plan in Pilar and Cabucgayan

WFO & CAP	Business Indicators	Topic Weighting	Impact	Accomplishment	Rating	Remarks
PI 3	Number of IEC materials/techniques developed	Conceptualization and Designing	1	2	2	Development plan in place and ongoing
PI 2	Number of trainings conducted	Resource Development/Facilitation	1	4	2	Facilitation Training Conducted on Rainforestation Technology (VSL) Study Tool in VSL Forum on Climate Change Resource Management and Utilization
PI 1	Number of person-days trained weighted by length of training	Resource Development/Facilitation	12	373	2	Facilitation Training in Indonesian and Filipino on Rainforestation Technology (VSL) Study Tool in VSL Forum on Climate Change Resource Management and Utilization
WFO 4	EXTENSION SERVICES					
PI 3	Number of MOAs facilitated	Facilitated in the signing of MOA	1	1	2	VSL-OU Capabayon
PI 2	Number of research articles submitted for publication	Corresponding author	1	1	2	PRODUCTIVITY AND SUSTAINABILITY OF COCONUT PRODUCTION AND HUSK UTILIZATION IN THE PHILIPPINES (submitted to JHEP)
PI 1	Number of exchange scholars/professors/professors assisted	Assisted visiting researcher	-	2	2	USIE Tool-Gen. University (Sweden) and Dr. Christian Lehmann, University of Bonn, Germany
	Additional outputs					Dr. George KIMBLE (TAMU) project - Pain
PI 4	Number of studies presented	Co-Principal Investigator	4	2	2	ICRHS, HPS
PI 3	Number of research projects conducted	Study leader	-	1	2	Co-facilitation-Gene Correlation Mapping of Early Generational Systems
PI 2	Number of research outputs presented in local/regional/international forum/conferences	Co-Principal Investigator	1	1	4	Development of a Rainforestation Research and Training Site to Assess Forest Restoration Initiatives in Climate Change Mitigation Mapping Outputs in Indonesian, VSL Study Tool, Co-facilitation-Gene Correlation Mapping of Early Generational Systems
PI 1	Number of research outputs presented in local/regional/international forum/conferences	Co-Principal Investigator	1	1	4	1st Conference of Environmental and Rural Development
WFO 3	RESEARCH SERVICES					
PI 3	Number of instructional materials developed	Revised/updated new/old courses available	1	4	2	DRR 132, ENV 132, ENV 134, ENV 135
WFO 2	RESEARCH SERVICES					

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
PI 4	Number of beneficiaries served	Technical person/facilitator	75	506	5	5	5	5	Rainforestation training in Inopacan and Hindang; Seminar on Rainforestation Technology (VSU anniversary; WWF Rainforestation Study tour in VSU; Forum on Conflict of Natural Resources Management and Utilization
PI 5	Number of technical/expert services	Technical person	2	7	5	5	5	5	RF trainings, students, farmers and researchers cross visits in RF, RISE and GIS
PI 6	Number of extension projects/components conducted	Component leader	-	1	5	5	5	5	NRM-Based Ext. Program: Formulation of the Physical Land-Use and Resource Map of the VSU Agricultural Reservation (Proc. 64)
PI 11	Additional outputs:								
	Number of scientific fora attended as speaker/resource persons	Resource person	-	1	5	5	5	5	Impact of Climate Change in Terrestrial Ecosystem, and Conservation Agriculture
	Number of in-house seminars/ trainings/workshops/reviews conducted/attended	Presenter	1	3	5	5	5	5	RDE Annual In-house Review, RF, RISE
UMFO 5	SUPPORT TO OPERATIONS (STO)								
ITEEM MFO 1	Faculty Development Services								
PI 2	Number of seminars/trainings/conventions/workshops coordinated for entire university	Resource person	-	1	5	5	5	5	Coastal Resource Management (Stat and GIS training)
PI 3	Number of seminars/trainings/ conventions/workshops coordinated outside the university	Resource Person	-	5	5	5	5	5	Rainforestation Training (Inopacan, Hindang, Biliran, Negros)
PI 4	Additional outputs:								
	Number of activities organized/attended/assisted/participated/facilitated	Resource person	1	10	5	5	5	5	Rainforestation Training (Inopacan, Hindang, Biliran, Negros), Seminar on Rainforestation (VSU Anniversary), Forum on Conflict on Natural Resource Management, Coastal Resource Management, Training on Response Induced Sustainability Evaluation (RISE) Tool, WWF Rainforestation Study Tour in VSU
ITEEM MFO 3	Faculty Evaluation Services								
PI 1	Individual Faculty Students Evaluation	Instructor	VS	Outstanding (5 courses) / VS (1 course)	5	5	5	5	Teaching Performance Evaluation by Students Rating (ENVI 122 lec and lab-O, ENVI 124 lec and lab-O, ENVI lec 199-O, DRRR 122 lec-VS) 2nd Sem. SY 2017-2018

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MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplish ment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
ITEEM MFO 5 Guidance and Counselling & Support to Students Services									
PI 4	Number of best practices on students services implemented	Technical person	-	1	5	5	5	5	Cross visit of university students from other programs
UMFO 5 GENERAL ADMINISTRATION AND SUPPORT									
PI 1	Number of faculty/staff supervised and monitored (including project based staff)	Head TED/Supervisor	4	11	5	5	5	5	F. Almeroda, V. Bagarinao, R. Dolomen Sr., F. Tabaranza, B. Tabaranza, E. Gopio, M. Bancala, R. Dolomen, J. Bagarinao, J. Romero, J. Romero
PI 2	Number of management meetings conducted	Presided and attended	6	16	5	5	5	5	Regular ITEEM monthly meeting and project consultative staff, pre-planning, activity update and report meeting
PI 4	Number of academic lecture/laboratory rooms maintained	Head TED/Supervisor	1	4	5	5	5	5	Knowledge center, nursery facilities:bagging area, screen house (2)
PI 5	Number of equipment/vehicle maintained	Equipment in-charge	1	3	5	5	5	5	GPS (2); Refrigerator (1)
PI 6	Area of lawn and demonstration farms maintained	Head TED/Supervisor	1	5	5	5	5	5	Nature park, Agro-ecology demo farm, arboretum, RF demo farm, dipterocarp germplasm
PI 7	Number of seedlings raised	Head TED/Supervisor	1000	6000	5	5	5	5	Assorted forest tree and critically endangered plants
PI 10	Number of office/training facilities/equipment maintained per week	Head TED/Supervisor	2	7	5	5	5	5	Knowledge center, nursery facilities:bagging area, screen house (2); GPS (2); Refrigerator (1)
TOTAL OVERALL RATING					149	149	149	149	

Average Rating (Total Over-all rating divided by 4)	4.967	
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING	4.967	
ADJECTIVAL RATING	Outstanding	

Comments & Recommendations for Development Purpose:

Commits himself to help attain the targets of the Institute even beyond official time

Evaluated & rated by:

MARLITO M. BANDE
DIRECTOR, ITEEM

DATE

Recommending Approval:

DENNIS P. PEQUE
DEAN, GFES

DATE

Approved:

BEATRIZ S. BELONIAS
VICE-PRESIDENT FOR INSTRUCTION

DATE

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

1 - Original 2 - Elmer's 3 - Linotype 4 - Vantage

DATE

DATE

DATE

SECTION THREE

WIRELESS DIVISION

DEPT. OF DEFENSE

DEPARTMENT OF DEFENSE

DEPARTMENT OF DEFENSE

BEATRICE BELONIS

Examined & signed by:

Examiner's Signature

Approved

ADJECTIVE RATING	Deficient	
ELIOT RATING	4.00	
Approved & signed by (with copy of photo)		
Signature		
Approved & signed by	4.00	
Approved & signed by (Total Overall rating divided by 4)		

People and things of the world are constantly changing for the better of the

Documents & Records Management Division

Employee Development Plan

NAME OF EMPLOYEE	JIMMY O. POGOSA
PERFORMANCE RATING	OUTSTANDING
AIM	To enhance his teaching strategy and research skills on ecological modelling using geographic information system.

Proposed interventions to improve performance and/or competence and qualification to assume higher responsibilities:

Target Date: December 31, 2018

First Step:

One-on-one discussion on how to enhance his competence to assume his responsibility as Instructor.

Result:

The agreement was to send Mr. Pogosa on a PhD in research in Nagoya University, Japan.

Date: January 2019

Target Date: August 2019

Next Step: Application for scholarship to support Mr. Pogosa for PhD study

Outcome: Degree on Agricultural Science major in Ecological Modelling

Final Step/ Recommendation:	Scholarship grant and approval from the scholarship committee to undergo PhD study.
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Prepared by:

CONFORME :

~~JIMMY O. POGOSA~~

MARLITO M. BANDE
Unit Head

Employee Development Plan

NAME OF EMPLOYEE PERFORMANCE RATING	JIMMY O. RODRIGUEZ OUTSTANDING	
AIM	To enhance his teaching strategy and research skills on ecological modeling using geographic information system	
Highest responsibility	Proposed interventions to improve job performance and professional development	
Date: November 2018	Target Date: December 31, 2018	
First Step	One-on-one discussion on how to enhance his commitment to research his responsibility as instructor	
Results	The agreement was to send Mr. Rodriguez on a PhD research in Ecology University	
Date: January 2019	Target Date: August 2019	
First Step	Application for scholarship to support Mr. Rodriguez for PhD study	
Outcome	Degree on Agricultural Science major in Ecological modeling	
First Step	Scholarship grant and approval from the relationship continued to enhance PhD study	
Recommendation	Approved by	

MICHAEL M. HARRIS
JAN 10 2019

JIMMY O. RODRIGUEZ

EXHIBIT G

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. Marlito M. Bande
NAME OF FACULTY	JIMMY O. POGOSA

ACTIVITY MONITORING	MECHANISM				REMARKS
	MEETING		MEMO	OTHERS (Please specify)	
	ONE-ON-ONE	GROUP			
MONITORING	Apr. 27, 2018			Notice of meeting	Monitoring on the status of thesis manuscript for the graduating students SY 2017-2018.
	May 4, 2018			Notice of meeting	Scheduling on thesis defense for graduating students.
	Aug. 16, 2018			Notice of meeting	Distribution of student’s thesis advisee.
	Oct. 30, 2018			Notice of meeting	Presentation and approval of the thesis outline (SRC members).
	Dec. 7, 2018			Notice of meeting	Monitoring on the updates of the graduating students on data gathering and termination of study.
COACHING	Jul. 12-13, 2018			One-on-one coaching	Coaching on improving effective teaching strategy.
	Nov. 8-9, 2018			One-on-one coaching	Coaching on student research advising.

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

Conducted by:

MARLITO M. BANDE
Immediate Supervisor

Noted by:

DENNIS P. PEQUE
Next Higher Supervisor

Performance Monitoring and Reporting

1	2	3	4
5	6	7	8
9	10	11	12
13	14	15	16

NAME OF OFFICE		NAME OF OFFICER	
NAME OF OFFICE		NAME OF OFFICER	
NAME OF OFFICE		NAME OF OFFICER	
ACTIVITY MONITORING	MEETING	MECHANISM	
		OTHERS	REMARKS
MONITORING	April 27, 2015	Meeting	Meeting on the status of the project for the year 2015.
	May 6, 2015	Meeting	Meeting on the status of the project for the year 2015.
	April 16, 2015	Meeting	Meeting on the status of the project for the year 2015.
	Oct 2, 2015	Meeting	Meeting on the status of the project for the year 2015.
	Dec 7, 2015	Meeting	Meeting on the status of the project for the year 2015.
MONITORING	July 24, 2015	Meeting	Meeting on the status of the project for the year 2015.
	Nov 1, 2015	Meeting	Meeting on the status of the project for the year 2015.

NOTE: Please indicate the date in the parenthesis for which the monitoring was conducted.

JOHN A. HUGHES
New York, New York

MARTIN A. HUGHES
New York, New York