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	X	5.00	1. 200
a. Head/Dean (50%)	×	4.83	1-208
b. Students (50%)			
TOTAL		30. 30. 30. 30. 30. 30. 30. 30. 30. 30.	
2. Research	20	4.83	0.944
3. Extension	20	5.00	1-000
4. Administration	(C. PO	0.250
5. Production	C	5.00	0.259
TOTAL	100	29.66	4924

EQUIVALENT NUMERICAL RATING:	9924
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Add: Additional Points, if any

TOTAL NUMERICAL RATING

: 4-924

FINAL NUMERICAL RATING

4.924

ADJECTIVAL RATING

Outstanding

Prepared by:

IMMY 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 Refings of Faculty Members with Welliple Functions

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EQUIVALENT NUMERICAL RATING (2 x 8)	OWITAR JADIREVU. - (R. 1845 (%) - (8)	AGE ASSETT OLVERNAT (2)		PROGRAM INVOLVEMENT
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				in Students (50%)
				TOTAL
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S22.3	4.0	***		4. Administration
(342.3)	~		1	5 Poduction
4.5 % (-)	45 PS			JATOI
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	<u> </u>			ADJE TIVAL RATING
		P. Meshing		Prepared by:
	CM. BANDE -	n Tigara		JIMMY'Ö, POGOSA
	Lack outilOths			Warne of Staff
	spring Argraval:	 Колонин		
	P. PEQUE			
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BEATRIZ S. BELONIAS Vice-President for Lastraction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, <u>JIMMY O. POGOSA</u>, of the <u>INSTITUTE OF TROPICAL ECOLOGY & ENVIRONMENTAL MANAGEMENT (ITEEM)</u> commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>JANUARY</u> to <u>JUNE</u>, 20<u>18</u>.

JIMMY O POGOSA

Approved:

MARLITO M. BANDE

				Actual		Rat	ing		Remarks
MFO & PAPs	Success Indicators	Tasks Assigned	Target	Accomplish ment	Q ¹	E²	Ţ³	A ⁴	
UMFO 1	ADVANCED EDUCATION SERVICES								
ITEEM MFO 1	Graduate Degree Program								
Pl 2	Total FTE monitored	Teaches the following courses: SY 2017-18 (2nd Semester): TREC 208 (Lec and Lab)	1	6.25	2	2	2	2	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	2	7	2	2	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)		2	8	2	5	7	7	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.

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				Actual		Ra	ting		Remarks
MFO & PAPs	Success Indicators	Tasks Assigned	Target	Accomplish ment	Q ¹	E ²	T³	A ⁴	
Pl 9	Number of instructional materials developed	Revised/updated new/existing course syllabi	1	4	7	Z	5	2	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	Z	5	٦	2	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	2	3	7	7	ICERD, RDE
	Additional outputs:								
	Number of exchange scholars/researchers/visiting professors assisted	Assisted visiting researcher	-	2	2	2	2	7	Dr. Sauro Bianchi (PINOY TANNIN project - Bern Unversity, Switzerland) and Dr. Christian Thalmann (RISE Tool - Bern Unversity, Switzerland)
PI 9	Number of research articles submitted for publications	Corresponding author	-	1	z	3	S	2	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	2	2	7	2	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	3	5	5	2	Rainforestation training in Inopacan and Hindang; Seminar on Rainforestation Technology (VSU aniversary; WWF Rainforestation Study tour in VSU; Forum on Conflict of Natural Resources Management and Utilization
Pl 2	Number of trainings conducted	Resource person/coordinator/facilitator	1	4	5	2	3	2	Rainforestation Trainings, Seminar on Rainforestation Technology, WWF Rainforestation Study Tour in VSU, Forum on Conflict of Natural Resources Management and Utilization
Pl 3	Number of IEC materials/technoguides developed/used	Conceptualization and Layouting	1	2	3	2	2	5	Development plan in Pilar and Cabucgayan

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				Actual		Rat	ing		Remarks
MFO & PAPs	Success Indicators	Tasks Assigned	Target	Accomplish ment	Q¹	E²	Т³	A ⁴	
PI 4	Number of beneficiaries served	Technical person/facilitator	75	506	z	5	3	5	Rainforestation training in Inopacan and Hindang; Seminar on Rainforestation Technology (VSU aniversary; 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	2	2	2	2	RF trainings, students, farmers and researchers cross visits in RF, RISE and GIS
·PI 6	Number of extension projects/components conducted	Component leader	_	1	35	3	2	2	NRM-Based Ext. Program: Formulation of the PhysicI 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	ی	2	٤	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	2	2	RDE Annual In-house Review, RF, RISE
UMFO 5	SUPPORT TO OPERATIONS (STO)								
ITEEM MFO 1	Faculty Development Services								
Pl 2	Number of seminars/trainings/conventions/workshops coordinated for entire university	Resource person	_	1	2	5	2	2	Coastal Resource Management (Stat and GIS training)
Pl 3	Number of seminars/trainings/ conventions/workshops coordinated outside the university	Resource Person	-	5	5	2	2	5	Rainforestation Training (Inopacan, Hindang, Biliran, Negros)
PI 4	Additional outputs:								
	Number of activities organized/attended/assisted/participated/facilitated	Resource person	1	10	Z	Z	2	2	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								
Pl 1	Individual Faculty Students Evaluation	Instructor	vs	Outstanding (5 courses) / VS (1 course)	5	3	2	2	Teaching Performance Evaluation by Students Rating (ENVI 122 lec and lab-O, ENVI 124 lec and lab-Q, ENVI lec 199-O, DRRR 122 lec-VS) 2nd Sem. SY 2017-2018

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MFO & PAPs	Success Indicators	Tasks Assigned	Target	Accomplish ment	Q¹	E ²	1.3	A ⁴	
ITEEM MFO 5	Guidance and Counselling & Support to Students Service	es							
PI 4	Number of best practices on students services implemented	Technical person	_	1	2	ی	3	3	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	3	2	5	F. Almeroda, V. Bagarinao, R. Dolomen Sr., F. Tabaranza, B. Tabaranza, E. Gopio, M. Bancale, R. Dolomen, J. Bagarinao, J. Romero, J. Romero
PI 2	Number of management meetings conducted	Presided and attended	6	16	5	5	2	5	Regular ITEEM monthly meeting and project consultative staff, pre-planning, activity update and report meeting
Pl 4	Number of academic lecture/laboratory rooms maintained	Head TED/Supervisor	1	4	2	5	Z	2	Knowledge center, nursery facilities:bagging area, screen house (2)
PI 5	Number of equipment/vehicle maintained	Equipment in-charge	1	3	5	5	2	3	GPS (2); Refrigerator (1)
PI 6	Area of lawn and demonstration farms maintained	Head TED/Supervisor	1	5	5	5	z	5	Nature park, Agro⊬ecology demo farm, arboretum, RF demo farm, dipterocarp germplasm
Pl 7	Number of seedlings raised	Head TED/Supervisor	1000	6000	2	5	2	3	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	z	7	Knowledge center, nursery facilities:bagging area, screen house (2); GPS (2); Refrigerator (1)
	TOTAL OVERALL RATING				149	149	149	149	

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		Consider Cons	<i></i>		Commission Commission Commission of the Commission Comm			Culdanae and Counselling & Support to Studenta Sarvie	CEEM MEST
Gross visit of university students from other programs	7	7	2	7	ľ		Tuchnical person	Number of best practices on students services: implemented	P14
			A					GENERAL ACCENISTRATION AND SUPPOST	a oame
P. Albernda, V. Engaricus, R. Deinmen Cr., R. Teberanza, B. Yibbuanza, R. Gopto, et. Bondala, R. Dole nen, J. Bagadinas, L. Pomero, J. Rome o	1	7.	Į	7	44	<i>‡</i> 2	Head TED/Supervisor	Number of faculty/staif superviser and incritored (including project based staff)	Pl1
Regular TEEM continy meeting and original consultative staff pre-paranting, activity update and rapport meeting.	7.	7	7.	7	65	ê	Prosided and attended	Decoutings agaiteers themaganers to ladmuM	2.14
Knowledge center, aucetry feolitizationgglay area, sare, a house (2)		1.5	7.	7	\$	ĵ	Fred TED/Supervisor	Number of academic lectural/aboratory reems main ained	\$ C
GPS (2); Rehigacum (1)	7	7	7.	7.	ε	,	Enuipment in-change	Number of squipmont/vehicle resintained	è 15
Nabire park, Agro-ecology demo fami, arboretum, RF demo fami, dipterbasic yemplasin	7	9	7.	7	5	i	Hoad TGD/Superv∾or	Area of lown and demonstration farms maintained	819
Asserted forest tree and critically endangared plenis	1 7	2	2.	7	u005	10 0 0	head TiED/Supervisor	Number of sections raised	् ।व
Knowledge center, nursury facilities bigging area, screen house (2), GPS (2), Politiquation (1)		7.	7.	7.		S	Head T.:D/Supervisor	Number of effice/training feelities/equipment mains ned per week.	Pt 10
	141	bit	1271	144			The control of the second seco	TOTAL OVERALL RATING	

3

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 ather the turgets of the lustitute even beyond afficial time

Evaluated & rated by:	Recommending Approval:	Approved:
MARLITO M. BANDE	DENNIS P. PEQUE	BEATRIZ S. BELONIAS
DIRECTOR, ITEEM	DEAN, OFES	VICE-PRESIDENT FOR INSTRUCTION
DATE	DATE	DATE

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

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EXHIBIT L

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:

Date: November 2018 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

Prepared by:

undergo PhD study.

Scholarship grant and approval from the scholarship committee to

CONFORME :

Final Step/

Recommendation:

MARLITO M. BANDE Unit Head

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	*		
NAME OF EMPLOYEE	420009 O YMMU		
PORFORMANCE RATING	CMIGMATRIJO 3		
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Date: Novi	vember 2013 -	Tangel Power Discon	2000. mbe r 31. 2018
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Date: January	91023	Largot Late: Appus	August 2019
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Propared by

MEETING IN STREET

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Performance Monitoring and Coaching Journal

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NAME OF OFFICE	Institute of Tropical Ecology & Environmental Management
HEAD OF OFFICE	Dr. Marlito M. Bande
NAME OF FACULTY	JIMMY O. POGOSA

		MECH				
ACTIVITY MONITORING	MEETING		MEMO	OTHERS	REMARKS	
	ONE-ON-ONE	GROUP	MEMO	(Please specify)		
	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.	
MONITORING	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.	
333	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:

MARLIPO M. BANDE

Noted by:

DENNIS P. PEQUE

Next Higher Supervisor

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