

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: LOREGIN S. PUGOSA

July - December 2018

Program Involvement (1)	Percent age Weight of Involve- ment (2)	Numerical Rating (Rating x%) (3)		Equivale nt Numeric al Rating (2 X 3)
1. Instruction				
a. Head/Dean (50%)		4.87x50%	2.43	
b. Students (50%)		4.00x50%	2.25	
Total for Instruction	90%		4.68	4.22
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	5%		5.00	0.25
4. Administration	5%		5.00	0.25
5. Production				
TOTAL	100%			4.72

EQUIVALENT NUMERICAL RATING: 4.72
Add: Additional Points, if any: 0
TOTAL NUMERICAL RATING: 4.72

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

LOREGIN S. PUGOSA
Name of Faculty

ANTONIO P. ABAMO
Head, DBM

Recommending Approval:

ANTONIO P. ABAMO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

100-443887-100

INDIVIDUAL PERFORMANCE COMMITMENT AND 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 July 2018 - December 2018

LOREGIN S. PUGOSA

Ratee

Approved:

ANTONIO P. ABAMO

Head, DBM

[illegible]

[illegible]

	Number of papers published in other peer-reviewed publications (proceedings, monographs, etc.)									
	Number of Outputs Presented in Regional/National/International Fora /Conferences:									
	In International									
	In National									
	In Regional									
	In Local									
	Percentage of Research Projects Conducted and Completed on Schedule									
	Number of scientific fora coordinated/facilitated									
	Number of linkages forged:									
	International									
	National									
	Regional									#DIV/0!
Extn Services	Number of person-days trained	Trainer								
	Number of trainings conducted	RP								
	Number of beneficiaries served:									
	Groups/ Institutions	RP								
	Individuals	RP								
	Awards recv (inter, natl, local):									
	Individual									
	Unit (Center, College, Department)									
	Technical/ Expert services									
	Consultancy	Consultant								
	Commodity teams									
	RDE reviewer/ panelist									
	Resource person	Resource person								
Seminars/symposium/ conference attended	International				1	5	5	5	5.00	
	National									
	Local/Regional	Participant								5.00

1. The first part of the document is a letter from the President of the United States to the Secretary of the Navy, dated 18th March 1899. The letter is signed by William McKinley and is addressed to John D. Long. The letter is a copy of a letter that was sent to the Secretary of the Navy by the President's private secretary, Mr. C. C. Smith. The letter is a copy of a letter that was sent to the Secretary of the Navy by the President's private secretary, Mr. C. C. Smith.

2. The second part of the document is a letter from the Secretary of the Navy to the President of the United States, dated 18th March 1899. The letter is signed by John D. Long and is addressed to William McKinley. The letter is a copy of a letter that was sent to the President by the Secretary of the Navy. The letter is a copy of a letter that was sent to the President by the Secretary of the Navy.

3. The third part of the document is a letter from the Secretary of the Navy to the President of the United States, dated 18th March 1899. The letter is signed by John D. Long and is addressed to William McKinley. The letter is a copy of a letter that was sent to the President by the Secretary of the Navy. The letter is a copy of a letter that was sent to the President by the Secretary of the Navy.

4. The fourth part of the document is a letter from the Secretary of the Navy to the President of the United States, dated 18th March 1899. The letter is signed by John D. Long and is addressed to William McKinley. The letter is a copy of a letter that was sent to the President by the Secretary of the Navy. The letter is a copy of a letter that was sent to the President by the Secretary of the Navy.

5. The fifth part of the document is a letter from the Secretary of the Navy to the President of the United States, dated 18th March 1899. The letter is signed by John D. Long and is addressed to William McKinley. The letter is a copy of a letter that was sent to the President by the Secretary of the Navy. The letter is a copy of a letter that was sent to the President by the Secretary of the Navy.

Admin Support										
Services	No. of department meetings attended		4	175%	7	5	5	5	5.00	
	Membership in University committees	Member								
	Membership in College committees	Member								
	Membership in the Department committees	Member	1	200%	2	5	5	4	4.67	
Department Head	Number of department meetings presided									
	Number of execom meetings attended									
	Number of UAC mtgs attended									
	Membership in university committees									
	Prompt submission of required documents									
	Annual Report									
	Procurement Plan									
	Staff Development Plan									
	Number of Faculty Mentored									
	Number of department activities supervised									
	Number of faculty members for study leave									
Total Over-all Rating									44.33	4.83

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

Evaluated & Rated by:

ANTONIO P. ABAMO

Dept/Unit Head

Date: _____

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

Recommending Approval:

ANTONIO P. ABAMO

Dean

Date: _____

Comments &

for Development Purpose:

Dependable teaching skills. Must get related to agribusiness.

Approved by:

BEATRIZ S. BELONIAS

Vice President

Date: _____

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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

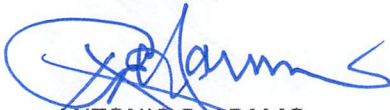
Head of Office: Antonio P. Abamo

Number of Personnel: LOREGIN S. PUGOSA

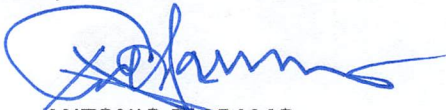
Activity Monitoring	MECHANISM			Remarks	
	Meeting		Memo		Others (Pls. specify)
	One-on-One	Group			
Monitoring	Checking on her plan for advanced degree	Faculty meeting		Following up the progress of research/extension involvement of DBM	Very productive discussion
Coaching	Developing and managing independent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

17	20	
16	20	
15	20	
14	20	
13	20	
12	20	
11	20	
10	20	
9	20	
8	20	
7	20	
6	20	
5	20	
4	20	
3	20	
2	20	
1	20	

Name of Officer: _____

Head of Office: _____

Number of Personnel: _____

Activity	Monitoring		Coaching
	One-on-One	Group	Individual
Monitoring	Checklist on for plan for - planned degree	Meeting Faculty	
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 expand her research and teaching skills and networking
Feedback			Very productive discussion

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

Conducted by:

ANTONIO J. ABAMO
Immediate Supervisor

Noted by:

ANTONIO J. ABAMO
Dean, CME

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: LOREGIN S. PUGOSA
Performance Rating: July – December 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: July 2018

Target Date: December 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:

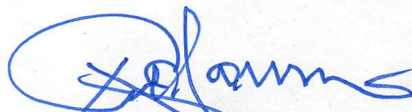
Shared new knowledge, new techniques and new perspectives in enterprise development to students as main client and to the public as well.

Outcome:

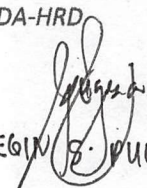
Final Step/Recommendation:

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


LOREGIN S. PUGOSA

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