# 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)	Numerica (Ratin (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

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

ADJECTIVAL RATING:

Outstanding

Prepared by:

REGIN S PUGOSA

Reviewed by:

ANTONIO P. ABAMO Head, DBM

Recommending Approval:

Mon

ANTONIO P ABAMO Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

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### INDIVIDUAL PERFORMNACE 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

Approved:

OREGINS. PUGOSA

ANTONIO P. ABAMO

Head, DBM

				Percentage of	Actual	Rating				Remarks
MFOs/PAPs	Success Indicators	Assigned	Target	Actual Accomplish	Accomplishm ent	Q1	E2	Т3	A4	
Advanced Education Services	1. Graduate Degree Program Management Services									
	PI1: Number of graduate degree specializations offered and monitored									
	PI2: Total FTE monitored	Teaching								
	PI3: Percentage increase in number of graduate students enrolled									
	enrolled PI4: Percentage increase in the number of students who graduated within prescribed period									
Higher Education Services	Full Time Equivalent (FTE)	Teaching	20.00	186%	37.25	5	5	5	5.00	
	Vacation/Sick Leave									
	Number of Graduates:	A Committee of the Comm								
	Baccalaureate		1 2 7 9			nAle	2 20			
	Number of IMs Dev/Rev & Utilized	Compiler	1	200%	2	5	5	5	5.00	
	Revised IM's within the last 3 years									
	Advising									
	Approved case study manuscript	Adviser	1	100%	1	- 5	5	4	4.67	
	Approved thesis outline									
	Approved thesis manuscript									

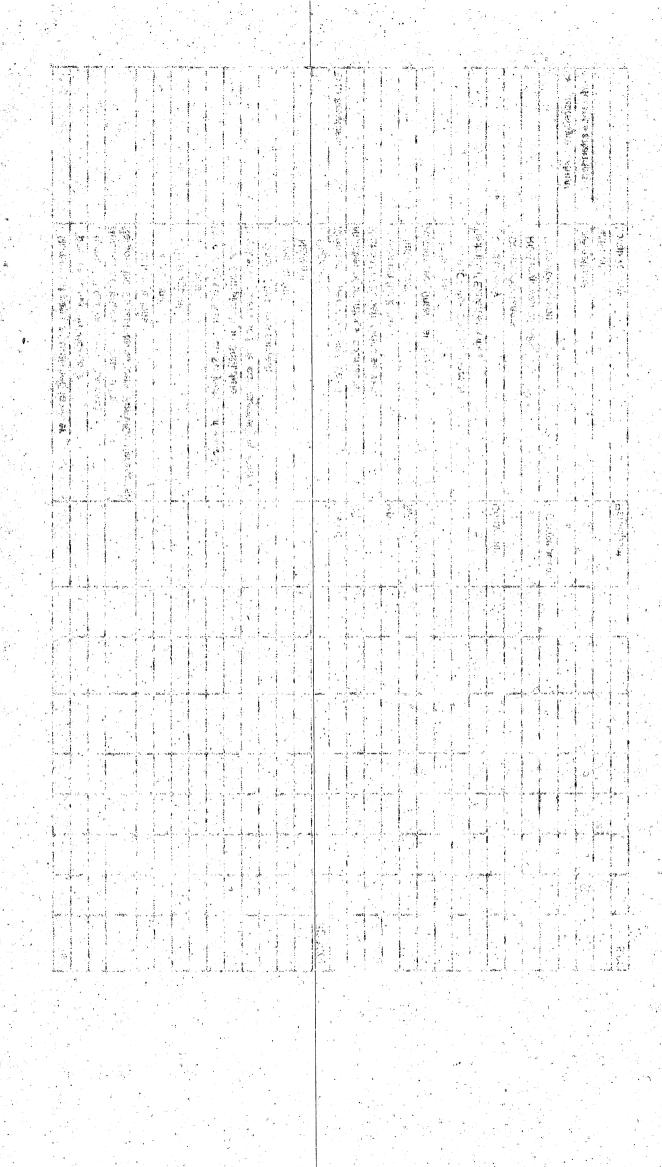
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	Student Advising and Consult Services:			Ī .						
	Number of student org advised	Adviser								
	Student-related activities assisted	Adviser	1	100%	1	5	5	4	4.67	· ·
	Student advised as academic adviser	Adviser			20	5	5	5	5.00	
	Academe/Industry Linkage established:						1			
	International	· -								
	National					1	1			
	Local/Regional									
	Awards/Honors received by students/faculty:									
	Awards received by students									
	Number of awards received by faculty									
	Number of Professorial Chair awardee									
	Number of Scholarships availed									
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rvices	Number of Graduates within prescribed period:				<u> </u>	+	<del> </del>			<u> </u>
	Masters					1	<del> </del>	<u> </u>	<del>                                     </del>	<b></b>
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	Number of papers published in other					T T		<u> </u>		
	peer-reviewed publications									
	(proceedings, monographs, etc.)									
	Number of Outputs Presented in Regional/National/International Fora /Conferences:		·							
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	In National									
	In Regional									
	In Local									
	Percentage of Research Projects Conducted						÷			
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	Number of beneficiaries served:							•		
	Groups/ Institutions	RP								
	Individuals	RP								L
	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								



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	of approval)	Recommend of ANTONIO P	Recommending Approval:  ANTONIO P. ABAMO	Recommending Approval:  ANTONIO P. ABAMO  Dean	Recommending Approval:  ANTONIO P. ABAMO  Dean	Recommending Approval:  ANTONIO P. ABAMO Dean	Recommending Approval:  Appro  ANTONIO P. ABAMO  Dean  Dependable to related to agr.  Appro  BEAT  Vice	Recommending Approval:  ANTONIO P. ABAMO  Dependable teaching related to agribusines  Approved by:  BEATRIZ S.  Vice Preside	Pependable teaching skills. Musi related to agribusiness.  Recommending Approval:  ANTONIO P. ABAMO  Dean  Dependable teaching skills. Musi related to agribusiness.  Approved by:  BEATRIZ S. BELONIAS  Vice President

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

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## PERFORMANCE MONITORING & COACHING JOURNAL

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Name of Office: Dept. of Business and Management

Head of Office: Antonio P. Abamo

Number of Personnel: LOREGIN S. PUGOSA

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Activity Monitoring	Mee	-	Memo	Others (Pls.	Remarks
Monteoning	One-on-One	Group	14101110	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:

ANTONIO P. ABAMO

Immediate Supervisor

Noted by:

ANTONIO PARAMO

Dean, CME

## PERFORMANCE MONTOWN & COLORONS CONSIG

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Name of Office: Dect. of Business and Manayers:

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Conducted by:

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Immediate Supervisor

noted by:

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#### **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:	Tauant Data
Date:	Target Date:
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#### **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:

TONIO P. AL

Unit Head

cc: ODA-HRD

LOREGIN 8. PULOSA

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