

EXHIBIT J

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			
c. Head/Dean (50%)	30	2.4	
d. Students (50%)	30	2.5	
TOTAL	60	4.9	2.9
2. Research	15	5	0.75
3. Extension	15	5	0.75
4. Administration	4	4	0.16
5. Production	6	5	0.3
TOTAL	100		4.9

EQUIVALENT NUMERICAL RATING : 4.9

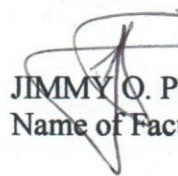
Add: Additional Points, if any : _____

TOTAL NUMERICAL RATING : _____

FINAL NUMERICAL RATING : 4.9

ADJECTIVAL RATING : Outstanding

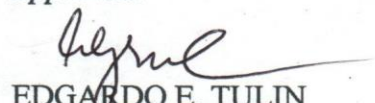
Prepared by:


JIMMY O. POGOSA
Name of Faculty

Reviewed by:

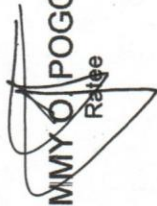

HUMBERTO R. MONTES, JR.
Department Head

Approved:


EDGARDO E. TULIN
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JIMMY O. POGOSA, of the INSTITUTE OF TROPICAL ECOLOGY AND ENVIRONMENTAL MANAGEMENT commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period JULY TO DECEMBER, 2017.


JIMMY O. POGOSA
Ratee


Approved: HUMBERTO R. MONTES, JR.
Head of Unit

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
					Q1	E2	T3	A4	
MFO 1 - 2: Advanced and Higher Education Services	FTE	Teaches the following courses: SY 2017-18 (1st Semester) - Undergraduate courses (Lec and Lab: ENVI 121; ENVI 129; AGSCI 18) - Graduate Course (TREC 209; TREC 299; SOIL 217)	5.0	25.65	✓	✓	✓	✓	
			2.0	5.46	✓	✓	✓	✓	
	Number of Student Research Advising: Approved thesis outline submitted within the prescribed period (SY 2017-18)	BSci. Adviser	2	4	✓	✓	✓	✓	Adviser: Almencion, K.A. Caballo, J.M. Neparate, D.K.P. Seno, I.C.V.
		BSci. SRC-Chairman/Member	2	4	✓	✓	✓	✓	SRC chairman/member: Cabus, N.F.N. Camacho, A.B.A. Sagarino, J.N. Sagarino, R.L.M.

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
	Student Advising and Consultation Services: ▪ No. of hours spent for student thesis	Counseling and advising students thesis	5 hrs.	48	5	5	5	5	
MFO 3: Research Services									
Performance Indicator 1:	Number of Research Outputs Submitted: ▪ Reports (Quarterly, Annual/Terminal)	Study Leader	2	2	4	4	4	4	NRM and Cocoboads
Performance Indicator 5:	Number of studies presented	Presenter	1	1	4	4	4	4	RDE In-house and Level 2 Review: Productivity and Sustainability of Coconut Production and Husk Utilization in the Philippines
MFO 4: Extension Services									
Performance Indicator 1:	Number of persons-day trained weighted by length of training/workshop:	Resource person	20	95	5	5	5	5	Rainforestation Training
Performance Indicator 2:	Number of trainings/seminars/workshops served/conducted by levels: Institutional/_local	Resource Person	1	3	5	5	5	5	Rainforestation Training
Performance Indicator 4:	Number of beneficiaries served	Technical person	2	10	5	5	5	5	RF adopters
MFO 5: Support to Operation Services									

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
Performance Indicator 4:	Number of seminars/trainings/conventions/workshops coordinated outside the University	Ass stant coordinator	1	3	✓	✓	✓	✓	Rainforestation training
Performance Indicator 6:	Number of In-house writeshop/reviews conducted/attended	Presenter	1	2	✓	✓	✓	✓	RDE In-house and Level 2 Review
MFO 6: Administrative Support Services									
Performance Indicator 2:	Meetings attended: ▪ College and Department ▪ COCOBAORD	Faculty Study Leader	6 2	6 3	4 5	4 5	4 5	4 5	
Performance Indicator 3:	Number of applicants evaluated (ITEEM)	Personnel Committee Member	1	1	✓	✓	✓	✓	Asio, J.R.
Performance Indicator 6:	No. of progress reports prepared, retrieved, consolidated & submitted	Study Leader	1	1	4	4	4	4	NRM
Performance Indicator 8:	Area of demonstration and nature park maintained	Ass.: Supervisor	20 has	20 has	✓	✓	✓	✓	
Performance Indicator 11:	No. of office/training facilities maintained • RDE Office • Rainforestation Training Center • Screen House • Germination Shed House • Bagging Shed	Ass.: Supervisor	1 1 1 1 1	1 1 1 1 1	✓ ✓ ✓ ✓ ✓	✓ ✓ ✓ ✓ ✓	✓ ✓ ✓ ✓ ✓	✓ ✓ ✓ ✓ ✓	
Performance Indicator 13:	% of apparatus/equipment maintained	MR	100%	100%	✓	✓	✓	✓	
	Zero percent complaint from clients serve	Technical experts	100%	100%	✓	✓	✓	✓	
TOTAL OVER-ALL RATING									116

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	

Average Rating (Total Over-all rating divided by 4)	4.83								
Additional Points:									
Punctuality									
Approved Additional points (with copy of approval)									
FINAL RATING	4.83								
ADJECTIVAL RATING	Outstanding								

Comments & Recommendations for Development Purpose:

Received by:


 NERESITA L. QUIÑANOLA
 HEAD, PRPEO

DATE

Calibrated by:


 REMBERTO A. PATINDOL
 PMT

DATE

Recommending Approval:


 BEATRIZ S. BELONIAS
 VICE-PRESIDENT FOR INSTRUCTION

DATE

Approved:


 EDGARDO E. TULIN
 PRESIDENT

DATE

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