Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **ARGINA M. POMIDA**

January-June 2018

Program Involvement (1)	Percentage Weight of Involve-	Numerical Rating (Rating x%) (3)		Equivalent Numerical Rating (2 X 3)
1. Instruction				
a. Head/Dean (50%)		4.86x50%	2.43	
b. Students (50%)		5.0x50%	2.50	
Total for Instruction	50%		4.86	2.43
2. Research				
a. Client/Dir. For Research (50%)				
b, Dept. Head/Center Director (50%)				
Total for Research	0%			0.00
3. Extension				
a. Client/Dir for Extension (50%)				
b. Dept. Head/Center Director (50%)				
Total for Extension	10%		4.90	0.49
4. Administration	20%		5.00	1.00
5. Production	20%		5.00	1.00
TOTAL	100%			4.92

EQUIVALENT NUMERICAL RATING: 4.92
Add: Additional Points, if any: 0
TOTAL NUMERICAL RATING: 4.92

ADJECTIVAL RATING: **Outstanding**

Prepared by:

ARGINA M. POMIDA
Name of Faculty

Reviewed by:

ANTONIO P. ABAMO
Head, DBM

Recommending Approval:

ANTONIO P. ABAMO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ARGINA M. POMIDA, Asst. Professor 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 to December 2018.

ARGINA M. POMIDA
Ratee

Approved:
ANTONIO P. ABAMO
Head, DBM

DILBERTO O. FERRAREN
VP, PRGEA

MFOs/PAPs	Success Indicators	Tasked Assigned	Target	Percentage of Actual Accomplishment	Actual Accomplishment	Rating				Remarks
						Q1	E2	T3	A4	
Advanced Education Services	**1. Graduate Degree Program Management Services**									
	PI1: Number of graduate degree specializations offered and monitored									
	PI2: Total FTE monitored		2.00	204%	4.08	**5**	**5**	**5**	5.00	
	PI3: Percentage increase in number of graduate students enrolled									
	PI4: Percentage increase in the number of students who graduated within prescribed period									
Higher Education Services	**Full Time Equivalent (FTE)**		2	73%	1.45	**5**	**5**	**5**	5.00	
	Vacation Sick Leave	Teaching								
	Number of Graduates:									
	Baccalaureate									
	Number of IMs Dev/Rev & Utilized	Co- author								
	Revised IM's within the last 3 years		1	200%	2	5	5	4	4.67	
	Number of Student Research and Field Practice Advising									
	Approved case study manuscript	Adviser	2	100%	2	5	5	4	4.67	
	Approved thesis outline									
	Approved thesis manuscript									

	Student Advising and Consult Services:									
	Number of student org advised	Adviser	1	100%	1	5	4	4	4.33	
	Student-related activities assisted	Adviser	2	200%	4	4	5	5	4.67	
	Number of student advised as academic adviser	Adviser	50	200%	100	5	5	5	5.00	
	Academe/Industry Linkage established:									
	International		1	300%	3	5	5	5	5.00	
	National		1	300%	3	5	5	5	5.00	
	Local/Regional		1	400%	4	5	5	5	5.00	
	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									
Advanced education services										
	Number of Graduates within prescribed period:									
	Masters									
	Diploma									
	IMs Developed/Revised and Utilized									
	Revised IM's within the last 3 years		1	200%	2	5	5	5	5.00	
	Number of Student Research Advising									
	Approved special problem manuscript									
	Approved research outline		1	200%	2	5	5	5	5.00	
	Student Advising and Consult Services:									
	Number of student organizations advised									
	Number of student-related activities assisted									
Research Services	**Number of Outputs Published in CHED accredited journals/internationally indexed journals:**									
	In Ref Interntl Journals									
	In Ref Natl Journals									
	In Institutional Journals									
	International									
	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									
Extn Services	**Number of person-days trained**	Trainor	10	500%	50	5	5	5	5.00	
	Number of trainings conducted	Resource person	1	200%	2	5	5	5	5.00	
	Number of beneficiaries served:									
	Groups/ Institutions	Resource person	2	150%	3	5	5	4	4.67	
	Individuals	Resource person	5	200%	10	5	5	5	5.00	
	Awards recv (inter, natl, local):									
	Individual									
	Unit (Center, College, Department)									
	Technical/ Expert services									
	Consultancy									
	Commodity teams		1	100%	1	5	4	5	4.67	
	RDE reviewer/ panelist									
	Resource person	Resource person	1	200%	2	5	5	5	5.00	
Seminars/symposium/										
conference attended	International									
	National									
	Local/Regional		1	200%	2	5	5	5	5.00	
Admin Support										
Services	National	Participant			7	5	5	5	5.00	
	Local	Participant								
	Membership in university committees	Member								
	Membership in College committees	Member	1	300%	3	5	5	5	5.00	
	Membership in the Department committees	Member	1	200%	2	5	5	5	5.00	
	Membership in Dept. Organization	Member	2	200%	4	5	5	5	5.00	
Department Head	Number of department meetings presided (IGPO)	Manager/Dir.	1	200%	2	5	5	5	5.00	
	Number of execom meetings attended		2	200%	4	5	5	5	5.00	
	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									
Project MFOs /PAPs:										
Efficient Customer-Friendly Assistance	0% complaints from client served	IGP Director/IGP Staff	0 complaint		0 complaint	5	5	5	5.00	
Administrative and financial documents processed	Timely review and signing of Revolving Fund, Special Trust Fund, Monthly y Financial Report for IGP projects managed and supervised and other official documents prepared and processed	IGP Director	Official documents prepared and processed are acted and released on time		Official documents prepared and processed are acted and released on time	5 5 5	5 5 5	5 5 5	5.00 5.00 5.00	
Management & monitoring services	Percentage of RF/STF managers and concessionaires complying with requirements and policies set by the Board of Management	BOM/Director/IGP staff	60%		95%	5	5	5	5.00	
	Regular physical evaluation and inventory of IGPs	IGP Director/IGP Staff	Regular visit of IGPs to evaluate status of the project		Recommend infrastructure improvement of some IGPs	5	5	5	5.00	
	Effectively participate in updating IGP Manual	BOM/IGP Director	Actively participate and attend meeting with BOM		Started discussion with BOM members in revising IGP Manual	5	5	5	5.00	
	Effectively facilitate in the conduct of IGP Annual Review	BOM/IGP Director/IGP Staff	Actively facilitate in the conduct of IGP annual Review		3 days examination/evaluation of IGPs and suggested to solution to problems met	5	5	5	5.00	
Effective and efficient Income Generation from Implemented projected	Improved gross income generated from STF-IGP projects in support to instruction, research and extension	BOM/IGP Director	3.5M		10.6M	5	5	5	5.00	

	Improved gross income generated from RF-IGP to support university	BOM/IGP Director	3M		7.7M	5	5	5	5.00	
Best practices and innovations	Conducts regular consultative meeting with the concessionaires and provides capability building	IGP Director/IGP staff	Facilitates training and regular conduct of meetings with concessionaires		Planned and conducted training to concessionaires	5	5	5	5.00	Sponsored/facilitated seminar on Basic Fire Safety and Prevention, Ear quake Drill and Garbage Segregation and Management
	Effective implementation of Waste segregation and management	IGP Director/IGP staff	Implementation of garbage segregation and management		Conducted seminar and information dissemination on garbage segregation and management	5	5	5	5.00	Full implementation on garbage segregation and management with the help of LSSMU c/o Prof. Mario E. Baliad
Total Over-all Rating									182.67	

Average Rating (Total overall rating divided by 4)	4.94
Additional Points:	
Approved Additional points (with copy of approval)	
FINAL RATING	4.94
ADJECTIVIAL RATING	O

Comments & Recommendations for Development Purpose:

-

Evaluated & Rated by:

ANTONIO P. ABAMO
Dept/Unit Head

Date: _____

Recommending Approval:

ANTONIO P. ABAMO
Dean

DILBERTO O. FERRAREN
Vice-President for Planning, Resource Generation & External Affairs

Approved by:

BEATRIZ S. BELONIAS
Vice President

Date: _____

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

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ARGINA M POMIDA
Performance Rating: July-December 2018

Aim: To acquire knowledge and skills on Strategic Planning Process

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: January 2018 Target Date: June 2018

First Step:
Attend training/seminar-workshop to management/staff planning processes.

Result:
Attended training/seminar-workshop to management/staff planning processes.

Date: _____ Target Date: _____

Next Step:
Shared new knowledge on strategic Planning Process to the Department, College, University and Stakeholders, (researchers, entrepreneur, students and etc.)

Outcome:

Final Step/Recommendation:

Acquired and shared new knowledge on Strategic Planning Process to the Department, College, Universities and Stakeholders (researchers, entrepreneur, students and etc.)

Prepared by:

ANTONIO P. ABAMO
Unit Head

Conforme:

ARGINA M. POMIDA

cc: ODA-HRD

[illegible]