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

| P | ROGRAM INVOLVEMENT (1) | PERCENTAGE WEIGHT OF INVOLVEMENT (2) | NUMERICAL RATING (RATING x %) (3) | EQUIVALENT NUMERICAL RATING (2 x 3) |
|----|------------------------|--|---|---|
| 1. | Instruction | | | |
| | a. Head/Dean (50%) | 23 | 4.92 | 1.230 |
| | b. Students (50%) | 25 | 4. 33 | 1.083 |
| | TOTAL | | | |
| 2. | Research | П. | 5.00 | 1.000 |
| 3. | Extension | 20 | 5.00 | 1.000 |
| 4. | Administration | 10 | 5.00 | 0.050 |
| 5. | Production | | | |
| | TOTAL | | | 4. 813 |

| EQUIVALENT NUMERICAL RATING: | 4.813 | |
|------------------------------|-------|--|
| _ (| | |

Add: Additional Points, if any

4.813

TOTAL NUMERICAL RATING

4.813

FINAL NUMERICAL RATING

ADJECTIVAL RATING

Outstanding

Prepared by:

Reviewed by:

JIMMY Q.\POGOSA

Name of Staff

MARLITO M. BANDE Department/Office Head

Recommending Approval:

DENNIS P. PEQUE

Dean, CFES

Approved:

BEATRIZ S./BELONIAS

Vice-President for Instruction

Summary of Individual Ratings of Faculty Manipers with Multiple Punctions

Name a Office
INSTITUTE OF TROPICAL ECOLOGY AND ENVIRONMENTAL

NEARLY MEDIA

NAME OF FROMING MEDIA

NAME OF FROMIN

| LCUPANEEN NUMERICAL RATING (2 x 3) | REPRIENCE PATING (RATING x %) | FERGENIAGE V. CIGHT OF INVOLVEMENT - (2) | PROGRAM INVOLVEMENT (i) |
|--|-------------------------------|--|---------------------------|
| | | | i. instruction |
| 6,20% | 4.02 | 2.5 | a. Head/Dean (50%) |
| ć×u.h | 88.42 | 7.5 | b. Stud outs (50%) |
| | | | TOTAL |
| 4,600 | F.oc | 13.7 | 2. Research |
| | on.₹ | 20 | 3. Eutension |
| ত্ ই ও.০ | ંડ, ટ | () | 4. Administration |
| | | | 5. Production |
| 4.815 | 1 | | JATOT |

EQUIVALENT NUMBRICAE RATING: 4.805

Additional Points, if any:

TOTAE HUMBRICAE RATING: 4.815

FINAL NUMBRICAE RATING: 4.815

Properted Sy:

HEMMY WPOGUSA.

the state of the s

Reviewed by:

MUSELFIC M. BANDE Department/Office Hoad

Recounterhing Appropria

CIMAL NEOUE DENNIS P PEOUE Denn. CFES

Approved.

SEATER STREET ONLYS Vice-President for Instruction

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>JULY</u> to <u>DECEMBER</u>, 2018.

JIMMY O. POGOSA

RATEE

Approved:

MARLITO M. BANDE

UNIT HEAD

| 1 | | | | Actual | | Rat | ting | | |
|-------------|---|---|--------|-----------------|----|----------------|------|----------------|---|
| MFO & PAPs | Success Indicators | Tasks Assigned | Target | Accomplish ment | Q¹ | E ² | T³ | A ⁴ | Remarks |
| UMFO 1 | ADVANCED EDUCATION SERVICES | | | | | | | • | |
| ITEEM MFO 1 | Graduate Degree Program | | | | | | | | - |
| PI 2 | Total FTE monitored | Teaches the following courses, SY 2018-2019 (1st sem): TREC 209 (lec and lab); TREC 299 (lec) and SOIL 217 (lec and lab) | 2 | 8.58 | 5 | Z | 7 | 2 | Number of students and contact hour per week: TREC 209 (17 students/5 hrs); TREC 299 (3 students /1 hr) and SOIL 217 (3 students/5 hrs) |
| . PI 6 | Number of instructional materials developed | Revised existing course syllabi | 1 | 3.00 | 7 | 7 | 7 | 7 | TREC 209 (lec and lab); TREC 299 (lec) and SOIL 217 (lec and lab) |
| ITEEM MFO 2 | Graduate Students | 6AC | | | | | | | |
| PI 4 | Number of graduate students advised (adviser/GAC member of graduate students Served as thesis SRE/member of graduate students 1 1 1 4 4 4 K. J. Longatang | | | | | | | | |
| UMFO 2 | HIGHER EDUCATION SERVICES | | | | | | | | |
| ITEEM MFO 1 | Curriculum Program | | | | | | | | |
| PI 1 | Total FTE monitored | Teaches the following courses, SY 2018-19 (1st Semester): ENVI 121 (Lec and Lab), ENVI 129 (Lec and Lab), AGSCI 18 (2 sections Lec) | 9 | 29.35 | Ė | 7 | 7 | 3 | Number of students and contact hour per week: ENVI 121 (52 students/5 hrs), ENVI 129 (16 students/5 hrs) AGSCI 18 (149 students/2 hrs) |
| PI 8 | Number of students advised (thesis adviser/SRC Chairman or member) | Served as thesis adviser and SRC/member of undergraduate students | 2 | 8 | 5 | 7 | z | 3 | Adviser: M. Desamparado, D. Dupal, G. Gardon, M.F. Mabansag, SRC/Member: K. Tenio, K. Florentino, G. Pepito, A. Torregosa) |

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|--|----------|--|-----------------|--------------------------------|------------------|---|--|---|--|-----------------------|----------------|---|---|
| A 20001 O VIVINE | V. | | र्भारम्भारतम् । | CHONSER MOUTABLE CERTIFICATION | Charles Progress | Personal Index | Despeio de la contrata del contrata de la contrata de la contrata del contrata de la contrata del contrata de la contrata de la contrata de la contrata de la contrata del contrata de la contrata del contrata del contrata del contrata de la contrata del contrata de | 9000000 0200000000000000000000000000000 | Mumber of occupate students advised (advices (GA)) | THOUSE FOUND A REGION | Curry Calendre | 13 | nearise C ORZycealde alteriol (the alterior to nadminor or nember) |
| | | | Baryles/ skes? | | | (15 - cratics) g tweeted yith self self that I bris yelf (164 east fines all 1197 4 critical self (165 east 250), 1197 (164 east 260), 250 (165 ea | ective ecross goissing bookes | | To rediment OVE accept as temporal | | | To aches the following courses, SY 1808-19 (1st Semester) EWIT ST 1908-19 (1st Semester) EWIT ST 1908-1908 (1st Sections Fet) NGS(TIS) (1st Sections Fet) | ons realition steeds as being 2 Section to realities of the section of the sectio |
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| | JASHTIMU | F. | | | | 2 | 17 | | | | : | 69 | |
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| ACAZAMANA SA OTIJAAM | | The case of the ca | (See Attraction | | | Munder of shall safe and contact thou per wealth through the Soft Standards with the Soft Standards (Soft Soft Soft Soft Soft Soft Soft Soft | T. 20, 200 the part Lat. (250, 250 flee) and 250, 251. (251, 252, 250) fleet and 250, 251. (251, 252, 252) fleet and 250, 252. (251, 252, | | Britishing | | | observing pand certhol ratio abrebuis to rednut? This Xmill well retained Strict Mild (and Control of Control | Active and the Company of Continue of the Cont |

| | | | | Actual | | Rat | ting | | |
|------------|--|---|--------|-----------------|----|----------------|------|----|---|
| MFO & PAPs | Success Indicators | Tasks Assigned | Target | Accomplish ment | Q1 | E ² | T³ | A4 | Remarks |
| PI 10 | Number of instructional materials developed | Revised existing course syllabi | 1 | 3 | 7 | 3 | ک | 2 | Envi 121 (Lec & Lab); Envi 129 (Lec & Lab); AgSci 18 (Lec) |
| UMFO 3 | RESEARCH SERVICES | | | | | | | | |
| PI 1 | Number of published papers in internationally indexed (CHED accredited) journals | Corresponding author | 1 | 1 | 3 | 乙 | 7 | ئ | Productivity and Sustainability of Coconut Production and Husk Utilization in the Philippines: Coconut Husk Availability and Utilization |
| PI 2 | Number of research outputs presented in local/regional/national /international fora/ conferences | Oral presenter | 1 | 2 | 7 | ĭ | 5 | 3 | RDE Level 2: (1) Species Combination-Site Condition Matching of Eearly Successional Species; (2) Effects of Nutrient Management on the Survival and Growth Performance of Mycorrhizal-Infected Dipterocarp Seedlings Planted in Marginal Uplands in Inopacan, Leyte |
| PI 3 | Number of research project/study conducted | Study leader | - | 2 | ٦. | r | I | ت | (1) Inopacan, Study 1: Species Combination-Site Condition Matching of Early Successional Species; (2) Pinoy Tannin |
| PI 6 | Number of studies presented | Oral presenter | 1 | 2 | 5 | 7 | I | I | RDE Level 2: (1) Species Combination-Site Condition Matching of Eearly Successional Species; (2) Effects of Nutrient Management on the Survival and Growth Performance of Mycorrhizal-Infected Dipterocarp Seedlings Planted in Marginal Uplands in Inopacan, Leyte |
| PI 9 | Additional outputs: | | | | | | | | |
| PI 9.1 | Number of exchange scholars/researchers/visiting professors assisted | Focal persson | - | 1 | Z | r | Z | Z | Melanie Feurer (Pinoy Tannin Project, Bern University): <i>researcher</i> |
| PI 9.2 | Number of research articles submitted for publications | Corresponding author | | 1 | 3 | 4 | ت | J | International Journal of Environment and Rural Development |
| UMFO 4 | EXTENSION SERVICES | | | | | | | | |
| PI 1 | Number of person-days trained weighted by length of training | Resource person/coordinator/ facilitator | 75 | 218 | ع | ' '5 | ک | 3 | RF Training (Naval, Baybay, Guiuan-E. Samar, Villaba); Training on Biodiversity Assessment (VSU, Biliran, Inopacan, Hindang); Farm Planning in Cabucgayan, Biliran (DSWD-KALAHI CIDSS) |
| PI 2 | Number of trainings conducted | Resource person/coordinator/ facilitator | - | 6 | 7 | Z | 7 | Z | RF Training (Naval, Baybay, Guiuan-E. Samar, Villaba); Training on Biodiversity Assessment (VSU); Farm Planning in Cabucgayan, Biliran (DSWD- KALAHI CIDSS) |
| PI 4 | Number of beneficiaries/clients served | Technical person/facilitator | 50 | 133 | 5 | Z | 2 | y | |
| PI 5 | Number of technical/expert services | Technical expert | 1 | 23 | 7 | y | I | 7, | RF Farm Mapping : Kambonggan, Baybay (1), Cabucgayan, Biliran (19); RISE : Naval (2) and Hindang (1) |

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| HOY-08C 2018 | |

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| 81 62pA (Cal S 201) PCT IVITS (cal S 201) 191 (cal) (cal) | 77 | . 11 | И | 71 | ω). | '-i | Kaliva serico grifizie Seriva. | Munber of instructional misterials developed | M To |
| | | | | | | | the course of th | PRESERVACES | 20.386 |
| Podaudívíly and S. standalfilly of Coronal Podaudínin and Hask Utilitation in the Philippings Coronal Hast Avsilability and Utilitanion | 7. | | ~ | ~ | ÷=; | f | Соттехронайну в п'ятст | Mumber of published per an in incernationally indexed (UHC) specified (portrain) | i.m.; |
| General Action of the control of the | ~ | . ~ ~ | 1 84. | | ψ) | · fine | Orai prosenter | ni bathezeig dtaquo doceta lo rednuM zeoronetuso \sin\textotecmani\ lenoiten\tandgen\ksol | N 02 |
| (3. Incorded Searly): Species Combination (3): Condition Material of Early Surveys Species (3. Second entities | 2 | - }~ | 7 | 7 | U | , | Study isocher | Νυπρετ οί πεσειτού γνοίσο V επισλικου το πουτισκο | S. W |
| RINE Larest 25: (1) Charins Chination State Countries that the backers of backers of backers on the Survivol (9) Ellert Despend the Backers of the Survivol (9) Ellert of the Survivol (9) Ellert of backers of the Survivol (9) S | 12 | H | - N | <i>(1)</i> | 21 | . descri | Oval presentier | b shoesty zalatie Ye rsdunkk |) je |
| | 1 | | 1 | | | | | yaqınını onubite: | 2.00 |
| med Junjor's drank (Vicity) was the Holy Color of Indian Indian (Vicity) | ř. | ۲, | ۲, | 7 | far f | | Facet (2619) | Entitiety (enclose et all consistent en | 1.9.19 |
| lone) and tremnotived to lemnot lengthere this | 17 | ٨ | ۲۰ | Į» | \$ } | , | Conesponding สสกอน | Than ber of research articles submitted for publications | D: 0.3 |
| | | | - 0 | | | | | EXIMPECO OFFICE | TENED A |
| R Training (Maval, paybay, Guiuan-E Samar, UZV) training on Biodiczeth yasechant (VZV) training on Biodiczeth yasechant (VZV) Ethion (novembly mark) training (VZVD-XXVDAH) (IDSS) | <i>5</i> / | Ñ | 1 /2 | <i>></i> | S | N | Arakeniissaasaasaa asaasa Indilissa | ेo nignool yd bestigiew beniar, ych-noereg to redmutri | - |
| 20 Training (Naval, Boybay, Goldon-E, Sanar) VIBNos), Training on Biodiversity Assessment (VSU), yearn Planning in Cabuccaver, Billiam (DSW), KALAHI (IDSS) | * -1 (. | 7 | N | , · | ro | , | kesonics beison/cooldinatory | Mumber of trainings conducted | E |
| | ۱۳۱ | N | :\\\\ | , | <u>ا</u> دو ن | 8 | Technical person/Pacificator | Mumber of behalfciaries/clients served | P. 15 |
| নি স্থান্ত ক্রিট্রান্ড, Kandonggan টকাঠাপ (1), Cabugayar, Bilina (19), বিশ্বস্থ সিংখন (ই) and Hirriang (1) | */ | ar. | -6.4 | (p) | Ø | | Tachped expert | Mumbol of technical/e-spert services | <u>ਯ</u> |

| | | | T | Actual | | Rat | ing | | |
|-------------|--|---|--------|-----------------|----|----------------|-----|----------------|---|
| MFO & PAPs | Success Indicators | Tasks Assigned | Target | Accomplish ment | Q¹ | E ² | T³ | A ⁴ | Remarks |
| PI 6 | Number of extension projects/components conducted | Component leader | 1 | 6 | 2 | S | 2 | 7 | Natural Resource Management-Based Extension Program (1); Training on Climate Change and Disaster Risk Reduction Management in 5 Municipalities of Leyte (Javier, Abuyog, Sta. Fe, Alangalang and San Miguel) under the Yolanda Rehabilitation and Recovery Program (5) |
| PI 11 | Additional outputs: | | | | | | | | |
| PI 11.7 | Number of in-house seminars/ trainings/workshops/ reviews conducted/attended | Participant/facilitator | 1 | 3 | 2 | J | 3 | 2 | YRRP Orientation Seminar, RDE In-house review, AAACU |
| UMFO 5 | SUPPORT TO OPERATIONS (STO) | | _ | | | | | | |
| ITEEM MFO 1 | Faculty Development Services | | | | | | | | |
| PI 2 | Number of seminars/trainings/ conventions/workshops coordinated for entire university | Facilitator | 1 | 3 | ८ | ح | 5 | 7 | Abaca Summit, YRRP Seminar, AAACU |
| PI 3 | Number of seminars/trainings/ conventions/workshops coordinated outside the university | Resource person/coordinator/ facilitator | 1 | 5 | ک | 7 | Z | 2 | RF Training (Naval, Baybay, Guiuan-E. Samar, Villaba); Farm Planning in Cabucgayan, Biliran (DSWD-KALAHI CIDSS) |
| PI 4 | Additional outputs: | | | | | | | | |
| PI 4.1 | Number of faculty/staff/awards/honors received related to operational support | Awardee | - | 2 | ت | 4 | I | Z | Lingkod Bayan Award (National and Regional Awards) |
| PI 4.2 | Number of activities organized/attended/assisted/ participated/facilitated | Facilitator/participant | - | 4 | Ī | 7 | 7 | 2 | AAACU, Training on Biodiversity Assessment, AACCUP, RQAT |
| ITEEM MFO 3 | Faculty Evaluation Services | | | | | | | | |
| PI 1 | Individual Faculty Students Evaluation | Instructor | VS | VS | 4 | 4 | 4 | 4 | Teaching Performance Evaluation by Students Rating: ENVI 121 (lec and lab) – Very Satisfactory; ENVI 129 (lec and lab) – Very Satisfactory; AgSci 18 (lec) – Very Satisfactory; TREC 209 – Outstanding 1st Sem. SY 2018-2019 |
| UMFO 5 | GENERAL ADMINISTRATION AND SUPPORT | | | | | | | | |
| PI 2 | Number of faculty/staff supervised and monitored (including project based staff) | Head TED/Supervisor | 4 | 18 | J. | 7 | ž | تَ | F. Almeroda, V. Bagarinao, R. Dolomen Sr., F. Tabaranza, B. Tabaranza, E. Gopio, M. Bancale, R. Dolomen, J. Bagarinao, J. Romero, J. Romero, L. Gofredo, A. Gofredo, P. Calatraba, M. Calatraba, J. Apas, C. Escabarte, R. Calatraba |
| PI 3 | Number of management meetings conducted/attended | Presided and attended | 6 | 16 | z | Ч | 7 | 3 | Regular ITEEM monthly meeting and project consultative staff, pre-planning, activity update and report meeting |
| PI 5 | Number of academic lecture/laboratory rooms maintained | Head TED/Supervisor | 1 | 4 | Z | 5 | S | ک | Knowledge center, nursery facilities:bagging area, screen house (2) |
| PI 6 | Number of equipment maintained | Equipment in-charge | 1 | 3 | 7 | 5 | 7 | ک | GPS (2); Refrigerator (1) |

| | | | 1349 | | - isuinA | | | | 1 1 1 |
|--|------------------------|-----|--|----------------------------|--|--------|--|---|--------------|
| ren.arks | P,A | 7.5 | <u> </u> | 'D | Accomplish nen | 398153 | Fasko Assigned | ลาบรมสะโมคที่ สดยออกเลื | MFO & PAPS |
| Natural Resource Management Seved Entension Program (1): Inaiding of Ulmate Change and Disoster Abik Reduction Manageanard in 5 Municipatities, or they are (lavier, Abuyeg, Stalle, Alangulang) and Sen Miguel) under the Yolanda Rehebilitation and Kerovery Program (9) | 7 | 7 | 2 | 2 | 3 | 1 | Component leader | idumber of extension projects/companents conducted | ð i G |
| | | | | | ! | | | Additional surputs: | 11.10 |
| YERE Chemistion Sandhac ROE or house review, 4A,4CU | 2 | 7 | 7 | 2 | Č | 1. | Participant/faulitator | idamber of in house seminen/ trainings/Porkshaps/ raviews conducted/attended | F111.7 |
| | | | | | | | | CUPPORT TO OPERATIONS (STO) | B DEAM! |
| | \$ - \$ | | | Companies of the companies | and the second s | | The second secon | Faculty Development Services | COMMEDIA |
| Abaca Sumpet, 1992 Jeminar, AAAGU | 72 | 7 | 7 | 7. | | 1 | Facilitator | Number of seminars/trainings/ conventions/workshops cooklasted for entire university | 2.19 |
| EE Iraining (Ivavel, Baybay, Guinao F. Sanar, 70156 N. Parm Planning G. Cabucgoyan, Gilban (OSWD-1531 548 L 0325) | *** | 7 | | 1 | 2 | 1 | Resource personicoordinator/ fashlistur | -N umber of seminars/trainings/ concentions/world-hops coordinated outside the university | 213 |
| Carried and Carrie | y an and an animal age | | | j | 1 | | | Auditorial outputs: | \$ jq |
| Hogled Bayan Award (National and Stiglional Awards) | 7 | | 7 | 1 | 2 | | Awterdess | th inber of faculty/statif/awards/honors received balated to operational support | 2.54.3 |
| AVACU, Training on Electiversity Ars Sanceus, AACCUP AQAT | 7 | 7 | 2 | | 1 | | Facilitator/participant | . Number of activities in conized/attacclad/assisted/ periisioatoc//facilitatad | P1 4.2 |
| | | | | | | | | Faculty Evaluation Services | TEEM MEG S |
| Toaching Performance Evaluation by Students Paring: EnVil 121 declard lab) - Very Satisfactory ENVI 129 declard laby - Very Satisfactory 2950 declard laby - Very Satisfactory 2950 declard laby - Very Satisfactory 2950 declarating 1st Sent SY 2013-2019 | | •) | Ţ. | 1. | 2V | SV | aon sis dan t | Individual Faculty Students Evaluation | f 36) |
| | | | | | | | | SEMERAL ADMINISTRATION AND SUPPORT | S CRMU |
| C. Aimeroda, V. Sajarman, R. Doloman St., F. Fabaranca, B. Talhamma, L. Copio, M. Barcule, R. Potomen, J. Bagarinoo, J. Romaro, J. Romero, L. Golfrado, A. Gofredo, P. Calarraba, M. Calauraba, J. Apas, C. Escabarto, R. Calarraba | 2 | 72 | | 7 | SI | i. | Hoad TED/Supervisor | Number of faculty/stall supervised and monitored (including project based staff) | C 19 |
| Regular ITSEM menthly meeting and project consultative stell, pre-planning, activity upliate and report meeting | J., | 2 | | 1 2 | 81 | Э | Presides and attended | Munther of the negetneed meetings conducted/attended | 8 34 |
| Coowledge center, nursery facilities bagging cree, screen house (7) | •) | 2 | 12 | Z | 4 | Ţ | Read 180/Supervisor | Mumber of etademic lecture/laboratory rooms maintained | ह स्प |
| GPS (2); Redigerator (1) | 2 | 1-2 | 1.27 | 7 | C | i | Equipment in charge. | Number of equipment maintained | 1976 |

| | | | | Actual | | Rat | ing | | |
|------------|--|---------------------|--------|-----------------|------|----------------|------|----------------|---|
| MFO & PAPs | Success Indicators | Tasks Assigned | Target | Accomplish ment | Q¹ | E ² | T³ | A ⁴ | Remarks |
| PI 7 | Area of lawn and demonstration farms maintained | Head TED/Supervisor | 1 | 5 | J | 3 | 7 | Ţ | Nature park, Agro-ecology demo farm, arboretum, RF demo farm, dipterocarp germplasm |
| PI 8 | Number of seedlings raised | Head TED/Supervisor | 1000 | 6000 | 2 | Q | 7 | Z | Assorted Forest Trees Seedlings and Critically Endangered Plants |
| PI 11 | Number of office/training facilities/equipment maintained per week | Head TED/Supervisor | 2 | 7 | Z | h | 7 | ٦, | Knowledge center, nursery facilities: bagging area, screen house (2); GPS (2); Refrigerator (1) |
| PI 12 | Number of university committees/boards/council chaired & coordinated | Member | 1 | 3 | h | 4 | Ŋ | Z | AACCUP Task Force Committee; CFES Curriculum Committee: Regional Abaca Summit 2018 |
| - | TOTAL OVERALL RATING | | | | 4.92 | 4.92 | 4.92 | 4.92 | |

| Average Rating (Total Over-all rating divided by 4) | 4, 92 |
|---|-------------|
| Additional Points: | |
| Punctuality | |
| Approved Additional points (with copy of approval) | |
| FINAL RATING | 4.92 |
| ADJECTIVAL RATING | Outstanding |

Comments & Recommendations for Development Purpose: Should undergo PAD Study

| Evaluated & rated by: | Recommending, Approval: | Approved: |
|-----------------------|-------------------------|--------------------------------|
| m | domb | My. |
| MARLITO-M. BANDE | DENNIS P. PEQUE | BEATRIZ S. RELONIAS |
| DIRECTOR, ITEEM | DEAN, CRES | VICE-PRESIDENT FOR INSTRUCTION |
| 24 January 2019 | 1/31/19 | |
| DATE | DATE | DATE |
| | | |

1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average

| | | 2.3 | Saving. | | is usply | | | | 44 S |
|--|-------------------------------|--|----------|-------------------|--|---|----------------------|--|-------------------|
| | eri 2 | i. | គ្នា | ğı | #100/4/400000000000000000000000000000000 | 1.7.3.5.5.5.5.5.5.5.5.5.5.5.5.5.5.5.5.5.5 | Service Services | State of the second of the sec | ETHER CAM |
| Mat in grank, najro-motory demo sera, processia. PE demo larm, dipromotory genegasan, | 14 | 14 | r | 1.74 | | | Head TED/Supervisor | benistrism emsi redentanomela pris ministro esiA | י ומ |
| Assured brass and Second Secon | 17 | 7 | N | | 9000 | IGGO | Hasd 1ED/Supervisor | Number of seedlings raised | 9 jd |
| Sensitive of the sense of the s | 77 | h) | <u></u> | r | | S. | Head TED/Superivisor | henistraism transportations and principal solutions to reduce the best week | E |
| misosus 2:10 s. attennos emet kini (US) A 8105 primites a sadA lareigas enthranos | 1 7 | r' | r* | ;~\ | رره | 41 | Member | Stephen of university committees/boards/council chaired & coordinated | N IS |
| | 4- | 4: | 子台 | .4 0:_ 4: | | | | OUTAR LIARBYO JATOT | |
| 1 | 1 | 1 | | | A STATE OF THE STA | | | A COMPANY CONTRACTOR AND | |
| elopusu | OF P. SAG | dations |) and en | og Og | Court entra & Recommendations for Lawrence Presence | | | (A vd bedivib prinst liensvC latoT) prinsR opcievA | AV SporevA |
| | | | | | | | | Poin a: | Additional Pomis |
| なったっとう | 540 | \$8.85 | 720 | Sharles makerists | | | | AIII) | Pendestiny |
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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 | ANISM | | |
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| ACTIVITY MONITORING | MEETING | i | ИЕМО | OTHERS | REMARKS |
| | ONE-ON-ONE | ON-ONE GROUP MEMO (Please spot Notice of me | (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. |
| COACHING | 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:

MARLITO M. BANDE Immediate Supervisor Noted by:

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Performance identioning and Coaching Journal

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| | HEAD OF OFFICE | Jan Gerrie et. Bande | |
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| | Distribution of saudent's thesis advises. | Notice of meeting | | | 8°01 8° .ps/. | ESTATUTUM. |
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Conducted by:

WIARLITO M. BANDES Immediau Supanisor

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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 201 | 18 | Target Date: | December 31, 2018 |
|---------------------|-------------------|---|----------------|--------------------------------------|
| First Ste | One-on-on | e discussion on how lity as Instructor. | to enhance his | competence to assume his |
| Result: | The agreer Japan. | ment was to send Mr. | Pogosa on a P | hD in research in Nagoya University, |
| Date: Ja | nuary 2019 | | Target Date: | August 2019 |
| Next Ste | p: Application | n for scholarship to s | upport Mr. Pog | gosa for PhD study |
| Outcome | e: Degree on | Agricultural Science | major in Ecol | ogical Modelling |
| Final Ste Recomm | • | cholarship grant and ndergo PhD study. | approval from | the scholarship committee to |

Prepared by:

MARLETO M. BANDE Unit Head

Conformé:

IIMMÝ O. POGOSA

Engloyae Development Plan

| FO BMAN | JONARY OLPOSOSA | | |
|--------------------------------------|--|----------------------|--------------------------------------|
| EMPLOYEE PERFURNANCE RATING | CUTSTANDANO | | |
| Alk | To enhance his teaching using geographic informa- | | rch skills on ecological mode |
| Proposed interve higher responsib | | สถอง and/or comp | ichnse and qualification in as |
| Date: Nove | anber 2018 | Tanget Oate: | Depember 31, 2018 |
| | ne-on-one discussion on in sponsibility as lectriciae | eith sancaints of we | competence to assume his |
| | be agreement was to send apare. | in Pogosa en e l | nD in recerció in Negoya Um |
| Date: Japanery | 2019 | Targel Dekt | August 2019 |
| Next Stept A | pplication für scholarship | o support Mr. Po | gosa for PhD study |
| Outpooter D | egree on Agreeffurd Scie | kesetei topan sor | ogical Modeling |
| l'inal Step/ Recommendation | | | or soliplicating compilities to |

Trepared by:

MARKETO M. RANDE.

Unit Hond

Contonné:

ALVERTY O. FOROSA