# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: LOREGIN S. PUGOSA

	January-June 2019		
Program Involvement (1)	Percentage Weight of Involve-ment (2)	Numerical Rating (Rating x%)	Equivalent Numerical Rating (2 X 3)
1. Instruction	•		
a. Head/Dean (50%)		4.75x50% 2	2.38
b. Students (50%)		4.71x50% 2	2.36
Total for Instruction	80%	4	4.73 3.79
2. Research			
a. Client/Dir. For Research (50%)			
b, Dept. Head/Center Director (50%)			
Total for Research	A		1
3. Extension		-	
a. Client/Dir for Extension (50%)			
b. Dept. Head/Center Director (50%)	-		
Total for Extension	10%	4	4.67 0.47
4. Administration	10%	4	4.75 0.48
5. Production			
TOTAL	100%		4.73
EQUIVALENT NUMERICAL RATING:		4	4.73
Add: Additional Points, if any:			0
TOTAL NUMERICAL RATING:	and the second s	41	4.73
ADJECTIVAL RATING:		Outst	Outstanding
Prepared by:	Reviewed by:	As Osk	
LOREGINS. PUGOSA		ANALITA A. SALABAO	
indime of racuity	/ 0 0 . 0	nead, DBIM	

BÉATRIZ S. BELONIAS

Approved:

Recommending Approval: Malabor Analita A. Salabao Dean/Director

Vice President

# 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 January 2019 - June 2019

**LOREGIN S. PUGOSA** 

Ratee

Approved:

NALITA A.SALABAO

Head, DBM

MFOs/PAPs	Success Indicators	Tasked	Target	Percentage of	Actual Accomplishm		Ra	ting		Remarks
		Assigned		Actual Accomplishm ent	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									
	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)	Teaching	20.00	166%	33.15	5	5	5	5.00	
	Vacation/Sick Leave								0.00	
	Number of Graduates:									
	Baccalaureate									
	Number of IMs Dev/Rev & Utilized	Compiler								
	Revised IM's within the last 3 years		1	300%	3	5	5	4	4.67	
	Advising									
	Approved case study manuscript	Adviser	10	190%	19	4	5	5	4.67	
	Approved thesis outline									
	Approved thesis manuscript									
	Student Advising and Consult Services:									
	Number of student org advised	Adviser								

	Student-related activities assisted	Adviser								
	Student advised as academic adviser	Adviser	20	175%	35	2	5	4 4	4.67	
	Academe/Industry Linkage established:									
	International									
	National									
	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									
Advanced education		•								
	Number of Graduates within prescribed period:									
	Masters									
	Diploma									
	IMs Developed/Revised and Utilized									
	Revised IM's within the last 3 years									
	Number of Student Research Advising									
,										
	Approved special problem manuscript									
	Approved research outline									
	Student Advising and Consult Services:									
	Number of student organizations advised									
	Number of student-related activities assisted									
Research Services	ioumals/infernationally indexed ioumals:									
The state of the s	In Ref Interntl Journals			-		-				
	In Ref Natl Journals									
	In Institutional Journals									
	International						,			
	Number of papers published in other									
1	peer-reviewed publications				,					
	(proceedings, monographs, etc.)									

In International In National In Regional In Local Percentage of Research Projects Conducted and Completed on Schedule Number of scientific fora coordinated/facilitated International National Regional Regional Number of trainings conducted Number of beneficiaries served: Groups/ Institutions Individuals Awards recv (inter, natt, local): Individual Unit (Center, College, Department) Technical/ Expert services Consultancy	ted Trainor RP	-							
		-							
		-							
		-							
		-							
		-							
		-							
Nu N	Trainor	-							
Nu N	Trainor	-							
Nu N	Trainor	-							
Nu Nu O O O O O O O O O O O O O O O O O	Trainor	-							
Null Null Null Null Null Null Null Null	Trainor	-							
Number of trainings conducted Number of beneficiaries served: Groups/ Institutions Individuals Awards recv (inter, natl, local): Individual Unit (Center, College, Department) Technical/ Expert services Consultancy	RP	-							
Number of beneficiaries served: Groups/ Institutions Individuals Awards recv (inter, natl, local): Individual Unit (Center, College, Department) Technical/ Expert services Consultancy			100%	1	5	4	5	4.67	
Groups/ Institutions Individuals Awards recv (inter, natl, local): Individual Unit (Center, College, Department) Technical/ Expert services Consultancy									
Individuals  Awards recv (inter, natl, local):									
Awards recv (inter, natl, local): Individual Unit (Center, College, Department) Technical/ Expert services Consultancy					,				
Individual Unit (Center, College, Department) Technical/ Expert services Consultancy	1				,				
Unit (Center, College, Department)  Technical/ Expert services  Consultancy									
Technical/ Expert services Consultancy					,				
Consultancy									
	Consultant								
Commodity teams									
RDE reviewer/ panelist									
Resource person	Resource person								
Seminars/symposium/									
conference attended International									
National									
Local/Regional	Participant								
Admin Support									
Services Number of department mtgs attended		4	150%	9	tO:	5	2	5.00	
Membership in University committees	Member	-	100%	-	22	4	2	4.67	
Membership in College committees	Member	-	100%	-	ις:	5	4	4.67	

	Membership in the Department committees	Member	1	100%	1	5	5	4	4.67
Department Head	Number of department meetings presided	the second secon							
	Number of execom meetings attended	The second secon							
Taylor and the same of the sam	Number of UAC mtgs attended	The state of the s	1			-			
4	Membership in university committees					1			
	Prompt submission of required documents								
1.	Annual Report		t						
	Procurement Plan					***************************************			
	Staff Development Plan		the same of the sa			it			
	Number of Faculty Mentored		- Standard Control			the state of the s			
	Number of department activities supervised		it			- it-			
are a second	Number of faculty members for study leave								
Fotal Over-all Rating			4						42.67
Average Rating (Tota	l overall rating divided by 4)		T	4.74		Commer	nts & Reco	ommend	ations
Additional Points:	the state of the s	14				for Deve	lopment	Purpose	
Approved Adidtional poir	nts (with copy of approval)	14				Hand	work	ig ano	dedicated
INAL RATING	- Harris			4.74		alwa	way	re as	institutor.
DJECTIVIAL RATING				0		ment of	rings.	mus	declicated instructor.
Evaluated & Rated by:		Recommending	Approval:	- Control of the Cont		//	Approve		

Date\_\_\_\_

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

Date:

BEATRIZ S. BELONIAS

Vice President

Date: \_\_\_\_\_

## PERFORMANCE MONITORING & COACHING JOURNAL

1st	Q
2 <sup>nd</sup>	A
3 <sup>rd</sup>	R
4th	E R
	2 <sup>nd</sup>

Name of Office: Dept. of Business and Management

Head of Office: Analita A. Salabao

Number of Personnel: LOREGIN S. PUGOSA

Activity		MECH	HANISM		
Activity Monitoring	Mee	ting	Memo	Others (Pls.	Remarks
Wilding	One-on-One	Group	IVICINO	specify)	
Monitoring	Checking on her plan for advanced degree	Sharing of Innovative teaching strategies like use of ICT, etc.		Following up the progress of research/extension involvement of DBM	Very productive discussion
Coaching	Developing and managing independent research project	Giving tips on how to develop teaching guides and 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:

Noted by:

ANAUTA A.SALABAO

Immediate Supervisor

Dean, CME

### **EMPLOYEE DEVELOPMENT PLAN**

Name of Employee:

LOREGIN S. PUGOSA

Performance Rating:

January -June 2019

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: January 2019

Target Date: June 2019

### 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.

그래 남편이라면 보면 느낌되면요? 그는 그렇게 모네워 없으면 먹다.	
Date:	Target Date:
	raiget bate.

### **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:

ANALITA A. SALABAO

Unit Head

LOREGIN S. PUGOSA

cc: ODA-HRD