

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: LOREGIN S. PUGOSA

July - December 2019

Program Involvement (1)	Percentage Weight of Involve-ment (2)			Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2 X 3)
1. Instruction					
a. Head/Dean (50%)		4.73	50%	2.37	
b. Students (50%)		4.71	50%	2.36	
Total for Instruction	80%			4.72	3.78
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	10%			4.67	0.47
4. Administration	10%			4.67	0.47
5. Production					
TOTAL	100%				4.71

EQUIVALENT NUMERICAL RATING:

4.71

Add: Additional Points, if any:

0

TOTAL NUMERICAL RATING:

4.71

ADJECTIVAL RATING:

Outstanding

Prepared by:


LOREGIN S. PUGOSA

Name of Faculty

Reviewed by:


ANALITA A. SALABAO

Head, DBM

Recommending Approval:


ANALITA A. SALABAO

Dean/Director

Approved:


BEATRIZ S. BELONIAS

Vice President

INDIVIDUAL PERFORMANCE 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 2019 - December 2019

LOREGIN S. PUGOSA

Ratee

Approved:

ANALITA A. SALABAO

Head, DBM

MFOs/PAPs	Success Indicators	Tasked Assigned	Target	Percentage of Actual Accomplish	Actual Accomplishm ent	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	Teaching								
	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	25.00	152%	38.00	5	5	5	5.00	
	Vacation/Sick Leave									
	Number of Graduates:									
	Baccalaureate									
	Number of IMs Dev/Rev & Utilized	Compiler			2	5	4	5	4.67	
	Revised IM's within the last 3 years									
	Number of Student Research and Field Practice Advising									
	Approved case study manuscript	Adviser	1	200%	2	5	5	4	4.67	
	Approved thesis outline									
	Approved thesis manuscript									
	Student Advising and Consult Services:									
	Number of student org advised	Adviser								
	Student-related activities assisted	Adviser			2	5	5	4	4.67	

	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								
	Number of trainings conducted	RP								
	Number of beneficiaries served:									
	Groups/ Institutions	RP								
	Individuals	RP								
	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									
	National									
	Local/Regional	Participant	1	300%	3	5	4	5	4.67	
Admin Support										
Services	Number of department meetings attended		3	233%	7	5	5	4	4.67	
	Membership in University committees	Member								

	Membership in College committees	Member								
	Membership in the Department committees	Member	1	200%	2	5	4	5	4.67	
Department Head	Number of department meetings presided									
	Number of execom meetings attended									
	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									
Total Over-all Rating									37.67	

Average Rating (Total overall rating divided by 4)		4.71
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.71
ADJECTIVIAL RATING		

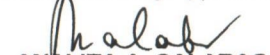
Evaluated & Rated by:


ANALITA A. SALABAO
 Dept/Unit Head

Date: _____

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

Recommending Approval:


ANALITA A. SALABAO
 Dean


Date: _____

Comments & Recommendations

for Development Purpose:

Has excellent and dependable teaching skills. Should involve in research more!

Approved by:


BEATRIZ S. BELONIAS
 Vice President

Date: _____

PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2nd	
	3rd	
	4th	

Name of Office: Dept. of Business and Management

Head of Office: Analita A. Salabao

Number of Personnel: LOREGIN S. PUGOSA

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
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:


ANALITA A. SALABAO
Immediate Supervisor

Noted by:


ANALITA A. SALABAO
Dean, CME

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: LOREGIN S. PUGOSA
Performance Rating: July-December 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.

Date: _____

Target Date: _____

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

Conforme:


LOREGIN S. PUGOSA

cc: ODA-HRD