SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ANTONIO P. ABAMO

JULY-DECEMBER 2023

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)		Equivalent Numerical Rating (2 X 3)
1. Instruction				
a. Head/Dean (100%)		4.57	2.29	
b. Students (50%)		4.67	2.34	
Total for Instruction	40%		4.62	1.85
2. Research				
a. Client/Dir. For Research (50%)				
b, Dept. Head/Center Director (50%)				
Total for Research	10%	4.11		0.41
3. Extension				
a. Client/Dir. for Extension (50%)				
b. Dept. Head/Center Director (50%)				
Total for Extension	10%	4.75		0.48
4. Administration	40%	4.52		1.81
5. Production				
TOTAL	100%			4.54

EQUIVALENT NUMERICAL RATING: 4.54
Add: Additional Points, if any: 0
TOTAL NUMERICAL RATING: 4.54
ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

ANTONIO P. ABAMO
Name of Faculty

Reviewed by:

MARK C. RATILLA
Dept. Head

Recommending Approval:

MOISES NEIL V. SERIÑO
Dean, CME

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

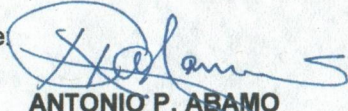## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, <u>ANTONIO P. ABAMO</u>, a faculty member of the <u>DEPARTMENT OF BUSINESS AND MANAGEMENT</u> commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>JULY-DECEMBER 2023.</u>

Ratee:

ANTONIO P. ABAMO
Professor III
Date: 1/15/24

Approved:

MARK C. RATILLA
Department Head
Date: 1/15/24

MOISES NEIL V. SERIÑO
Dean,CME   1-29-24

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Accompli shment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values)
UMFO 1. ADVANCED EDUCATION SERVICES											
OVPI MFO 2. Graduate Student Management Services											
	PI 4: Total FTE coordinated, implemented & monitored*	**A1**. Actual Faculty's FTE		Handles subjects/courses assigned	2	29.51	5	5	5	5.00	
	PI 8: Number of graduate students advised *	**A2**. Number of students advised		Acts as academic adviser to graduate students	2	17	5	5	5	5.00	
		A3 . Number of students advised on thesis/special problem/dissertation									
		As GAC Chairman		Advises and corrects research outline and thesis/SP/dissertation manuscript	2	4	4	4	4	4.00	

	AS GAC Member		Advises and corrects research outline and thesis/SP/dissertation manuscript	1	5	5	5	5	5.00
	A4 . Number of students entertained for consultation purposes		Entertains students seeking consultation with faculty						
PI 9: Number of instructional materials developed *	A5 . Number of on-line ready coursewares developed and submitted for review		Converts the existing instructional materials into flexible learning systems	2	5	4	4	4	4.00
	On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	5	4	4	4	4.00
	Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	6	5	5	5	5.00
	Assessment tools		Prepares assessment tools such as long exam, quizzes, problems	5	13	5	5	5	5.00
	A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor		Submits the course ware duly reviewed by TRP for editing by MMDC editor	1	4	5	5	5	5.00
	A 7 : Number of virtual classroom created and operational		Creates virtual classroom using either Moddle or Google Classroom	1	5	5	5	5	5.00
PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19		Designs experiential learning activities and other outputs to implement new normal						
UMFO 2. HIGHER EDUCATION SERVICES									
OVPI UMFO 3. Higher Education Management Services									

PI	Indicator	Activity	Description							
PI 5: Total FTE, coordinated, implemented and monitored *	**A9**. Actual Faculty's FTE		*Handles and teaches courses assigned*	8	10.65	5	5	5	5.00	
	A10. Number of grade sheets submitted within prescribed period	Preparation	Prepares gradesheet and submits on or before deadline	2	3	4	4	4	4.00	
	A 11. Number of INC forms with grade submitted within prescribed period		Facilitates students in their completion of the subject and submits completion forms with grade within prescribed							
	A12. Number of trainings attended related to instruction	Trainings attended	Attend mandated trainings	2	4	4	4	4	4.00	
	A13. Number of long examinations administered and checked	exam prep	Administers and checks long examination for subjects taught	4	10	5	5	5	5.00	
	A14. Number of quizzes administered and checked		Prepares and checks quizzes for lec and lab	8	20	5	5	5	5.00	
	A15. Number of lab reports and term papers checked and graded		Checks lab reports and term papers submitted as							
PI 8: Number of students advised: *	**A16**. Number of students advised:		*Acts as academic adviser to students*	4	17	5	5	5	5.00	
	A17. Number of students advised on thesis/ field practice/special problem:									
	As SRC Chairman	Advising/correction	Advises, and corrects research outline and thesis/SP manuscript	4	8	4	4	4	4.00	
	As SRC Member	Advising/correction	Advises and corrects research outline and thesis/SP manuscript	3	6	4	4	4	4.00	

PI	Activity		Description			E	T	A	Avg
	A18 . Number of students entertained for consultation purposes		Entertains students consulting on subject taught, thesis and grades	10	27	5	5	5	5.00
PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised		Advises student organizations recognized by USOO						
	A20 . Number of Student organizations assisted on student related activities		Assists student organizations in implementing student related activities	1	2	4	4	4	4.00
PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :		Prepares and submits for review by the Technical Review Panel	2	4	4	4	4	4.00
	On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	3	5	5	5	5.00
	Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	4	4	4	4	4.00
	Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	10	5	5	5	5.00
	A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor		Submits the course ware duly reviewed by TRP for editing by MMDC editor	1	3	5	5	5	5.00
	A 24 : Number of virtual classroom created and operational		Creates virtual classroom using either Moddle or Google Classroom	2	4	4	4	4	4.00

PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
	Program accreditation/evaluation		Prepares documents and /or program profile and other materials required during program/institutional	4	8	4	4	4	4.00
	Agency/firm/Industry linkages		Coordinates with potential firms and maintains linkages with firms willing to accept OJT students	4	10	5	5	5	5.00
	A 26. Other outputs implementing the new normal due to covid 19		Designs experiential learning activities and other outputs to implement new normal						
UMFO 3 . RESEARCH SERVICES									
PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *		Conducts research for possible utilization by industry or other beneficiaries	4	8	4	4	4	4.00
PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *		Conducts and completes research project within the year	2	4	4	4	4	4.00
PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year		Writes publishable materials out of research outputs and submits for publication	1	2	4	4	4	4.00
	In refereed int'l journals			1	2	4	4	4	4.00
	In refereed nat'l/regional journals								

PI	Activity		Task							
PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	**A 30.** Number of research outputs presented in regional/national/ int'l fora/conferences *		Prepares, submits and presents research paper in scienfic for a/conferences	1	4	5	5	5	5.00	
	In int'l fora/conferences			1	2	4	4	4	4.00	
	In nat'l/regional fora/conferences			1	2	4	4	4	4.00	
PI 5. Percent of research proposals approved *	**A 31.** Percentage of of research proposals prepared, submitted and approved		Prepares research proposals, submits and follows up its approval for immediate	2	4	4	4	4	4.00	
PI 6. Additional outputs*	**A 32.** No. of research-related awards (research conducted by faculty or									
	A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer		Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed	2	4	4	4	4	4.00	
	A 34. Number of UMs submitted to ITSO, VSU	UM preparation	Prepares and submits application for UM of technology generated out of							
	A 35. Other outputs implementing the new normal due to covid 19		Designs research related activities and other outputs to							
UMFO 4. EXTENSION SERVICES										
PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	**A 36.** Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained		Identifies and links with probable partners for extension activities and maintains this active partnership	3	8	5	5	5	5.00	

	PI	A		Task	Target	Accomp.	Q	E	T	Avg	
	PI 2. Number of trainees weighted by the length of training	**A 37**. Number of trainees weighted by the length of training		Conducts trainings among beneficiaries of technologies for transfer	45	103	5	5	5	5.00	
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	**A 38**. Number of extension programs/projects implemented		Implementes and supervises duly approved extension projects	30	110	5	5	5	5.00	
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	**A 39**. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance		Provides quality and relevant training courses and advisory services							
	PI 5. *Number of technical/expert services*	**A 40**. *Number of technical/expert services as/in:*		Provides the technical and expert services requested by beneficiaries	5	14	5	5	5	5.00	
	Research Mentoring	*Research Mentor*			3	7	4	4	4	4.00	
	Peer reviewers/Panelists	*Peer reviewers/Panelists*			2	5	4	4	4	4.00	
	Resource Persons	*Resource Persons*			4	9	5	5	5	5.00	
	Convenor/Organizer	*Convenor/Organizer*				0					
	Consultancy	*Consultant*				0					
	Evaluator	*Evaluator*			2	7	5	5	5	5.00	
	PI 8. Percent of extension proposals approved *	**A 41.** Percent of extension proposals approved *		Prepares extension project proposals, submits and follow up its approval for immediate implementation							

PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *									
	A 43.Other outputs implementing the new normal due to covid 19		related activities and other outputs to implement new							

UMFO 5. SUPPORT TO OPERATIONS

OVPI MFO 4. Program and Institutional Accreditation Services

PI 8.Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	A 44. Compliance to all requirements of theQMS core processes of the university under ISO 9001:2015*		Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	Zero NC	Zero NC	5	5	5	5.00
	A 45. Compliance to all requirements of the program and institutional accreditations:	Minutes Preparation	Prepares required documents and complies all requirements as prescribed in the	100%	100%	5	5	5	5.00
	On program accreditations	Pilot Plant Manager							
	On institutional accreditations	SSF Rootcrop facility incharge	ISO2015		ISO2015	4	4	4	4.00
	A. 46. Number of seminars/trainings/conventions/workshop attended outside the university								
	International			2	4	4	4	4	4.00
	National			2	4	4	4	4	4.00
	Regional			2	4	4	4	4	4.00
	Institutional			3	6	4	4	4	4.00
	A.47. Number of meetings attended(dept.level)			4	10	5	5	5	5.00

		A. 48. Number of meetings attended (APB, UAC, etc)			8	16	4	5	4	4.33	

UMFO 6. General Admin. & Support Services (GASS)

PI 2. Zero percent complaint from clients served	A 49. Customerly friendly frontline services									
PI 3: Additional Outputs	A 50. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *									
	A.51. Number of meetings presided (Extn.Staff & Proj. Leaders)			8	18	5	5	5	5.00	
	A.52. Number of staff evaluated/monitored			4	12	5	5	5	5.00	
	A.53. Number of Committee Membership			4	11	5	5	5	5.00	
	A.54. Number of meetings attended outside of the university			6	15	5	5	5	5.00	
	A 55.Other outputs implementing the new normal due to covid 19			1	3	4	4	4	4.00	

Total Over-all Rating			266.33	Recommendation/Comment:
Average Rating			4.51	Mentor more faculty members in the conduct of Research and Extension activities / projects
Adjectival Rating			O	

Evaluated & Rated by:

MARK C. RATILLA
Department Head
Date: 1/15/24

Recommending Approval

MOISES NEIL V. SERIÑO
Dean, CME
Date: 1-29-24

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 1/20/24

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **ANTONIO P. ABAMO**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	OverAll Assessment Of Output**	Remarks/ Recommendation
1	Teaches assigned subjects and performs other teaching related functions such as; prepares and revises teaching materials, prepares and gives examinations, checks test papers and returns to students one week after, submits grades sheets within prescribed period, makes himself available for students during consultation hours, revises course syllabus	Very Satisfactory	July 1, 2023	December 31, 2023	December 31, 2023	Very Impressive	Outstanding	
2	Prepares instructional materials for face-to-face classes.	Very Satisfactory	July 1, 2023	December 31, 2023	December 31, 2023	Very Impressive	Very Satisfactory	
3	Attend meetings and online webinars and performs functions as member of different committees of the department	Very Satisfactory	July 1, 2023	December 31, 2023	July 1- December 31, 2023	Very Impressive	Outstanding	
3	Performs administrative function as Director of Extension	Very Satisfactory	July 1, 2023	December 31, 2023	July 1- December 31, 2023	Very Impressive	Outstanding	

*Either very impressive, impressive, needs improvement, poor, very poor
**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:

MARK C. RATILLA
Unit Head

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **ANTONIO P. ABAMO**
Performance Rating: <u>JULY-DECEMBER 2023</u>

Aim: To deepen knowledge and skills on inclusive value chain (IVC) development for agribusiness livelihood prioritization and product commercialization

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

Date: <u>JULY 2023</u>   Target Date: <u>DECEMBER 2023</u>

First Step:
Conduct research and write case studies, trainings/workshops and engage in IVC development extension activities.

Result:
<u>Acquire knowledge and expertise and developed an IVC-responsive scientific framework and strategies for agribusiness investment planning and food policy analysis</u>

Date: <u>JULY 2023</u>   Target Date: <u>DECEMBER 2023</u>

Next Step:
<u>Share new knowledge and skills on IVC development models and framework to relevant stakeholders and clients (students, researchers, investors, entrepreneurs, and SMEs by serving as Resource Person in trainings, seminars etc.)</u>

Outcome:
Final Step/Recommendation:
<u>Acquired and shared new knowledge and skills will be scaled-out to more clients (public and private).</u>

Prepared by:

MARK C. RATILLA
Immediate Supervisor

Conforme:

ANTONIO P. ABAMO
Ratee

cc: ODA-HRD