

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

Name of Faculty Member: **ANTONIO P. ABAMO**

JANUARY-JUNE 2022

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)		Equivalent Numerical Rating (2 X 3)
1. Instruction				
a. Head/Dean (50%)		4.57	2.29	
b. Students (50 %)		3.50	1.75	
Total for Instruction	45%		4.04	1.82
2. Research				
a. Client/Dir. For Research (50%)				
b. Dept. Head/Center Director (50%)				
Total for Research	5%		4.73	0.24
3. Extension				
a. Client/Dir. for Extension (50%)				
b. Dept. Head/Center Director (50%)				
Total for Extension	5%		4.88	0.24
4. Administration	45%		4.61	2.07
5. Production				
TOTAL	100%			

EQUIVALENT NUMERICAL RATING:

4.37

Add: Additional Points, if any:

0

TOTAL NUMERICAL RATING:

4.37

ADJECTIVAL RATING:

VERY SATISFACTORY

Prepared by:

ANTONIO P. ABAMO

Name of Faculty

Reviewed by:

BERT C. PEÑALOSA

Dept. Head

Recommending Approval:

MOISES NEIL V. SERIÑO

Dean, CME


Approved:

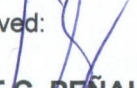
BEATRIZ S. BELONIAS


Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ANTONIO P. ABAMO, a faculty member of the DEPARTMENT OF BUSINESS AND MANAGEMENT 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 JANUARY-JUNE 2022.


ANTONIO P. ABAMO
 Professor I
 Date: July 27, 2022

Approved: 
BERT C. PEÑALOSA
 OIC-Head DBM
 Date: July 28, 2022


MOISES NEIL V. SERIÑO
 College Dean
 Date: 7/28/22

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target 2022	Actual Accomplish ment	Rating				REMARKS (Indicators in percentage should be supported with numerical values)
							Quality	Efficiency	Timeliness	Average	
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	1	4	4	4	4.00	
	PI 8: Number of graduate students advised *	A2. Number of students advised		Acts as academic adviser to graduate students	1	2	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	2	4	4	4	4.00	

	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE		<i>Handles and teaches courses assigned</i>	2	2	4	4	4	4.00	
		A10. Number of grade sheets submitted within prescribed period	Preparation	Prepares gradesheet and submits on or before deadline	1	1	4	4	4	4.00	
		A11. 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	1	2	5	5	5	5.00	
		A13. Number of long examinations administered and checked	exam prep	Administers and checks long examination for subjects taught	2	3	5	5	5	5.00	
		A14. Number of quizzes administered and checked		Prepares and checks quizzes for lec and lab	6	7	5	5	5	5.00	
		A15. Number of lab reports and term papers checked and graded		Checks lab reports and term papers submitted as required							
	PI 8: Number of students advised: *	A16. Number of students advised:		<i>Acts as academic advisor to students</i>							
		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	2	2	4	4	4	4.00	
		As SRC Member	Advising/correction	Advises and corrects research outline and thesis/SP manuscript	3	4	5	5	5	5.00	

		A18 . Number of students entertained for consultation purposes		Entertains students consulting on subject taught, thesis and	8	10	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	1	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	1	1	4	4	4	4.00	
		On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	4	4	4	4.00	
		Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	2	5	5	5	5.00	
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	5	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	1	4	4	4	4.00	
		A 24 : Number of virtual classroom created and operational		Creates virtual classroom using either Moodle or Google Classroom	1	2	5	5	5	5.00	

	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 accreditation and/or evaluation	4	4	4	4	4	4.00	
		Agency/firm/Industry linkages		Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1	2	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	3	5	5	5	5	5.00	
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *		Conducts and completes research oroject within the year	1	1	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	1	4	4	4	4.00	
		<i>In refereed int'l journals</i>			1	1	4	4	5	4.33	

[illegible]

	Consultancy	Consultant									
	Evaluator	Evaluator			2	3	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							
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *									
		A 43. Other outputs implementing the new normal due to covid 19		Designs extension related activities and other outputs to implement new normal							
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 the QMS 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	4	4	4	4.00	
		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%%	4	4	4	4.00	
		On program accreditations	Pilot Plant Manager								
		On institutional accreditations	SSF Rootcrop facility incharge	ISO2015							

		A. 46. Number of seminars/trainings/conventions/workshop attended outside the university									
		International			1	1	4	4	4	4.00	
		National			2	2	4	4	4	4.00	
		Regional			1	3	5	5	5	5.00	
		Institutional			2	2	4	4	4	4.00	
		A.47. Number of meetings attended(dept.level)			4	6	5	5	5	5.00	
		A. 48. Number of meetings attended (APB, UAC, etc)			4	5	5	5	5	5.00	
UMFO 6. General Admin. & Support Services (GASS)											
	PI 2. Zero percent complaint from clients served	A 49. Customerly friendly frontline services		Provides customer friendly frontline services to clients							
	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)			5	6	5	5	5	5.00	
		A.52. Number of staff evaluated/monitored			3	4	5	5	5	5.00	
		A.53. Number of Committee Membership			3	4	5	5	5	5.00	

		A.54. Number of meetings attended outside of the university			4	4	4	4	4	4.00	
		A.55. Other outputs implementing the new normal due to covid 19		Designs administration/management related activities and other outputs to implement new normal	1	2	5	5	5	5.00	
	Total Over-all Rating			267.33	Comments and Recommendations for Must mentor young Faculty in Research & Extension Project.						
	Average Rating			4.61							
	Adjectival Rating			0							

Evaluated & Rated by:

BERT C. PEÑALOSA

OIC-Head, DBM

Date: JUL 28, 2022

Recommending Approval

MOISES NEIL V. SERIÑO

Dean, CME

Date: 7/28/22

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 8/17/22

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ANTONIO P. ABAMO
Performance Rating: January-December 2022

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: January 2022

Target Date: December 2022

First Step:

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

Result:

Acquire knowledge and expertise and developed an IVC-responsive scientific framework and strategies for agribusiness investment planning and food policy analysis

Date: Jan 15, 2020

Target Date: June 15, 2020

Next Step:


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.)

Outcome:

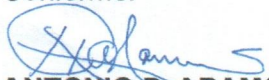
Final Step/Recommendation:

Acquired and shared new knowledge and skills will be scaled-out to more clients (public and private).

Prepared by:


BERT C. PEÑALOSA
Immediate Supervisor

Conforme:


ANTONIO P. ABAMO
Ratee

cc: ODA-HRD