# 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 (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:** 

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.37

0

4.37 **VERY SATISFACTORY** 

ADJECTIVAL RATING:

Prepared by:

Reviewed by:

ANTONIO P. ABAMO

Name of Faculty

BERT C PENALOSA

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:

No.	Description of MFO's/PAPs	Indicators (PI) Activities	Program/ Activities /	Activities /	Target 2022	Actual Accomplish ment	Rating				REMARKS (Indicators in
			Projects				Quality	Eficiency	Timeliness	Average	percentage should be supported with numerical values
UMFO	1. ADVANCED EDUCATIO	N SERVICES									
OVPI I	MFO 2. Graduate Student I	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	

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

PI 5: Total FTE, A9. Actual Faculty's FTE Handles and teaches 4.00 4 coordinated, implemented courses assigned 2 2 and monitored \* A10. Number of grade Preparation Prepares gradesheet 4 4 4 4.00 sheets submitted within and submits on or 1 1 prescribed period before deadline A 11. Number of INC Facilitates students in forms with grade their completion of the submitted within subject and submits prescribed period completion forms with grade within prescribed A12. Number of **Trainings** Attend mandated 5.00 5 5 5 trainings attended attended trainings 1 2 related to instruction A13. Number of long exam prep Administers and checks 5 5 5 5.00 examinations long examination for 2 3 subjects taught administered and checked A14 . Number of quizzes Prepares and checks 5.00 5 5 5 administered and quizzes for lec and lab 7 6 checked A15. Number of lab Checks lab reports and reports and term papers term papers submitted checked and graded as required PI 8: Number of students A16. Number of students Acts as academic adviserto advised: \* advised: students A17. Number of students advised on thesis/ field practice/special problem: As SRC Chairman Advising/correction Advises, and corrects 4.00 4 4 research outline and 2 2 thesis/SP manuscript As SRC Member Advising/correction Advises and corrects 5.00 5 5 research outline and 3 4 thesis/SP manuscript

A18. Number of Entertains students 5 5 5.00 students entertained for consulting on subject 8 10 taught, thesis and consultation purposes PI 9: Number of student Advises student A19. Number of Student organizations recognized by organizations advised/ organizations advised USOO assisted \* Assists student organizations A20 . Number of 4 4 4 4.00 in implementing student Student organizations 1 related activities assisted on student related activities PI 10: Number of A 21: Number of on-line Prepares and submits 4 4 4.00 4 for review by the instructional materials course ware developed Technical Review Panel 1 developed \* and submitted : Prepares Instructional 4 4 4 4.00 module/laboratory On-line ready courseware guide/workbook or a combination thereof Prepares Power Point 5 5 5 5.00 presentation, video clips, Supplemental learning movie clips, reading 2 1 resources assignments depending on course taught Prepares assessment 5 5 5.00 tools such as long Assessment tools 3 5 exam, quizzes, problems sets, etc. A 23: Number of on-line Submits the course 4.00 4 ware duly reviewed by course ware reviewed by TRP for editing by TRP & edited by MMDC MMDC editor editor A 24 : Number of virtual Creates virtual 5 5.00 classroom using either classroom created and 1 2 Moddle or Google operational Classroom

PI 11. Additional outputs A 25. Number of Additional outputs accomplished: Program Prepares documents 4.00 4 4 accreditation/evaluation and /or program profile and other materials required during 4 4 program/institutional accreditation and/or evaluation Agency/firm/Industry Coordinates with 5.00 5 5 5 linkages potential firms and maintains linkages with 2 1 firms willing to accept OJT students from VSU A 26. Other outputs Designs experiential implementing the new learning activities and other outputs to normal due to covid 19 implement new normal **UMFO 3. RESEARCH SERVICES** PI 1. Number of research A27. Number of research Conducts research for 5 5 5 5.00 possible utilization by outputs in the last three (3) outputs in the last three (3) industry or other years utilized by the industry years utilized by the 3 5 beneficiaries or by other beneficiaries \* industry or by other beneficiaries \* PI 2. Number of research A 28. Number of research Conducts and 4.00 completes research outputs completed within the outputs completed within 1 1 oroject within the year vear \* the year \* PI 3. Percentage of research A 29. Percentage of Writes publishable 4 4 4.00 outputs published in research outputs published materials out of research outputs and internationally-referred or in internationally-refereed submits for publication CHED recognized journal or CHED recognized within the year (2%) \* journal within the year In refereed int'l journals 5 4 4 4.33 1 1

In refereed nat'l/regional iournals A 30. Number of research Prepares, submits and 5 5 5 5.00 PI 4. Number of research presents research paper outputs presented in outputs presented in in scienfic for 2 regional/national/ int'l regional/national/ int'l a/conferences fora/conferences fora/conferences \* 4.00 In int'l fora/conferences 4 4 4 1 1 5.00 In nat'l/regional 5 5 5 1 2 fora/conferences 5.00 Prepares research 5 5 A 31. Percentage of of proposals, submits and PI 5. Percent of research research proposals follows up its approval 2 prepared, submitted and proposals approved \* for immediate approved implementation A 32. No. of research-PI 6. Additional outputs\* related awards (research conducted by faculty or Acts as peer reviewer of 5 5.00 5 A 33. Number of journal journal articles/scientific articles/scientific paper papers, reviews the 3 paper received and received and reviewed returns duly reviewed as peer-reviewer paper A 34. Number of UMs **UM** preparation Prepares and submits application for UM of submitted to ITSO, VSU technology generated out of research output Designs research A 35.Other outputs related activities and implementing the new other outputs to normal due to covid 19 implement new normal **UMFO 4. EXTENSION SERVICES** 

Identifies and links with 4.00 PI 1. Number of active A 36. Number of active probable partners for partnerships with LGUs, partnerships with LGUs, extension activities and industries, NGOs, NGAs, industries, NGOs, NGAs, maintains this active SMEs, and other SMEs, and other 2 2 partnership stakeholders as a result of stakeholders facilitated extension activities and maintained Conducts trainings PI 2. Number of trainees A 37. Number of trainees 5 5 5 5.00 among beneficiaries of weighted by the length of weighted by the length of 30 75 technologies for transfer training training Implementes duly 5.00 PI 3. Number of extension A 38. Number of 5 5 5 approved extension extension programs organized and projects supported consistent with programs/projects 25 42 the SUC's mandated and implemented priority programs Provides quality and A 39. Percentage of PI 4. Percentage of relevant training beneficiaries who rated the beneficiaries who rated courses and advisory the training course/s and training course/s and services advisory services as advisory services as satisfactory or higher in satisfactory or higher in terms of quality and terms of quality and relevance relevance Provides the technical PI 5. Number of A 40. Number of 5.00 5 5 5 and expert services technical/expert services technical/expert services 6 requested by as/in: beneficiaries Research Mentoring Research Mentor 3 5 5 5 5.00 4 5.00 Peer reviewers/Panelists Peer reviewers/Panelists 5 5 5 1 2 Resource Persons Resource Persons 5 5 5 5.00 2 3 Convenor/Organizer Convenor/Organizer

Consultancy	Consultant				100000000000000000000000000000000000000					
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 (extn. 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							
MFO 5. SUPPORT TO C	PERATIONS									
OVPI MFO 4. Program an	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	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 On institutional accreditations	Pilot Plant Manager SSF Rootcrop facility incharge	ISO2015							

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A. 46. Number of seminars/trainings/conve ntions/workshop attended outside the university International 4 4 4 4.00 1 1 National 4.00 4 4 4 2 2 Regional 5.00 5 5 5 1 3 Institutional 4 4 4 4.00 2 2 A.47. Number of 5 5 5.00 5 meetings 4 6 attended(dept.level) A. 48. Number of 5 5 5 5.00 meetings attended 4 5 (APB, UAC, etc) UMFO 6. General Admin. & Support Services (GASS) PI 2. Zero percent A 49. Customerly friendly Provides customer friendly frontline frontline services complaint from clients services to clients served PI 3: Additional Outputs A 50. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies \* 5.00 A.51. Number of meetings presided (Extn.Staff & Proj. 5 6 Leaders) 5 5 5.00 5 A.52. Number of staff 3 4 evaluated/monitored A.53. Number of 5.00 5 5 3 4 Committee Membership

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	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							
Average Rating		4.61	Must montor young Feculty in Prescarch & Batancian Project.							
Adjectival Rating		0			,	., ,,			richer Hycci.	

Evaluated & Rated by

OIC-Head, DBM
Date: July 25,2022

Recommending Approval

MOISES NEIL V. SERIÑO
Dean CME
Date: 7 %

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:

Immediate Supervisor

Conforme:

ANTONIO P. ABAMO

Ratee

cc: ODA-HRD