

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

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

JULY - DECEMBER 2020

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%)		4.38x100%	4.38	
b. Students (%)				
Total for Instruction	45%		4.38	1.97
2. Research	5%		3.66	0.18
a. Client/Dir. For Research (50%)				
b. Dept. Head/Center Director (50%)				
Total for Research				
3. Extension	20%		4.36	0.87
a. Client/Dir. for Extension (50%)				
b. Dept. Head/Center Director (50%)				
Total for Extension				
4. Administration	30%		4.90	1.47
5. Production				
TOTAL	100%			4.50

EQUIVALENT NUMERICAL RATING:

4.50

Add: Additional Points, if any:

0

TOTAL NUMERICAL RATING:

4.50

ADJECTIVAL RATING:

Outstanding

Prepared by:

ANTONIO P. ABAMO

Name of Faculty

Reviewed by:

NILDA T. AMESTOSO

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 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 - December 2020



ANTONIO P. ABAMO

Professor 1

Date:

Approved:



NILDA T. AMESTOSO

Department Head

Date:



MOISES NEIL V. SERIÑO

College Dean

Date:

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
							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	4	6.5	5	5	5	5.00	
	PI 8: Number of graduate students advised *	A2. Number of students advised		Acts as academic adviser to graduate students							
		A3 . Number of students advised on thesis/special problem/dissertation									
		As GAC Chairman		Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member		Advises and corrects research outline and thesis/SP/dissertation manuscript							
		A4 . Number of students entertained for consultation purposes		Entertains students seeking consultation with faculty	5	12	5	5	5	5.00	
	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	1	2	5	5	5	5.00	
		On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	2	4	4	4	4.00	

		Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	2	4	4	4	4.00	
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	10	4	4	4	4.00	
		A 6 : Number of on-line course were reviewed by TRP & edited by MMDC editor		Submits the course were duly reviewed by TRP for editing by MMDC editor	1	2	5	5	4	4.67	
		A 7 : Number of virtual classroom created and operational		Creates virtual classroom using either Moddle or Google Classroom	2	2	4	4	4	4.00	
	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 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE		Handles and teaches courses assigned	10	10.5	5	5	5	5.00	
		A10. Number of grade sheets submitted within prescribed period	Preparation	Prepares gradesheet and submits on or before deadline	2	4	5	5	5	5.00	
		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	1	1	4	4	4	4.00	
		A12. Number of trainings attended related to instruction	Trainings attended	Attend mandated trainings	2	2	5	4	5	4.67	
		A13. Number of long examinations administered and checked	exam prep	Administers and checks long examination for subjects taught	8	12	5	5	5	5.00	
		A14. Number of quizzes administered and checked		Prepares and checks quizzes for lec and lab	20	20	4	4	4	4.00	
		A15. Number of classroom reports and term papers checked and graded		Checks classroom reports and term papers submitted as required	20	10	3	3	3	3.00	
	PI 8: Number of students advised: *	A16. Number of students advised:		Acts as academic advisor to students	25	25	4	4	5	4.33	
		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	1	5	5	5	5	5.00	

	As SRC Member	Advising/correc tion	Advises and corrects research outline and thesis/SP manuscript	3	6	5	5	5	5.00	
	<u>A18</u> : Number of students entertained for consultation purposes		Entertains students consulting on subject taught, thesis and grades	25	30	5	5	5	5.00	
	<u>PI 9</u> : Number of student organizations advised/ assisted *	<u>A19</u> : Number of Student organizations advised	Advises student organizations recognized by USOO							
	<u>A20</u> : Number of Student organizations assisted on student related activities		Assists student organizations in implementing student related activities	1	1	5	4	4	4.33	
	<u>PI 10</u> : Number of instructional materials developed *	<u>A 21</u> : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
	On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	2	5	4	4	4.33	
	Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	4	4	4	4	4	4.00	
	Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	6	3	3	3	3.00	
	<u>A 23</u> : 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	
	<u>A 24</u> : Number of virtual classroom created and operational		Creates virtual classroom using either Moddle or Google Classroom	2	1	3	3	3	3.00	
	<u>PI 11</u> . Additional outputs	<u>A 25</u> . 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							
	Agency/firm/Industry linkages		Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	2	3	5	5	5	5.00	
	<u>A 26</u> . 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	2	2	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 or project within the year	2	1	3	3	3	3.00	
	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-referred or CHED recognized journal within the year		Writes publishable materials out of research outputs and submits for publication							
		<i>In refereed int'l journals</i>			1	1	5	5	5	5.00	
		<i>In refereed nat'l/regional journals</i>									
	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 scientific fora/conferences							
		<i>In int'l fora/conferences</i>									
		<i>In nat'l/regional fora/conferences</i>		Regional & national Validation	2	2	4	4	4	4.00	
	PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved		Prepares research proposals, submits and follows up its approval for immediate implementation	1	1	4	4	4	4.00	
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)									
		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 papers	2	1	3	3	3	3.00	
		A 34. Number of UMs submitted to ITSO, VSU	UM preparation	Prepares and submits application for UM of technology generated out of research output	NA						
		A 35. Other outputs implementing the new normal due to covid 19		Designs research related activities and other outputs to implement new normal						23.00	3.833333333
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	12	5	5	5	5.00	
	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	70	120	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 duly approved extension projects	1	2	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	1	1	4	4	4	4.00	
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							
Research Mentoring	Research Mentor	senior project leader	3	3	4	4	4	4.00	
Peer reviewers/Panelists	Peer reviewers/Panelists	JEMAD - Journal reviewer	2	1	3	3	3	3.00	
Resource Persons	Resource Persons	as resource person	2	2	4	4	4	4.00	
Convenor/Organizer	Convenor/Organizer	facilitator	1	1	4	4	4	4.00	
Consultancy	Consultant	DARFO8 and DTI 8	2	3	5	5	5	5.00	
Evaluator	Evaluator	ViCARP	1	1	4	4	4	4.00	
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 (extrn. conducted by faculty or student & faculty) *								
	A 43. Other outputs implementing the new normal due to covid 19; Approved and coordinated Extension projects of the University as Director for Extension	Designs extension related activities and other outputs to implement new normal (reframed Extension activities)		40	5	5	5	5.00	
UMFO 5. SUPPORT TO OPERATIONS								48.00	4.363636364
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 non-conformity	4	5	5	4.67	

		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 accreditation tools	100%	100% compliant	4	5	5	4.67	
		On program accreditations	Pilot Plant Manager								
		On institutional accreditations	SSF Rootcrop facility incharge								
UMFO 6. General Admin. & Support Services (GASS)											
	PI 2 Zero percent complaint from clients served	A 46. Customerly friendly frontline services		Provides customer friendly frontline services to clients	zero complaints	Zero % complaint	5	5	5	5.00	
	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *		Initiates/introduces improvements in performing functions resulting to best practice							
		A 48. Other outputs implementing the new normal due to covid 19		Conducted meetings and discussions among Extension Project leaders and admin support support and technical staffin designing a reframed extension activities to deal with te Pandemic		12	5	5	5	5.00	
				Formalized linkage (MOA) with DYBK-GroveFM for the airing of the University Extension Radio Program		1	5	5	5	5.00	
				Implemented 7 ON-AIR and ONLINE Extension Delivery activities in response to the Pandemic		7	5	5	5	5.00	
				Attended virtual meeting with CHED-KUMAIN Program for the crafting of xtension cum research project on Nutrition and Poverty (completed and approved proposal for CME with Dr. Serenio)		1	5	5	5	5.00	

			Acted reviewer of 40 extension projects during the Annual RDEI In-House Review last Nov 2020		40	5	5	5	5.00	
Total Over-all Rating										
Average Rating (Total Over-all rating divided by 4)			4.50	Comments and Recommendations for Development Purpose: Must mentor young faculty in research and extension to help develop the capability of DBM in these functions						
Additional Points										
FINAL RATING			4.50							
ADJECTIVAL RATING			VS							
Evaluated & Rated by: <i>Nilda T. Amestoso</i> NILDA T. AMESTOSO Department Head Date: 1-Quality 2 -Efficiency 3 - Timeliness 4 - Average			Recommending Approval <i>Moises Neil V. Serino</i> MOISES NEIL V. SERIÑO Dean, College of Mgt. & Economics Date: <i>2/1/21</i>			Approved by: <i>Beatriz S. Belonias</i> BEATRIZ S. BELONIAS Vice President for Academic Affairs Date:				

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **ANTONIO P. ABAMO**
Performance Rating: **July – December 2020**

Aim: To acquire knowledge and skills on climate-smart agro-technology for product commercialization and value chain development

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

Date: July 2020

Target Date: December 2020

First Step:

Conduct research , trainings/workshops and write publication on value chain development and climate change.

Result:

Acquire knowledge and skills and develop climate change-responsive value chain development (CCR-VCD) strategies for agribusiness investment planning and food policy analysis

Date: July 2020

Target Date: December 2020

Next Step:

Share new knowledge and skills on CCR-VCD 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:


NILDA T. AMESTOSO
Immediate Supervisor

Conforme


ANTONIO P. ABAMO
Ratee

cc: ODA-HRD