SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ANTONIO P. ABAMO

JULY-DECEMBER 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%)	.	4.33	2.17	
b. Students (50 %)		3.50	1.75	
Total for Instruction	45%		3.92	1.76
2. Research				
a. Client/Dir. For Research (50%)				
b, Dept. Head/Center Director (50%)				
Total for Research	5%	4.67		0.23
3. Extension				
a. Client/Dir. for Extension (50%)				
b. Dept. Head/Center Director (50%)				
Total for Extension	5%	4.38		0.22
4. Administration	45%	5.00		2.25
5. Production				
TOTAL	100%			4.46

EQUIVALENT NUMERICAL RATING: 4.46

Add: Additional Points, if any: 0

TOTAL NUMERICAL RATING: 4.46

ADJECTIVAL RATING: VERY SATISFACTORY

Prepared by: Reviewed by:

ANTONIO P. ABAMO   **BERT C. PEÑALOSA**
Name of Faculty   Dept. Head

Recommending Approval:

MOISES NEIL V. SERIÑO
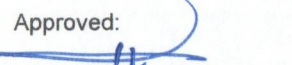Dean, CME

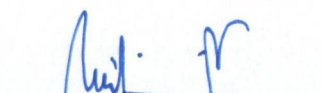Approved:

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 2022.</u>

Approved:

ANTONIO P. ABAMO
Professor III
Date: 1/7/23

BERT C. PEÑALOSA
OIC-Department Head
Date: 1/18/23

MOISES NEIL V. SERIÑO
CME, Dean
Date: 1/18/23

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target 2022	July-December	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	4	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	5	4	4	4	4.00	
		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	5	5	5	5.00	
		AS GAC Member		Advises and corrects research outline and thesis/SP/dissertation manuscript	1	4	4	4	4	4.00	
		A4 . Number of students entertained for consultation purposes		*Entertains students seeking consultation with faculty*	8	20	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*	2	5	4	4	4	4.00	

								Q1	Q2	Q3	Avg	
		On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	3		4	4	4	4.00	
		Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	5		5	4	4	4.67	
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	9		5	4	4	4.67	
		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	3		4	4	4	4.00	
		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 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE		Handles and teaches courses assigned	2	12.65		5	5	5	5.00	
		A10 . Number of grade sheets submitted within prescribed period	Preparation	Prepares gradesheet and submits on or before deadline	1	3		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 period								
		A12 . Number of trainings attended related to instruction	Trainings attended	Attend mandated trainings	1	4		4	4	4	4.00	
		A13 . Number of long examinations administered and checked	exam prep	Administers and checks long examination for subjects taught	2	6		5	5	5	5.00	

		A14. Number of quizzes administered and checked		Prepares and checks quizzes for lec and lab	6	15	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:		Acts as academic adviser to students							
	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	4	4	4	4	4.00	
	As SRC Member	Advising/correction	Advises and corrects research outline and thesis/SP manuscript	3	8	4	4	4	4.00	
	A18. Number of students entertained for consultation purposes		Entertains students consulting on subject taught, thesis and grades	8	22	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	1	3	4	4	4	4.00	
	On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	3	4	4	4	4.00	
	Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	6	5	5	5	5.00	
	Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	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	4	4	4	4.00	
		A 24 : Number of virtual classroom created and operational		Creates virtual classroom using either Moddle or Google Classroom	1	5				0.00	
	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	8	5	5	5	5.00	
		Agency/firm/Industry linkages		Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1	5	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	9	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	3	5	5	5	5.00	
	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	5	5	5	5.00	
		In refereed int'l journals			1	2	5	5	5	4.33	

		In refereed nat'l/regional journals								
	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*	5	5	5	5.00
		In nat'l/regional fora/conferences			*1*	*4*	5	5	5	5.00
	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 implementation	*1*	*4*	5	5	5	5.00
	PI 6. Additional outputs*	**A 32**. No. of research-related awards (research conducted by faculty or student w/								
		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 paper	*1*	*6*	5	5	5	5.00
		A 34. Number of UMs submitted to ITSO, VSU	UM preparation	Prepares and submits application for UM of technology generated out of research output						
		A 35.Other outputs implementing the new normal due to covid 19		Designs research related activities and other outputs to implement new normal						
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	*2*	*5*	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	*30*	*165*	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				5	5	5	5.00
				25	97					
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	4	12		5	5	5	5.00
Research Mentoring	*Research Mentor*			3	8		5	5	5	5.00
Peer reviewers/Panelists	*Peer reviewers/Panelists*			1	5		5	5	5	5.00
Resource Persons	*Resource Persons*			2	6					0.00
Convenor/Organizer	*Convenor/Organizer*									
Consultancy	*Consultant*									
Evaluator	*Evaluator*			2	6		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		Designs extension related activities and other outputs to implement new normal							
UMFO 5. SUPPORT TO OPERATIONS										
OVPI MFO 4. Program and Institutional Accreditation Services										

						5	5	5	5.00	
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					
	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%	5	5	5	5.00	
	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	2	5	5	5	5.00	
	National			2	4	5	5	5	5.00	
	Regional			1	6	5	5	5	5.00	
	Institutional			2	4	5	5	5	5.00	
	A.47. Number of meetings attended(dept.level)			4	12	5	5	5	5.00	
	A. 48. Number of meetings attended (APB, UAC, etc)			4	12	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		Zero complaints	5	5	5	5.00	

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	13	5	5	5	5.00
	A.52. Number of staff evaluated/monitored			3	11	5	5	5	5.00
	A.53. Number of Committee Membership			3	9	5	5	5	5.00
	A.54. Number of meetings attended outside of the university			4	8	5	5	5	5.00
	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	5	5	5	5	5.00
Total Over-all Rating			270.66						
Average Rating			4.59						
Adjectival Rating			O						

Comments and Recommendations for

Must mentor young faculty in Research & Extension.

Evaluated & Rated by:

BERT C. PENALOSA
OIC-Department Head
Date: 1/18/23

Recommending Approval

MOISES NEIL V. SERINO
Dean, CME
Date: 1/18/23

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date:

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*	Over-All 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	Submitted grades within the prescribed period, conducted teaching and related activities.	July 1, 2022	December 31, 2022	December 31, 2022	Impressive	Outstanding	
2	Prepares instructional materials ready for face-to-face classes.	Submitted instructional material on time.	July 1, 2022	December 31, 2022	December 31, 2022	Impressive	Very Satisfactory	
3	Attends virtual meetings and online webinars and performs functions as member of different committees of the department	Attendance in virtual meetings and webinars	July 1, 2022	December 31, 2022	January. 1- December 31, 2022	Impressive	Outstanding	
4	Performs administrative function as Director of Extension.	Conducted extension program and other related services	July 1, 2022	December 31, 2022	January. 1- December 31, 2022	Very Impressive	Outstanding	

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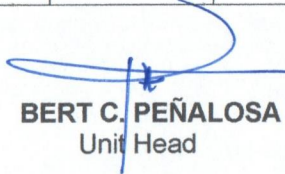**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:

BERT C. PEÑALOSA
Unit Head

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **ANTONIO P. ABAMO**
Performance Rating: <u>JULY-DECEMBER 2022</u>

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

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

Date: <u>JULY 2022</u>   Target Date: <u>DECEMBER 2022</u>

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

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 15, 2022</u>   Target Date: <u>DECEMBER 15, 2022</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>
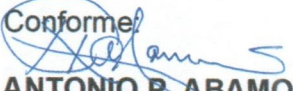
Outcome:
Final Step/Recommendation:
<u>Acquired and shared new knowledge and skills will be scaled-out to more clients (public and private).</u>

Prepared by:

BERT C. PEÑALOSA
Immediate Supervisor

Conforme:

ANTONIO P. ABAMO
Ratee

cc: ODA-HRD