

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

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

JULY-DECEMBER 2021

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)		Equivalent Numerical Rating (2 X 3)
1. Instruction				
a. Head/Dean (%)				
b. Students (50 %)		3.33	1.67	
Total for Instruction	45%		4.49	2.02
2. Research				
a. Client/Dir. For Research (50%)				
b. Dept. Head/Center Director (50%)				
Total for Research	5%		4.33	0.22
3. Extension				
a. Client/Dir. for Extension (50%)				
b. Dept. Head/Center Director (50%)				
Total for Extension	5%		4.79	0.24
4. Administration	45%		4.79	2.16
5. Production				
TOTAL	100%			

EQUIVALENT NUMERICAL RATING:

4.63

Add: Additional Points, if any:

0

TOTAL NUMERICAL RATING:

4.63

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

ANTONIO P. ABAMO

Name of Faculty

Reviewed by:

ANGELITA L. PARADERO

Dept. Head

Recommending Approval:

MOISES NEIL V. SERIÑO

Dean, CME

Approved:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

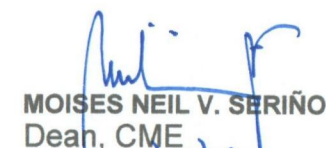
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

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 JULY-DECEMBER 2021.


ANTONIO P. ABAMO
 Professor I
 Date:

Approved:

ANGELITA L. PARADERO
 Department Head
 Date:


MOISES NEIL V. SERIÑO
 Dean, CME
 Date: 3/23/22

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)
							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	7	5	5	4	4.67	
	PI 8: Number of graduate students advised *	A2. Number of students advised		Acts as academic adviser to graduate students	1	5	5	5	4	4.67	
		A3 . Number of students advised on thesis/special problem/dissertation									
		As GAC Chairman		Advises and corrects research outline and thesis/SP/dissertation manuscript	2	5	5	5	5	5.00	
		AS GAC Member		Advises and corrects research outline and thesis/SP/dissertation manuscript		2	5	5	5	5.00	

		<u>A4</u> . Number of students entertained for consultation purposes		Entertains students seeking consultation with faculty	8	10	5	5	4	4.67	
	PI 9: Number of instructional materials developed *	<u>A5</u> . Number of on-line ready coursewares developed and submitted for review		Converts the existing instructional materials into flexible learning systems	1	2	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	3	4	4	4	4.00	
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	5	5	5	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	2	4	4	4	4.00	
		A 7 : Number of virtual classroom created and operational		Creates virtual classroom using either Moodle or Google Classroom	1	2	4	4	4	4.00	
	PI 10 . Additional outputs:	<u>A 8</u> . Other outputs implementing the new normal due to covid 19		Designs experiential learning activities and other outputs to implement new normal		2	5	5	4	4.67	
UMFO 2. HIGHER EDUCATION SERVICES											
OVPI UMFO 3. Higher Education Management Services											
	PI 5: Total FTE, coordinated, implemented and monitored *	<u>A9</u> . Actual Faculty's FTE		Handles and teaches courses assigned	2	12.25	4	4	4	4.00	

		<u>A10</u> . Number of grade sheets submitted within prescribed period	Preparation	Prepares gradesheet and submits on or before deadline	1	2	4	4	4	4.00	
		<u>A11</u> . 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							
		<u>A12</u> . Number of trainings attended related to instruction	Trainings attended	Attend mandated trainings	1	2	5	5	5	5.00	
		<u>A13</u> . Number of long examinations administered and checked	exam prep	Administers and checks long examination for subjects taught	2	3	5	4	4	4.33	
		<u>A14</u> . Number of quizzes administered and checked		Prepares and checks quizzes for lec and lab	4	5	4	4	4	4.00	
		<u>A15</u> . Number of lab reports and term papers checked and graded		Checks lab reports and term papers submitted as required							
	<u>PI 8</u> : Number of students advised: *	<u>A16</u> . Number of students advised:		Acts as academic advisor to students							
		<u>A17</u> . 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	5	5	4.67	
		As SRC Member	Advising/correction	Advises and corrects research outline and thesis/SP manuscript	3	4	4	4	5	4.33	
		<u>A18</u> . Number of students entertained for consultation purposes		Entertains students consulting on subject taught, thesis and grades	8	10	4	5	4	4.33	
	<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	4	4	4	4.00	

	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	4	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 project 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	4	4.00	
		<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 for a/conferences							
		<i>In int'l fora/conferences</i>			1	1	4	4	4	4.00	
		<i>In nat'l/regional fora/conferences</i>			1	1	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 implementation		1	4	5	4	4.66	
	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 paper	1	1	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	3	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	25	150	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	18	20	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		97%	5	5	5	5.00	
	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	2	2	4	4	4	4.00	
	Research Mentoring	Research Mentor			2	2	4	5	5	4.67	
	Peer reviewers/Panelists	Peer reviewers/Panelists			1	2	5	5	5	5.00	
	Resource Persons	Resource Persons			2	3	4	4	4	4.00	
	Convenor/Organizer	Convenor/Organizer									
	Consultancy	Consultant				1	5	5	5	5.00	
	Evaluator	Evaluator			1	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 implementation		98%	5	5	5	5.00	
	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										
	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	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 accreditation tools	100%	100	4	4	4	4.00	
		On program accreditations	Pilot Plant Manager								
		On institutional accreditations	SSF Rootcrop facility incharge	ISO2015		1	5	5	5	5.00	
		A. 46. Number of seminars/trainings/conventions/workshop attended outside the university									
		International			1.00	2	5	5	5	5.00	
		National			2.00	2	5	5	5	5.00	

		Regional			1.00	2	4	4	4	4.00	
		Institutional			2.00	3	4	4	4	4.00	
		A.47. Number of meetings attended(dept.level)			2.00	3	5	5	5	5.00	
		A. 48. Number of meetings attended (APB, UAC, etc)			4.00	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			2	3	5	5	5	5.00	
		A.53. Number of Committee Membership			1	2	5	5	5	5.00	
		A.54. Number of meetings attended outside of the university			2	3	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	3	5	5	5	5.00	
	Total Over-all Rating			275.66		Comments and Recommendations for					
	Average Rating			4.59		Development Purpose:					

					Must mentor young faculty in research and extension to help develop the capacity of DBM in these functions.
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Evaluated & Rated by

ANGELITA L. PARADERO

Department Head

Date:

Recommending Approval

MOISES NEIL V. SERIÑO

Dean, CME

Date: 3/23/24

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date:

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ANTONIO P. ABAMO
Performance Rating: JULY-DECEMBER 2021

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 2021

Target Date: DECEMBER 2021

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 15, 2021

Target Date: DECEMBER 15, 2021

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:


ANGELITA L. PARADERO
Immediate Supervisor

Conforme: 
ANTONIO P. ABAMO
Ratee

cc: ODA-HRD