

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS


Name of Faculty Member: ANTONIO P. ABAMO


January-June 2018

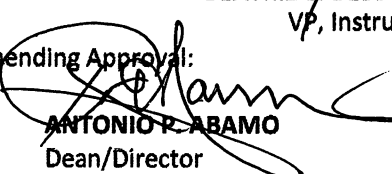
Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)		Equivalent Numerical Rating (2 X 3)
1. Instruction				
a. Head/Dean (50%)		4.96x50%	2.48	
b. Students (50%)		5.0x50%	2.50	
Total for Instruction	50%		4.98	2.49
2. Research				
a. Client/Dir. For Research (50%)				
b. Dept. Head/Center Director (50%)				
Total for Research	20%		4.97	0.99
3. Extension				
a. Client/Dir. for Extension (50%)				
b. Dept. Head/Center Director (50%)				
Total for Extension	5%		5.00	0.25
4. Administration	25%		5.00	1.25
5. Production				
TOTAL	100%			4.98


EQUIVALENT NUMERICAL RATING: 4.98
Add: Additional Points, if any: 0
TOTAL NUMERICAL RATING: 4.98

ADJECTIVAL RATING: Outstanding

Prepared by: 
ANTONIO P. ABAMO
Name of Faculty

Reviewed by: 
BEATRIZ S. BELONIAS
VP, Instruction

Recommending Approval: 
ANTONIO P. ABAMO
Dean/Director

Approved: 
BEATRIZ S. BELONIAS
Vice President

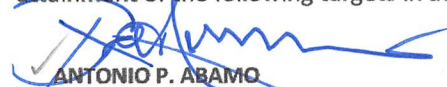
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CITIZENSHIP ACQUISITION - automatic upon birth

[illegible]

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ANTONIO P. ABAMO, Head, 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 January 2018 - June 2018


ANTONIO P. ABAMO
Ratee

Approved:


BEATRIZ S. BELONIAS
Vice President for Instruction

MFOs/PAPs	Success Indicators	Tasked Assigned	Target	Percentage of Actual Accomplishment	Actual Accomplishment	Rating				Remarks
						Q1	E2	T3	A4	
Advanced Education Services	1. Graduate Degree Program Management Services									
	PI1: Number of graduate degree specializations offered and monitored		1	0%		4	5	5	4.67	
	PI2: Total FTE monitored		1.30	38%	0.50	5	5	5	5.00	
	PI3: Percentage increase in number of graduate students enrolled		3	0%		5	5	5	5.00	
	PI4: Percentage increase in the number of students who graduated within prescribed period		1	0%		5	5	5	5.00	
Higher Education Services	Full Time Equivalent (FTE)									
	Vacation Sick Leave	Teaching	5.00	243%	12.15	5	5	5	5.00	
	Number of Graduates:									
	Baccalaureate									
	Number of IMs Dev/Rev & Utilized									
	Revised IM's within the last 3 years	Teaching	2	150%	3	5	5	5	5.00	
	Number of Student Research and Field Practice Advising									
	Approved case study manuscript	Adviser	2	350%	7	5	5	5	5.00	
	Approved thesis outline									
	Approved thesis manuscript									
	Student Advising and Consult Services:									
	Number of student org advised									
	Student-related activities assisted	Adviser	2	150%	3	5	5	5	5.00	
	Academe/Industry Linkage established:									
	International		1	100%	1	5	5	5	5.00	

	National		2	150%	3	4	5	5	4.67
	Local/Regional		2	150%	3	5	5	5	5.00
	Awards/Honors received by students/faculty:								
	Awards received by students								
	Number of awards received by faculty		1	100%	1	5	5	5	5.00
	Number of Professorial Chair awardee								
	Number of Scholarships availed								
Advanced education services									
	Number of Graduates within prescribed period:								
	Masters	Adviser	1	100%	1	5	5	5	5.00
	Diploma								
	IMs Developed/Revised and Utilized								
	Revised IM's within the last 3 years								
	Number of Student Research Advising								
	Approved special problem manuscript	Adviser	1	300%	3	5	5	5	5.00
	Approved research outline	Adviser	2	300%	6	5	5	5	5.00
	Student Advising and Consult Services:								
	Number of student organizations advised								
	Number of student-related activities assisted								
Research Services	Number of Outputs Published in CHED accredited journals/internationally indexed								
	In Ref Interntl Journals								
	In Ref Natl Journals	Adviser	1	100%	1	4	5	5	4.67
	In Institutional Journals								
	International								
	Number of papers published in other peer-reviewed publications								
	(proceedings, monographs, etc.)								
	Number of Outputs Presented in Regional/National/International Fora /Conferences:								
	In International	author	1	200%	2	5	4	5	4.67
	In National	author	1	200%	2	5	5	5	5.00
	In Regional	author	1	200%	2	5	5	5	5.00
	In Local	author	1	300%	3	5	5	5	5.00

	Percentage of Research Projects Conducted and Completed on Schedule		100%	100%	1	5	5	5	5.00	
	Number of scientific fora coordinated/facilitated		1	100%	1	5	5	5	5.00	
	Number of linkages forged:									
	International	focal expert	1	100%	1	5	5	5	5.00	
	National	focal expert	2	250%	5	5	5	5	5.00	
	Regional	focal expert	2	100%	2	5	5	5	5.00	
Extn Services	Number of person-days trained	RP	100	100%	100	5	5	5	5.00	
	Number of trainings conducted	RP	3	200%	6	5	5	5	5.00	
	Number of beneficiaries served:									
	Groups/ Institutions	RP	2	200%	4	5	5	5	5.00	
	Individuals	RP	80	150%	120	5	5	5	5.00	
	Awards recv (inter, natl, local):									
	Individual									
	Unit (Center, College, Department)	RP	1	100%	1	5	5	5	5.00	
	Technical/ Expert services	consultant	1	200%	2	5	5	5	5.00	
	Consultancy	consultant	1	200%	2	5	5	5	5.00	
	Commodity teams	consultant								
	RDE reviewer/ panelist	consultant	1	200%	2	5	5	5	5.00	
	Resource person	RP	2	150%	3	5	5	5	5.00	
Seminars/symposium/										
conference attended	International	Participant	1	100%	1	5	5	5	5.00	
	National	Participant	1	200%	2	5	5	5	5.00	
	Local/Regional	Participant	1	300%	3	5	5	5	5.00	
Admin Support										
Services										
Department Head	Number of department meetings presided	Head	12	100%	12	5	5	5	5.00	
	Number of execom meetings attended	Head	10	100%	10	5	5	5	5.00	
	Number of UAC mtgs attended	Faculty	1	400%	4	5	5	5	5.00	
	Membership in university committees	Faculty	5	100%	5	5	5	5	5.00	

	Prompt submission of required documents									
	Annual Report	Head	1	100%	1	5	5	5	5.00	
	Procurement Plan	Head	1	100%	1	5	5	5	5.00	
	Staff Development Plan	Head	1	100%	1	5	5	5	5.00	
	Number of Faculty+B219 Mentored	Head	8	150%	12	5	5	5	5.00	
	Number of department activities supervised	Head	3	100%	3	5	5	5	5.00	
	Number of faculty members for study leave	Head	1	300%	3	5	5	5	5.00	
Total Over-all Rating									233.67	

Average Rating (Total overall rating divided by 4)		4.97
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.97
ADJECTIVAL RATING		0

Comments & Recommendations for Development Purpose:
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Evaluated & Rated by:

BEATRIZ S. BELONIAS
Supervisor

Date: _____

1 – Quality 2 - Efficiency 3 - Timeliness 4- Average

Recommending Approval:

N/A.
Dean

Date _____

Approved by:

BEATRIZ S. BELONIAS
Vice President

Date: _____

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ANTONIO P. ABAMO, PH.D.

Performance Rating: January-June 2018

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: January 2018

Target Date: June 2018

First Step:

Conduct research and attend trainings/workshops on technology for product commercialization and value chain development

Result:

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

Date: Jan 15, 2018

Target Date: June 15, 2018

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:


BEATRIZ S. BELONIAS
Immediate Supervisor

cc: ODA-HRD