

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Ed Allan Alcober (Asst. Prof. IV)

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	37.5%	4.90	1.84
b. Students (50%)	37.5%	4.50	1.69
Total for Instruction	75%		3.53
2. Research			
a. Client/Dir. for Research (50%)	5%	4.50	0.23
b. Dept. Head/Center Director (50%)			
Total for Research	5%		0.23
3. Extension			
a. Client/Dir. for Extension (50%)	20%	5.0	1.00
b. Dept Head/Center Director (50%)			
Total for Extension	20%		1.00
4. Administration	NA	NA	NA
TOTAL			4.76

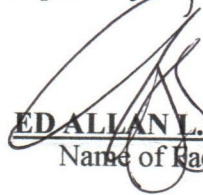
EQUIVALENT NUMERICAL RATING: 4.76

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.76

ADJECTIVAL RATING: Outstanding

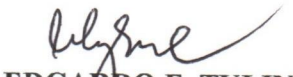
Prepared by:


ED ALLAN L. ALCOBER
Name of Faculty

Reviewed by:


BERTA C. RATILLA
Department Head

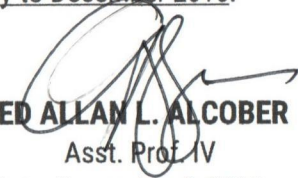
Approved:

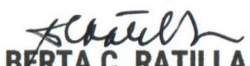

EDGARDO E. TULIN
President

Visayas State University
College of Agriculture Food and Science
DEPARTMENT OF AGRONOMY
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, **ED ALLAN L. ALCOBER**, Assistant Professor IV of the Department of Agronomy, 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 to December 2016.


ED ALLAN L. ALCOBER
Asst. Prof. IV
Date: December 5, 2016


BERTA C. RATILLA, Ph.D.
Head, Dept. of Agronomy
Date: Dec. 27, 2016

MFO No.	MFO Description	Success Indicator (SI)		Task Assigned	Target		Rating				Remark
						Actual Accomplishment	Quality	Efficiency	Timeliness	Average	
UMFO 1: Advanced Education Services 20%											
OVPI MFO 1. Graduate Degree Program Management Services											
1.5 - 2.0 = 4.8	PI 2: Total FTE monitored		1.00%	Total FTE	0.66	3.66	5	5	5	5.00	
OVPI MFO 2. Graduate Student Management Services											
UMFO 2. Higher Education Services											
OVPI MFO 1. Curriculum Program Management Services											
	PI 1: Total FTE monitored			Total FTE	24	56.61	5	5	4.75	4.92	
OVPI MFO 2. Student Management Services											
UMFO 3. Research Services											
	PI 3. Number of research projects conducted and/or completed on schedule				1	1	4.5	4.5	4.5	4.50	
UMFO 4. Extension Services											
	PI 1. Number of person-days trained				35	118	5	5	5	5.00	
	Individuals				15	35	5	5	5	5.00	


	PI 4. Number of extension projects			2	2	5	5	4.5	4.83	
	In reg'l fora/conferences			1	1	4.75	5	5	4.92	
	In institutional fora/conferences			1	1	5	4.5	4.5	4.67	
UMFO 5. Support to Operations (STO)										
OVPI MFO 1. Faculty Development Services										
OVPI MFO 2. Faculty Recruitment/Hiring Services										
OVPI MFO 3. Faculty Evaluation Services										
OVPI MFO 4. Admission & Registration Services										
OVPI MFO 5. Guidance and Counselling & Support to Students Services										
OVPI MFO 6. Library Services										
OVPI MFO 7. Distance Education Services										
OVPI MFO 8. Program and Institutional Accreditation Services										
OVPI MFO 9. Development Broadcasting & Communication Services										
UMFO 6. General Administration and Support Services (GASS)										
OVPI MFO 1. Administrative and Facilitative Services										
	PI 2: Number of university committees/ boards/council chaired & coordinated		Attended college and university committess meeting	2	2	5	5	5	5.00	
OVPI MFO 2. Frontline Services										
Total Over-all Rating									43.83	
Average Rating									4.87	
Adjectival Rating						Outstanding				


Received by:


Calibrated by:

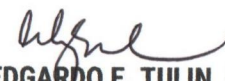
Recommending Approval:

Approved:


DANIEL M. TUDTUD, Jr.
 VP for Resource Gen. & Planning
 Date: _____


REMBERTO A. PATINDOL, Ph.D.
 Chairman, PMT
 Date: _____


BEATRIZ S. BELONIAS, Ph.D.
 Vice Pres. for Instruction
 Date: _____


EDGARDO E. TULIN, Ph.D.
 President
 Date: _____