

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **ED ALLAN L. ALCOBER (Asso. Prof. II)**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	35%	4.73	1.66
b. Students	35%	4.50 <i>56</i>	1.58 <i>60</i>
Total for Instruction	70%	9.23	3.25 <i>25</i>
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director	7.5%	4.50	0.34
Total for Research	7.5%	4.50	0.34
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director	<i>7.5</i> 7%	4.56	0.32 <i>34</i>
Total for Extension	<i>7.5</i> 7%	4.56	0.32 <i>34</i>
4. Production and Administration	15%	5.00	0.75 <i>75</i>
Total for Prod'n. and Admin.	15%	5.00	0.75
TOTAL	100%		4.64 <i>46</i> 4.68

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:


TOTAL NUMERICAL RATING:

4.68
~~4.64~~ *46*
4.68
~~4.64~~ *46*

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:


ED ALLAN L. ALCOBER
Name of Faculty

Reviewed by:



RUTH O. ESCASINAS
Head, Department of Agronomy

Recommending Approval:


VICTOR B. ASIO

Dean, College of Agriculture and Food Science

Approved by:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ED ALLAN L. ALCOBER, a faculty member of the DEPARTMENT OF AGRONOMY 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 January to June 2022.

ED ALLAN L. ALCOBER

Asso. Professor 2

Date: *July 14, 2022*

Approved:

RUTH O. ESCASINAS

Department Head

Date: *July 18, 2022*

VICTOR B. ASIO

College Dean

Date: *July 20, 2022*

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	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	Teaches assigned graduate courses	2	5.4	5	5	5	5.00	
	PI 8: Number of graduate students advised *	A2. Number of students advised	Supervise graduate advisees	1	1	5	4	4	4.33	Gretchen Prado
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	1	5	4	4	4.33	Gretchen Prado
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	4	5	5	4	4.67	Fidel Calanza, Paulo Sancho, Quimson Canete, Flor-Ann Relente
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	2	3	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	4	4	5	4.33	AGRO244 and AGRO214 courses
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	2	5	4	4	4.33	AGRO244 and AGRO214 courses

		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	6	6	4	4	5	4.33	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	6	6	5	4	5	4.67	Term paper, Critique Scientific Papers, Exams, Oral recitation
		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	1	4	5	5	4.67	Agro and Agro 122
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	2	5	4	5	4.67	Google meet and Moodle Classroom
	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	1	1	4	5	5	4.67	Integrates experiential learning activities in the laboratory classes like conduct of Agro Ecosystems Analysis and Village Transect Survey
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	8	8.45	5	5	5	5.00	Taught AgSc20, Agro141, Agro 141e with considerable number of students. Coordinates OJT activities
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	6	10	5	5	5	5.00	Received 10 grade sheet from the registrar's
		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	4	21	5	5	5	5.00	Submitted a total of 21 Completion of INC and Deferred grades from Jan-June
		A12 . Number of trainings attended related to instruction	Attend mandated trainings	6	2	5	3	5	4.33	Attended the training on OBE, Moodle related trainings
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	4	5	5	5	5.00	
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	6	6	5	5	5	5.00	Quizzes and assessment tasks were integrated in the learning guide
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	4	6	5	5	5	5.00	Checks term papers and laboratory reports.
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	6	11	5	5	5	5.00	The registrar assigned 11 students. Based on my cumulus account
		A17 . Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	3	3	5	5	4		Advised 3 graduating students. Two are graduating this September
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	4	8	5	5	4	4.67	Acted as SRC member of 8 graduating Agronomy major students
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	4	9	5	5	4	4.67	

	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							
	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							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	4	5	5	4.67	Learning guide was developed for AgSc20
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	6	8	5	5	5	5.00	Prepared powerpoint presentation for class taught
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	6	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						
		A 24: Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	4	5	5	5	4	4.67	
	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							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		A 26: Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
Sub-total for Instruction (Head)									4.73	
Sub-total for Instruction (Student/TPES)									4.50	50
Total Equivalent Numerical Rating for Instruction									3.25	25
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							

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	5	5	5	5.00	One IRRI-VSU rice project is on going
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							
	<i>In refereed int'l journals</i>		1	1	4	4	4	4.00	Submitted research paper iin ATR, for revision
	<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 scienfic for a/conferences							
	<i>In int'l fora/conferences</i>								
	<i>In nat'l/regional fora/conferences</i>								
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							
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							
	A 34. Number of UMs submitted to ITSO, VSU	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							
Equivalent Numerical Rating for Research								0.34	
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	1	1	5	4	4	4.33	Component leader of the Dept's Extension Project
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							

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	1	5	4	4	4.33	Extension Project is on going
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	10	5	5	5	5.00	Assisted rice farmers of their concerns related to rice production
Research Mentoring	Research Mentor								
Peer reviewers/Panelists	Peer reviewers/Panelists								
Resource Persons	Resource Persons								
Convenor/Organizer	Convenor/Organizer								
Consultancy	Consultant								
Evaluator	Evaluator								
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	Designs extension related activities and other outputs to implement new normal							
Equivalent Numerical Rating for Extension								0.32	
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 non-conformity					
	A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools		100% compliant					
	On program accreditations								

		On institutional accreditations								
UMFO 6. General Admin. & Support Services										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint					
	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	Designs administration/management related activities and other outputs to implement new normal							
		A 49. Involvement in University and Department committees	Attends meetings	2	3	5	5	5	5.00	Member Crisis Mgt Comm, Member AACCUP, Member Irrigation Comm.
		A 50. Project manager of Patag Rice Production and Rice Seednet	Implements production and management strategies to increase production and profitability	1	2	5	5	5	5.00	Supervises the Patag, VSU and Pangasugan IGP on rice
Equivalent Numerical Rating for Production and Administration Functions									0.75	
Overall Average Rating									4.64	<i>4.64</i>
Adjectival Rating									Outstanding	
Comments and Recommendations for Development Purpose:									1- Quality 2- Efficiency 3- Timeliness 4- Average	

Evaluated & Rated by:

RUTH O. ESCASINAS

Department Head, Agronomy

Date: *July 18, 2022*

Recommending Approval

VICTOR B. ASIO

Dean, CAFS

Date: *July 20, 2022*

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: *July 21, 2022*

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ED ALLAN L. ALCOBER

Performance Rating: OUTSTANDING

Aim: Maintain the outstanding rating

Proposed Interventions to Improve Performance

Date: January 2022

Target Date: December 2022

First Step:

Update instructional materials

Collaborate with LGU and ATI-8 on capacity building of extension agents

Attend and participate in scientific forum

Increase production and income by 20% of the managed IGP on rice

Result:

Has updated the instructional materials

Has collaborated with LGU and ATI-8 on capability building of extension agents

Has attended/participated in scientific forum

Has increased the production and income by 20% of the managed IGP on rice

Target Date: December 2022

Next Step:

To publish scientific paper in refereed journal/attend training

To write and submit research proposal to funding agencies

Outcome: Published research articles and conducted ongoing research

Final Step/Recommendation:

To pursue Ph D degree in Agronomy

Prepared by:



RUTH O. ESCASINAS

Unit Head

Conforme:



ED ALLAN L. ALCOBER

Name of Ratee Faculty/Staff