


SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **ED ALLAN L. ALCOBER (Assistant Professor IV)**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	37.50	4.90	1.84
b. Students	37.50	5.00	1.88
Total for Instruction	75		3.71
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director			
Total for Research	10	4.80	0.48
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension	7.50	4.90	0.37
4. Administration	-		
5. Production	7.50	4.90	0.37
TOTAL	100		4.93


EQUIVALENT NUMERICAL RATING: **4.93**
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: **4.93**


ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

ED ALLAN L. ALCOBER
Name of Faculty

Reviewed by:

BERTA C. RATILLA
Department Head

Recommending Approval:

VICTOR B. ASIO, Ph.D.
Dean, College of Agriculture and Food Science

Approved by:

BEATRIZ S. BELONIAS
Vice President, Instruction

1. The first part of the document is a list of names and addresses. The names are written in a cursive hand, and the addresses are written in a more formal, printed hand. The list is organized into two columns, with names on the left and addresses on the right.

2. The second part of the document is a list of names and addresses. The names are written in a cursive hand, and the addresses are written in a more formal, printed hand. The list is organized into two columns, with names on the left and addresses on the right.

3. The third part of the document is a list of names and addresses. The names are written in a cursive hand, and the addresses are written in a more formal, printed hand. The list is organized into two columns, with names on the left and addresses on the right.

4. The fourth part of the document is a list of names and addresses. The names are written in a cursive hand, and the addresses are written in a more formal, printed hand. The list is organized into two columns, with names on the left and addresses on the right.

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, Asst. 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 2018.


ED ALLAN L. ALCOBER

Asst. Professor IV

Date: Jan. 25, 2019


BERTA C. RATILLA

Head, Department of Agronomy

Date: Jan 28, 2019

MFO No.	MFO Description	Success Indicator (SI)	%	Task Assigned	Target	Actual Accomplishment	Rating				Remark	
							Quality	Efficiency	Timeliness	Average		
UMFO 1. Advanced Education Services			20%									
OVPI MFO 1. Graduate Degree Program Management Services												
0 = 3	1 = 4.8	>2 = 5.0		PI 1: Number of graduate degree specializations offered and monitored	Number of graduate degree specializations monitored							
1.5 - 2.0 = 4.8				PI 2: Total FTE monitored	Total FTE	0.66	0.67	5	4.9	5	4.97	
				PI 3: Percentage increase in number of graduate students enrolled	Monitored graduate students enrolled in the university							
				PI 6: Percentage increase in number of students who graduated within prescribed period	Recommended graduate students for graduation							
OVPI MFO 2. Graduate Student Management Services												
				PI 1: Number of graduate students awarded with scholarship/ assistantship	Monitored graduate students awarded with scholarship/assistantship							
				PI 2: Percentage of graduate students awarded with scholarship/ assistantship who graduated within prescribed period	Monitored graduate students awarded with scholarship/ assistantship who graduated within prescribed period							
UMFO 2. Higher Education Services												
OVPI MFO 1. Curriculum Program Management Services												
				PI 1: Total FTE monitored	Total FTE	24	38.05	5	5	5	5.00	

	PI 2: Number of new undergraduate curricular program compliant to CMO, approved and offered		Reviewed and indorsed for approval in the appropriate body							
	PI 4: Percentage increase in number of undergraduate students enrolled		Reviewed and approved the offering of unscheduled subjects							
	PI 6: Percentage passing of students in licensure board examination		Gave due recognition to placers of the PRC Licensure Board Examinations							
	PI 7: No. of students graduated within the prescribed period		Recommended for approval graduate students awarded with honors/distinction	2	2	5	4.9	4.8	4.90	
OVPI MFO 2. Student Management Services										
UMFO 3. Research Services										
	PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences									
	<i>In int'l fora/conferences</i>									
	<i>In institutional fora/conferences</i>									
	PI 3. Number of research projects conducted and/or completed on schedule			1	1	5	4.8	4.8	4.87	
	No. of technical/expert services (as peer reviewer)									
UMFO 4. Extension Services										
	<u>PI 2.</u> Number of person-days trained		Farmers, Extension Agents, Students	50	280	5	5	5	5.00	
	<u>PI 3.</u> Number of beneficiaries served		ATI-8 4H Club Scholars, Seed Growers, Farmer Technicians, MAOs, ATs	3	5	5	5	5	5.00	
	<u>PI 4.</u> Number of extension projects conducted and/or completed on schedule		CAFS -BIDANI project, Palayamanan Project	2	2	5	4.8	5	4.93	
	<u>PI 5.</u> Number of extension proposals submitted									
	No. of trainings coordinated									
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		Manages IGP: The Rice Seednet and Patag Rice Production	2	2	4.8	5	5	4.93	
OVPI MFO 2. Frontline Services										
Total Over-all Rating										14.85
Average Rating						4.98	4.93	4.95	4.95	
Adjectival Rating								OUTSTANDING		

Comments and Recommendations for Development Purpose:

*Parale Ph. D. degree in Agronomy
once the CHED moratorium will be lifted*

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

Evaluated and Rated by:

Berta C. Ratilla
BERTA C. RATILLA

Head, Department of Agronomy

Date: _____

Recommending Approval:

Victor B. Asio
VICTOR B. ASIO, Ph.D.

Dean, College of Agriculture and Food Science

Date: _____

Approved by:

Beatriz S. Belonias
BEATRIZ S. BELONIAS

Vice President, Instruction

Date: _____

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ED ALLAN L. ALCOBER

Performance Rating: OUTSTANDING

Aim: Maintain the outstanding rating

Proposed Interventions to Improve Performance:

Date: July 2018

Target Date: December 2018

First Step:

Update instructional materials

Manage demonstration farm/learning site

Present research output in scientific fora

Increase the production and income by 5% of the managed IGP on rice

Result: Has updated the instructional materials

Has managed the demonstration farm/learning site

Has presented research output in local scientific forum

Has increased the production and income by 5% of the managed IGP on rice

Date: July 2018

Target Date: June 2019

Next Step:

To pursue Ph.D. degree in Agronomy at VSU as soon the program will be offered

To attend trainings/seminars/scientific conferences related to agriculture

To write instructional materials

Outcome: _____

Final Step/Recommendation:

Prepared by:


BERTA C. RATILLA
Unit Head