

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	4.85	0.49
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension	7.50	4.95	0.37
4. Administration	-		
5. Production	7.50	4.90	0.37
TOTAL	100		4.94


EQUIVALENT NUMERICAL RATING: **4.94**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.94**

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

ALSO PRESENTED BY THE
 UNITED STATES

Presented by:

Presented by the United States and the
 UNITED STATES

Presented by the United States

NAME OF PARTY
 ED WILSON, JR.

DEPARTMENT NAME
 DEPT. OF JUSTICE

Presented by:

Presented by:

ADJUTANT GENERAL

ADJUTANT GENERAL

TOTAL ADJUTANT GENERAL

788

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ADJUTANT GENERAL

788

TOTAL	100		100
1. Production	100	100	100
2. Administration			
3. Total for Production	100	100	100
4. Debt Head, Central Division			
5. Office for Extension			
6. Extension			
7. Total for Extension	10	10	10
8. Debt Head, Central Division			
9. Office for Extension			
10. Extension			
11. Total for Extension	12	12	12
12. Production	8880	8880	8880
13. Debt Head	8880	8880	8880
14. Production			
(1)	(2)	(3)	(4)
Production	Production	Production	Production

Name of Party

ED WILSON, JR. (United States)

ADJUTANT GENERAL

ADJUTANT GENERAL

ADJUTANT

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

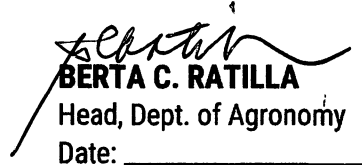
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

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 January to June 2018.


ED ALLAN L. ALCOBER

Assistant Professor IV

Date: _____


BERTA C. RATILLA

Head, Dept. of Agronomy

Date: _____

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											
1.5 - 2.0 = 4.8	PI 2: Total FTE monitored		1.00%	Total FTE	1	1.33	5	5	4.8	4.93	
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	25	31.02	5	5	5	5.00	
	PI 7: No. of students graduated within the prescribed period			Recommended for approval graduate students awarded with honors/distinction	2	1	4.5	4.5	4.5	4.50	
OVPI MFO 2. Student Management Services											
UMFO 3. Research Services											
	PI 3. Number of research projects conducted and/or completed on schedule				1	1	5	5	4.8	4.93	
	PI 7. Amount of research money generated from institutional funding (Thousand PHP)				200,000	222,898.02	5	5	5	5.00	
UMFO 4. Extension Services											
	PI 1. Number of person-days trained weighted by length of training				100	150	5	5	5	5.00	

	PI 3. Number of beneficiaries served									
	Groups			3	4	5	5	5	5.00	
	PI 4. Number of extension projects conducted and/or completed on schedule			2	2	4.5	5	5	4.83	
	PI 8. Amount of extension money generated from institutional funding (Thousand PHP)			50,000	50,000	5	5	5	5.00	
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										
OVPI MFO 2. Frontline Services										
	PI 1. Efficient and customer-frienly frontline service		Zero percent complaint from clients served	0	0	5	5	5	5.00	
	PI 2: Additional outputs		Manages Income Generating Projects of the Institution	2	2	5	5	5	5.00	
Total Over-all Rating									49.20	
Average Rating						4.91	4.95	4.92	4.93	
Adjectival Rating									OUTSTANDING	

Comments and Recommendations for Development Purpose:

Sustain The outstanding rating ; pursue Ph D degree

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

Evaluated and Rated by:

Berta C. Ratilla

BERTA C. RATILLA

Recommending Approval:

Victor B. Asio

VICTOR B. ASIO, Ph.D.

Approved by:

Beatriz S. Belonias

BEATRIZ S. BELONIAS

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regard to the effect of the treatment on the outcome.

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Table 1. Summary of Project Costs and Benefits (in \$ millions)									
Category	Sub-category	Description	Costs				Benefits		
			Initial	Annual	Total	Annual	Total	Net	
Construction	Buildings	Construction of new buildings	100.00	0.00	100.00	0.00	0.00	0.00	0.00
		Renovation of existing buildings	50.00	0.00	50.00	0.00	0.00	0.00	0.00
		Lease of new buildings	0.00	10.00	10.00	10.00	10.00	10.00	10.00
		Lease of existing buildings	0.00	5.00	5.00	5.00	5.00	5.00	5.00
Equipment	Furniture	Purchase of new furniture	20.00	0.00	20.00	0.00	0.00	0.00	0.00
		Lease of new furniture	0.00	2.00	2.00	2.00	2.00	2.00	2.00
		Purchase of existing furniture	10.00	0.00	10.00	0.00	0.00	0.00	0.00
		Lease of existing furniture	0.00	1.00	1.00	1.00	1.00	1.00	1.00
Services	Security	Security services	0.00	1.00	1.00	1.00	1.00	1.00	1.00
		Fire insurance	0.00	0.50	0.50	0.50	0.50	0.50	0.50
		Health insurance	0.00	0.50	0.50	0.50	0.50	0.50	0.50
		Life insurance	0.00	0.50	0.50	0.50	0.50	0.50	0.50
Miscellaneous	Travel	Travel expenses	0.00	0.50	0.50	0.50	0.50	0.50	0.50
		Postage	0.00	0.25	0.25	0.25	0.25	0.25	0.25
		Telephone	0.00	0.25	0.25	0.25	0.25	0.25	0.25
		Other	0.00	0.25	0.25	0.25	0.25	0.25	0.25
Total	Net	Total costs	170.00	20.00	190.00	20.00	20.00	20.00	
		Total benefits	0.00	20.00	20.00	20.00	20.00	20.00	
		Net costs	170.00	0.00	170.00	0.00	0.00	0.00	
		Net benefits	0.00	20.00	20.00	20.00	20.00	20.00	

Head, Dept. of Agronomy
Date: _____

Dean, College of Agriculture and Food Science
Date: _____

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: June 30, 2018

Target Date: October 2018

First Step:

Update instructional materials

Maintain and improve the managed demonstration farm/learning site

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 maintained and improved the managed demonstration farm/learning site

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

Date: November 15, 2018

Target Date: December 2019

Next Step:

To publish scientific paper in refereed journal/attend training

To write and submit research proposal to funding agencies

Outcome: Published scientific article

Final Step/Recommendation:

To pursue Ph D degree in Agronomy

Prepared by:


BERTA C. RATILLA
Unit Head