SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member:

ED ALLAN L. ALCOBER (Assistant Professor IV)

	Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
	(1)	(2)	(3)	(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

FΩ	1111	/ΔΙ	FNT	MHA	MERICAL	RATING:

<u>4.94</u>

 ${\bf Add:\ Additional\ Points,\ if\ any:}$

TOTAL NUMERICAL RATING:

<u>4.94</u>

ADJECTIVAL RATING:

OUTSTANDING

Department Head

Reviewed by:

Prepared by:

ALLAN LICOBER

Name of Faculty

Recommending Approval:

VICTOR B. ASIO, Ph.D.

Dean, College of Agriculture and Food Science

Approved by:

BEATRIZ S. BELONIAS

Vice President, Instruction

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Neme of Faculty Member: - - The Allies L. Al Coffield (Applicate Professor 19)

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,	Production	7.56	5.30	0.37
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i i	Total for Extension	2/20	Tak:	0.07
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			(3)	(323)
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TOTAL MUMERICAL RATING: ... Adult Additional Robits, If pay:

ADJECTIVAL RATING.

Prepared by:

 $\text{Matter} \ \text{Otherwise}.$

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NA SEPREMENT

devicançi by:

Dapariment Head GERTA C. RATULA

Recummineding Approval:

base, College of Agriculture and Ecol Spience ARCHORD VEITHER

Approved by:

Vice President Indicacher SIVIAN TO PETURE

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 WALCOBER
Assistant Professor IV

Date: _____

BERTA C. RATILLA
Head, Dept. of Agronomy

						ent			Rating		
MFO No.	MFO Description	Success Indicator (SI)	% Task Assigned		Target	Actual Accomplishment	Quality	Efficiency	Timeliness	Average	Remark
UMFO 1	. Advanced Educatio	n Services	20%								
	OVPI MFO 1. Gradu	ate 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. Gradu	ate Student Management Services			-			-			
UMFO 2	. Higher Education S	Services									
	OVPI MFO 1. Currio	culum 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 4.5							4.50	~	
	OVPI MFO 2. Stude	nt 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								5.00	
UMFO 4	. Extension Services										
		PI 1. Number of person-days trained weighted by length of training									

Viseyes State University College of Agriculture Food and Science YMOMONOA HA TERMITANIN Visca, Baybay City, Leyle:

CHANDERS PRESIDENCE COMMO MENT & REVERE

1, 29 ALLAN L. ALCOBER, Assistant Professor IV of the Department of Agreenomy, commits to deliver and agree to ne rated on the attainment of the following targets in eccordance with the indicated mensures for the particular cory to June 2013.

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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			
					<u> </u>						
Total Over-all Rating					<u> </u>	<u></u>		49.20	***************************************		
Average Rating					4.91	4.95		4.93	*****		
Adjectival Rating					<u> </u>		OUT	STANDING			

Comments	and Recom	mendations	for Devel	opment	Purpose:

stustain The outstanding parting; pursue Ph O degree

1- Quality

2- Efficiency

3- Timeliness

4- Average

Evaluated and Rated by:

Recommending Approval:

Approved by:

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Evaluated end Rered by.

Recommending Approval

Approved by:

A. HATAC.

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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 Sten/Recommendation

To pursue Ph D degree in Agronomy

Prepared by:

BERTA C. RATILLA

Unit Head