

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member:

ED ALLAN L. ALCOBER (Asso. Prof. IV)

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	35%	4.78	1.67
b. Students	35%	4.75	1.66
Total for Instruction	70%		3.34
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director	10%	5.00	0.50
Total for Research	10%		0.50
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director	10%	5.00	0.50
Total for Extension	10%		0.50
4. Production, Administration & Support Services	10%	4.94	0.49
Total for Production, Admin. & Support Services	10%		0.49
TOTAL	100%		4.83

EQUIVALENT NUMERICAL RATING:

4.83

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.83

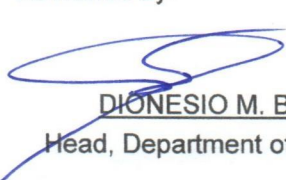
ADJECTIVAL RATING:

OUTSTANDING

Prepared by:


ED ALLAN L. ALCOBER
Name of Faculty


Reviewed by:


DIONESIO M. BAÑOC
Head, Department of Agronomy

Recommending
Approval:



VICTOR B. ASIO, Ph.D.
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 commits to the 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 2023.


ED ALLAN L. ALCOBER
Asso. Professor IV
Date: Jan. 12, 2024

Approved: 
DIONESIO M. BAÑOC
Department Head
Date: Jan. 15, 2024


VICTOR B. ASIO
College Dean
Date: Jan. 24, 2024

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	1.33	5	5	4	4.67	Agro141e
	PI 8: Number of graduate students advised *	A2. Number of students advised	Supervise graduate advisees	2	5	5	5	4	4.67	Rozonabe, Mondares, Go-od, Mante, Fuentes
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	5	5	4	4	4.33	Rozonabe, Mondares, Go-od, Mante, Fuentes
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	3	4	5	5	4	4.67	Galenzoga, Sancho, Lunggay, Alano
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	2	4	5	5	5	5.00	Galenzoga, Lunggay, Alano, Fuentes
	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							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	4	2	5	4	5	4.67	Agro244e, Agro141e,
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	1	5	4	5	4.67	Agro141e

		<i>A 6 : Number of on-line course were reviewed by TRP & edited by MMDC editor</i>	<i>Submits the course were duly reviewed by TRP for editing by MMDC editor</i>							
		<i>A 7 : Number of virtual classroom created and operational</i>	<i>Creates virtual classroom using either Moodle or Google Classroom</i>	2	2	5	4	5	4.67	Agro 244e, Agro 141e
	<i>PI 10 . Additional outputs:</i>	<i>A 8. Other outputs implementing the new normal due to covid 19</i>	<i>Designs experiential learning activities and other outputs to implement new normal</i>							
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	<i>PI 5: Total FTE, coordinated, implemented and monitored *</i>	<i>A9. Actual Faculty's FTE</i>	<i>Handles and teaches courses assigned</i>	8	10.4	5	5	5	5.00	Agro144lec, Agro122lec&lab, CpSc21lec
		<i>A10 . Number of grade sheets submitted within prescribed period</i>	<i>Prepares gradesheet and submits on or before deadline</i>	4	4	5	5	5	5.00	Agro144lec, Agro122lec&lab, CpSc21lec
		<i>A 11 . Number of INC forms with grade submitted within prescribed period</i>	<i>Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period</i>	2	9	5	5	5	5.00	Moldez, Morales, Asparin, Castillon J., Castillon, M., Go-od, Mahaguay, Maldo, Tupas,
		<i>A12 . Number of trainings attended related to instruction</i>	<i>Attend mandated trainings</i>	2	1	5	5	5	5.00	EBS Training @ IRRI
		<i>A13 . Number of long examinations administered and checked</i>	<i>Administers and checks long examination for subjects taught</i>	4	3	5	5	4	4.67	Agro144lec, Agro122lec, CpSc21lec
		<i>A14 . Number of quizzes administered and checked</i>	<i>Prepares and checks quizzes for lec and lab</i>	6	4	5	5	5	5.00	Agro144lec, Agro122lec&lab, CpSc21lec
		<i>A15 . Number of lab reports and term papers checked and graded</i>	<i>Checks lab reports and term papers submitted as required</i>	3	4	5	5	5	5.00	Agro122lab (lab reports), Agro 141e (Term Paper and Critique Paper)
	<i>PI 8: Number of students advised: *</i>	<i>A16. Number of students advised:</i>	<i>Acts as academic adviser to students</i>	4	22	5	5	5	5.00	R. Cornico, C. DeClaro, I. Lim, H. Perez, A. Plarisan, A. Polido, M.J. Serino, J. Tumalak, A. Verano, Ma. Yrabono, C. Jordan, Alvarez G., Vega J., Aguinaldo S., Alinsob M., Ramirez, E., Albero, M., Blanco, J, Borja, C. Deguia, R., Noche, S., Norono, J
		<i>A17 . Number of students advised on thesis/ field practice/special problem:</i>	<i>Acted as thesis adviser</i>	2	3	5	5	5	5.00	Bidua, R., Norono J., Ramirez, E.
		<i>As SRC Chairman</i>	<i>Advise, and corrects research outline and thesis/SP manuscript</i>	3	3	5	5	4	4.67	Bidua, R., Norono J., Ramirez, E.
		<i>As SRC Member</i>	<i>Advise and corrects research outline and thesis/SP manuscript</i>	3	3	5	5	4	4.67	Bidua, R., Norono J., Ramirez, E.

		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	6	14	5	5	5	5.00	R. Cornico, C. DeClaro, I. Lim, H. Perez, A. Plarisan, A. Polido, M.J. Serino, J. Tumalak, A. Verano, Ma. Yrabono, C. Jordan, Alvarez G., Vega J., Aguinaldo S.
	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	5	4	5	4.67	Agronomy Majors Association
		A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	1	5	4	5	4.67	Agronomy Majors Association during VSU Anniversary
	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							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		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							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	2	2	5	4	4	4.33	Agro144lec, Agro122lec&lab, CpSc21lec
	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							
Average numerical rating: Instruction									4.78	
TPES Rating									4.75	
Instruction Involvement (5)									70.00	
Equivalent Numerical Rating									3.34	
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	OneRicePH Project with IRRI
	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-referred or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	2						
		<i>In refereed int'l journals</i>		1						
		<i>In refereed nat'l/regional journals</i>		1						
	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 scientific 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 research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	0	1	5	5	5	5.00	Submitted a Proposal on Heirloom Rice. Proposal was accepted by OVPREI
	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							
Average numerical rating: Research									5.00	
Research Involvement (%)									10.00	
Equivalent Numerical Rating for Research									0.50	
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	5	5	5.00	LGU-Dulag
	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	2	5	5	5	5.00	Departments Extension Project: Study 1: Production and distribution of quality rice and corn seeds. Accepted RPship requested by LGU-Dulag
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							
Research Mentoring	Research Mentor								
Peer reviewers/Panelists	Peer reviewers/Panelists								
Resource Persons	Resource Persons		4	1	5	5	5	5.00	LGU-Dulag
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 (extn. 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							
Average Numerical Rating: Extension								5.00	
Extension Involvement (%)								10.00	
Equivalent Numerical Rating for Extension								0.50	
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	5	5	5	5.00	As a faculty, all ISO processes and documents required in Instruction, Research, Extension and Production were adopted; As OJT coordinator, ISO procedure and documents required in the conduct of the Student Internship Program of the Department were followed
		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	5	5	5	5.00	Compliant to ISO 9001:2015
		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 (seed growers and rice farmers)	100% satisfaction / Zero complaints	Zero complaints	5	5	5	5.00	Provided quality seeds to rice seed growers with 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	7	10	5	5	5	5.00	Mgr. on IGP Rice SeedNet, Univ. Technical Working Group (TWG) on Farming System, Dept. Non-Academic Personnel Committee, Dept Curriculum and Instructional Material Development Comm., Socio-cultural Comm. Physical Facility/Property Comm., Dept. Extension Coord. Dept. Internship Coord.

		A50. Project manager of VSU Rice Seednet	Implements production and management strategies to increase production and profitability	1	2	5	5	4	4.67	Practice reduced tillage and direct seeding production system to reduce the cost of production, seed produced passed the seed testing analysis conducted by BPI-NSQCS
Average numerical rating: production, operation, administration and support services									4.94	
Administration involvement (%)									10.00	
Equivalent numerical rating									0.49	
Total equivalent numerical rating									4.83	
Adjectival Rating									OUTSTANDING	
Comments and Recommendations for Development Purpose: Needs to finish doctorate degree and publish articles in Scopus, WoS and ACI index journals									1- Quality 2- Efficiency 3- Timeliness 4- Average	

Evaluated & Rated by:

Recommending Approval

Approved by:

DIONESIO M. BAÑOC

VICTOR B. ASIO

BEATRIZ S. BELONIAS

Department Head, Agronomy

Dean, CAFS

Vice President for Academic Affairs

Date: Jan. 15, 2024

Date: Jan. 24, 2024

Date: 01/25/24

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 2023

Target Date: December 2023

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 2023

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:

DIONESIO M. BAÑOC

Unit Head

Conforme:

ED ALLAN L. ALCOBER

Name of Ratee Faculty/Staff