

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Ed Allan Alcober (Asst. Prof. IV)

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	37.5%	4.90	1.84
b. Students (50%)	37.5%	4.75	1.78
Total for Instruction	75%		3.62
2. Research			
a. Client/Dir. for Research (50%)	10%	4.80	0.48
b. Dept. Head/Center Director (50%)			
Total for Research	10%		0.48
3. Extension			
a. Client/Dir. for Extension (50%)	15%	4.90	0.74
b. Dept Head/Center Director (50%)			
Total for Extension	15%		0.74
4. Administration	NA	NA	NA
TOTAL			4.84

EQUIVALENT NUMERICAL RATING: 4.84

Add: Additional Points, if any:

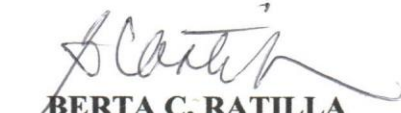
TOTAL NUMERICAL RATING: 4.84

ADJECTIVAL RATING: Outstanding

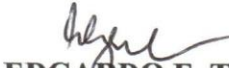
Prepared by:

Reviewed by:


ED ALLAN L. ALCOBER
Name of Faculty


BERTA C. RATILLA
Department Head

Approved:


EDGARDO E. TULIN
President

Visayas State University
OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION
DEPARTMENT OF AGRICULTURAL ENGINEERING
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, ED ALLAN L. ALCOBER, Asst. Prof. IV, 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 2 to June 30, 2017.


ED ALLAN L. ALCOBER
Asst. Prof. IV

Date: July 24, 2017


BERTA C. RATILLA, Ph.D.
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										
0 = 3 1 = 4.8 >2 = 5.0	PI 1: Number of graduate degree specializations offered and monitored	1.00%	Number of graduate degree specializations monitored							
1.5 - 2.0 = 4.8	PI 2: Total FTE monitored	1.00%	Total FTE	4	4	4.8	4.8	5	4.86	
	PI 3: Percentage increase in number of graduate students enrolled	1.00%	Monitored graduate students enrolled in the university							
	PI 4: Percentage increase in number of students who graduated within prescribed	1.00%	Recommended graduate students for graduation							
	PI 5. No. of students graduated within the prescribed period									
UMFO 2. Higher Education Services										
OVPI MFO 1. Curriculum Program Management Services										

	PI 1: Total FTE monitored		Total FTE	50	44.9	5	5	5	5.00	
	PI 2: Number of new undergraduate curricular program compliant to CMO,		Reviewed and indorsed for approval in the appropriate body							
	PI 3: Number of existing curriculum proposal subjected to evaluation and		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 5: Percentage increase in the number of undergraduate students who graduated within prescribed period		Evaluated credentials of graduating students with latin honors with the Honors and Awards Committee							
	PI 6: Percentage passing of students in licensure board examination		Recommended candidates for latin honors to the appropriate body							
	PI 7. No. of students graduated within the prescribed period		Gave due recognition to placers of the PRC Licensure Board Examinations	4	2	4.8	4.8	4.8	4.80	
UMFO 3. Research Services										
	PI 1. Number of published papers in internationally indexed journals									
	<i>In refereed int'l journals</i>									
	<i>In refereed nat'l journals</i>									
	<i>In institutional journals</i>									
	PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences									
	<i>In int'l fora/conferences</i>									
	<i>In nat'l fora/conferences</i>									
	<i>In reg'l fora/conferences</i>									
	<i>In institutional fora/conferences</i>									
	PI 3. Number of research projects conducted and/or completed on schedule		The Effects of Minimum Tillage, Zero Pesticide and the Use of Botanical Pesticide on Lowland Rice Production	1	1	4.8	5	5	4.93	
	PI 4. Number of research proposals			1						
	PI 5. Percent of research proposals									
	PI 6. Amount of research money generated									
	PI 7. Amount of research money generated									
	PI 8. Additional outputs									

[illegible]

