

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **ED ALLAN L. ALCOBER (Asso. Prof. II)**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)	70%	4.63	3.24
b. Students			
Total for Instruction	70%	4.63	3.24
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director	5%	3.50	0.18
Total for Research	5%	3.50	0.18
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director	10%	4.33	0.43
Total for Extension	10%	4.33	0.43
4. Production and Administration	15%	5.00	0.75
Total for Prod'n. and Admin.	15%	5.00	0.75
TOTAL	100%		4.60

EQUIVALENT NUMERICAL RATING:

4.60

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.60


ADJECTIVAL RATING:

OUTSTANDING

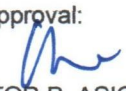
Prepared by:


ED ALLAN L. ALCOBER
Name of Faculty


Reviewed by:


ULYSSES A. CAGASAN
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


"Exhibit B"


INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ED ALLAN L. ALCOBER, a faculty member 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 1 - December 31, 2020.


ED ALLAN L. ALCOBER
Asso. Prof 2
Date: Dec. 18, 2020

Approved:


ULYSSES A. CAGASAN
Department Head
Date: Dec. 22, 2020


VICTOR B. ASIO
College Dean
Date: _____

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	Handles subjects/courses assigned	2	2	5	5	5	5.00	
	PI 8. Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	3	3	3	3	3	3.00	
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	3	3	3	3	3	3.00	
		As GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	2	3	3	3	3.00	
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	5	8	5	5	5	5.00	
	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	1	2	5	5	5	5.00	

		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	2	5	5	5	5.00	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	3	5	5	5	5.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	10	5	5	5	5.00	
		A6. 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	1	2	5	5	5	5.00	
		A7. Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	3	5	5	5	5.00	
	PI 10. Additional outputs:	A8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	2	5	3	5	4.33	
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5. Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	to	12	29.15	5	5	5	5.00	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline							No midterm gradesheets due to COVID-19 pandemic
		A11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	2	2	3	3	3	3.00	
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	3	5	5	5	5.00	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	3	5	5	5	5	5.00	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	4	10	5	5	5	5.00	
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	3	10	5	5	5	5.00	
	PI 8. Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	10	24	5	5	5	5.00	
		A17. Number of students advised on thesis/ field practice/special problem:								


		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	3	5	5	5	5	5.00	
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	4	5	5	5	5.00	
		<u>A18.</u> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	6	10	5	5	5	5.00	
	<u>PI 9.</u> Number of student organizations advised/ assisted *	<u>A19.</u> Number of Student organizations advised	Advises student organizations recognized by USOO							
		<u>A20.</u> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities							
	<u>PI 10.</u> Number of instructional materials developed *	<u>A21.</u> Number of on-line course were developed and submitted :	Prepares and submits for review by the Technical Review Panel	1	2	5	5	5	5.00	
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	3	5	5	5	5.00	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	3	5	5	5	5.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	17	5	5	5	5.00	
		<u>A23.</u> 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	1	3	5	5	5	5.00	
		<u>A24.</u> Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	7	5	5	5	5.00	
	<u>PI 11.</u> Additional outputs	<u>A25.</u> 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							

		A26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	1	3	3	3	3.00	
Equivalent Numerical Rating for Instruction									3.24	
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 *	A28. Number of research outputs completed within the year *	Conducts and completes research oroject within the year							
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A29. 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	1	1	3	3	3	3.00	
		<i>In refereed int'l journals</i>		1	1	3	3	3	3.00	Paper under review
		<i>In refereed nat'l/regional journals</i>			1	5	5	5	5.00	
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic fora /conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								
	PI 5. Percent of research proposals approved *	A31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
	PI 6. Additional outputs*	A32. No. of research-related awards (research conducted by faculty or student w/ faculty)								
		A33. 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	1	1	3	3	3	3.00	
		A34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							

		<u>A35.</u> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
Equivalent Numerical Rating for Research									0.18	
UMFO 4. EXTENSION SERVICES										
	<u>PI 1.</u> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<u>A36.</u> 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	3	5	5	5	5.00	
	<u>PI 2.</u> Number of trainees weighted by the length of training	<u>A37.</u> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	<u>PI 3.</u> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<u>A38.</u> Number of extension programs/projects implemented	Implements duly approved extension projects	1	1	3	3	3	3.00	
	<u>PI 4.</u> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<u>A39.</u> 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							
	<u>PI 5.</u> Number of technical/expert services	<u>A40.</u> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries	3	7	5	5	5	5.00	
	Research Mentoring	Research Mentor								
	Peer reviewers/Panelists	Peer reviewers/Panelists								
	Resource Persons	Resource Persons								
	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant								
	Evaluator	Evaluator								
	<u>PI 8.</u> Percent of extension proposals approved *	<u>A41.</u> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	<u>PI 11.</u> Additional outputs *	<u>A42.</u> No. of extension-related awards (extn. conducted by faculty or student & faculty) *								
		<u>A43.</u> Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
Equivalent Numerical Rating for Extension									0.43	

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*	A44. 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								
	A45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools								
	On program accreditations									
	On institutional accreditations									
UMFO 6. GENERAL ADMIN. & SUPPORT SERVICES (GASS)										
PI 2. Zero percent complaint from clients served	A46. Customerly friendly frontline services	Provides customer friendly frontline services to clients								
PI 3: Additional Outputs	A47. 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								
	A48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal								
	A49. Involvement in University and Department committees	Attends meetings	2	4	5	5	5	5.00		
	A50. Project manager of Patag Rice Production and Rice Seednet	Implements production and management strategies to increase production and profitability	1	2	5	5	5	5.00	Production function is included in this UMFO	
Equivalent Numerical Rating for Production and Administration Functions								0.75		
Overall Average Rating								4.60		
Adjectival Rating								Outstanding		
Comments and Recommendations for Development Purpose:								1- Quality 2- Efficiency 3- Timeliness 4- Average		
To pursue his Ph.D. degree program and finish on time										

Evaluated & Rated by:


ULYSSES A. CAGASAN

Department Head

Date: Dec. 22, 2020

Recommending Approval:


VICTOR B. ASIO

Dean, College of Agriculture and Food Science

Date: _____

Approved by:


BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: _____

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ED ALLAN L. ALCOBER

Performance Rating: OUTSTANDING

Aim: Maintain the outstanding rating

Proposed Interventions to Improve Performance

Date: January 2021

Target Date: December 2021

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: January 2022

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:

ULYSSES A. CAGASAN

Unit Head

Conforme:

ED ALLAN L. ALCOBER

Name of Ratee Faculty/Staff