SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

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

Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean	35%	4.78	1.67
b. Students	35%	4.56	1.60
Total for Instruction	70%	9.34	3.27
2. Research			
a.Client/Dir. for Research			
b.Dept. Head/Center Director	7.5%	5.00	0.38
Total for Research	7.5%	5.00	0.38
3. Extension			
a.Client/Dir. for Extension			
b.Dept. Head/Center Director	7.5%	4.56	0.34
Total for Extension	7.5%	4.56	0.34
4.Production and Administration	15%	5.00	0.75
Total for Prod'n. and Admin.	15%	5.00	0.75
TOTAL	100%		4.74

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.74

4.74

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

ED ALLAN L. A

Name of Faculty

Reviewed by:

RUTH O. ESCASINAS

Head, Department of Agronomy

Recommending Approval:

VICTOR B. ASIO

Dean, College of Agriculture and Food Science

Approved by:

Vice President for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ED ALLAN L. ALCOBER, a faculty member of the <u>DEPARTMENT OF AGRONOMY</u> commit 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 2022.

ED ALLAN L. ALCOBER

Asso. Professor 4 Date: 01/03/23 Approved:

RUTH O. ESCASINAS

Department Head Date: //4/3

VICTOR B. ASIC

College Dean

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI) Tasks Assigned	Tasks Assigned	Target			Rat	ing		REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
1					Actual Accomplishment	Quality	Eficiency	Timeliness	Average	
UMFO	1. ADVANCED EDUCATION	SERVICES								derioninators/
OVPI N	MFO 2. Graduate Student M	anagement Services								
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Teaches assigned graduate courses	2	4.67	5	5	5	5.00	AGRO212, AGRO212e, Agro144e
	PI 8: Number of graduate students advised *	A2. Number of students advised	Supervise graduate advisees	1	3	5	5	5	5.00	Prado, Paderes, Cayangho
		A3 Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	1	5	4	4	4.33	Prado
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	6	5	5	4	4.67	Calanza, Relente, Mandre, Laurel, Palcon, Lungay
	7	A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	2	9	5	5	5	5.00	Calanza, Relente, Mandre, Laurel, Palcon, Lungay, Paderes, Prado, Cayangho
	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	4	5	4.67	AGRO212 and AGRO244
	On-line ready courseware	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	5	4	4	4.33	AGRO244
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	6	3	5	4	5	4.67	Only have of the Jan-Dec target was complied. Only AGRO212 and AGRO244 courses

	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	6	3	5	4	5	4.67	Only have of the Jan-Dec target was complied. Only AGRO212e and Agro 144e courses
	A 6 : 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	0					No submission for July to December
	A 7: Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	3	5	4	5	4.67	AGRO212, AGRO212e and Agro144e
<u>PI 10</u> . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	1	4	5	5	4.67	Integrates experiential learning activities in the laboratory class like data gathering and analysis in our IRRI rice varietal trial study
MFO 2. HIGHER EDUCATION SERVICE									
VPI UMFO 3. Higher Education Manag	ement Services								
PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	8	13.15	5	5	5	5.00	Taught CpSc21 (2 sections lec), Agro144 (1 section lec and lab), AgSc13 (1 section lec), Agro200 (Undegrad Thesis, 3-students)
	<u>A10</u> . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	6	9	5	5	5	5.00	Prepares 9 grade sheets
	<u>A 11</u> . 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	4	5	5	5	5	5.00	Submitted a total of 5 Completion of INC grades from July-Dec. (Mapili, Navarro, Reytomas, Macalalag, Estolora)
	A12. Number of trainings attended related to instruction		6	1	3	4	5	4.00	Attended only one training on Value Chain
	A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	5	5	5	5	5.00	Administered 2 long exams in CpSc21 (2-sections) and 1 long exan in AgSc13
	<u>A14</u> . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	6	8	5	5	5	5.00	Gave a total of 8 quizzes. CpSc21 (2 sections) 3 quizzes each section and AgSc13 with 2 quizzes
	A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	4	2	5	5	5		Two laboratory reports were given. No lab reports yet for the experiment is long term
PI 8: Number of students advised: *	<u>A16</u> . Number of students advised:	Acts as academic adviser to students	6	11	5	5	5	5.00	The registrar assigned 11 students. Based on my cumulus account
	A17. Number of students advised on thesis/ field practice/special problem:								
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	3	4	5	5	4	4.67	Advised 4 major students (Aporbo, Bidua, Larona and Modina). Aporbo, Larona and Modina are graduating this July

t .

	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	4	5	5	5	4	4.67	Dagoy, Repasa, Roquero, Reyton and Porcari. The other advisees already graduated
	A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	4	9	5	5	5	5.00	Dagoy, Repasa, Roquero, Reytor Porcari, Larona, Aporbo, Bidua, Modina
PI 9: Number of student	A19 . Number of Student organizations	Advises student organizations							
organizations advised/ assisted *	advised	recognized by USOO							
	A20 . Number of Student organizations	Assists student organizations in							
	assisted on student related activities	implementing student related activities							
PI 10: Number of instructional	A 21 : Number of on-line course ware	Prepares and submits for review by the							
materials developed *	developed and submitted:	Technical Review Panel							
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	2	5	4	5	4.67	Laboratory manual for Agro144 a CpSc21 were revised
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	6	12	5	5	5	5.00	Updated the powerpoint present for class taught (AgSc 13, CpSc Agro144)
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	6	8	5	5	5	5.00	Administered 8 quizzes for the subjects taught
	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	1	0					No submission for July December
	A 24: Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	4	3	5	5	4	4.67	Created 3 virtual classroom the courses taught (CpSc21 AgSc13 and Agro 200)
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	Designs experiential learning activities							
	normal due to covid 19	and other outputs to implement new						1	
		normal							
Sub-total for Instruction (Head)								4.78	
Sub-total for Instruction (Student/TPES)								4.56	
Total Equivalent Numerical Rating for Instruction								3.27	

UMFO 3 . RESEARCH SERVICES				

PI 1. Number of research outputs A27. Number of research outputs in the Conducts research for possible utilization in the last three (3) years utilized last three (3) years utilized by the industry by industry or other beneficiaries by the industry or by other or by other beneficiaries * heneficiaries * A 28. Number of research outputs PI 2. Number of research outputs Conducts and completes research project One IRRI-VSU rice project is on completed within the year * completed within the year * 1 1 5 5 within the year 5 5 00 PI 3. Percentage of research A 29. Percentage of research outputs Writes publishable materials out of outputs published in published in internationally-refereed or research outputs and submits for internationally-referred or CHED CHED recognized journal within the year publication recognized journal within the year In refereed int'l journals published (SVU-Journ Ag Sci) and 2 5 5 5 5.00 accepted (JAM-CTU) In refereed nat'l/regional journals PI 4. Number of research outputs A 30. Number of research outputs Prepares, submits and presents research presented in regional/national/ int'l presented in regional/national/ int'l paper in scienfic for a/conferences fora/conferences fora/conferences * In int'l fora/conferences In nat'l/regional fora/conferences A 31. Percentage of of research Prepares research proposals, submits PI 5. Percent of research proposals prepared submitted and and follows up its approval for immediate proposals approved * approved implementation PI 6. Additional outputs* A 32. No. of research-related awards (research conducted by faculty or student w/ faculty) Acts as peer reviewer of journal A 33. Number of journal articles/scientific articles/scientific papers, reviews the paper received and reviewed as peerpaper received and returns duly reviewed reviewer A 34. Number of UMs submitted to ITSO. Prepares and submits application for UM VSU of technology generated out of research A 35. Other outputs implementing the new Designs research related activities and normal due to covid 19 other outputs to implement new normal Sub-total for Research 5.00 **Equivalent Numerical Rating for Research** 0.38 **UMFO 4. EXTENSION SERVICES** PI 1. Number of active A 36. Number of active partnerships with Identifies and links with probable partners partnerships with LGUs, LGUs, industries, NGOs, NGAs, SMEs, for extension activities and maintains this Component leader of the Dept's industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and active partnership 5 4 Extension Project and other stakeholders as a maintained result of extension activities PI 2. Number of trainees weighted A 37. Number of trainees weighted by the Conducts trainings among beneficiaries of length of training technologies for transfer by the length of training

PI 3. Number of extension A 38. Number of extension Implementes duly approved extension programs organized and programs/projects implemented projects supported consistent with the 5 4.33 Extension Project is on going SUC's mandated and priority PI 4. Percentage of beneficiaries A 39. Percentage of beneficiaries who Provides quality and relevant training rated the training course/s and advisory who rated the training course/s courses and advisory services and advisory services as services as satisfactory or higher in terms satisfactory or higher in terms of of quality and relevance quality and relevance Provides the technical and expert PI 5. Number of A 40 . Number of technical/expert Senillo, Valenzona, Obenza, 4 7 5 5 5 services requested by beneficiaries technical/expert services services as/in: Villanueva, Espina, Flanco, Colis Research Mentoring Research Mentor Peer reviewers/Panelists Peer reviewers/Panelists Resource Persons Resource Persons Convenor/Organizer Convenor/Organizer Consultancy Consultant Evaluator Evaluator Prepares extension project proposals, A 41. Percent of extension PI 8. Percent of extension submits and follow up its approval for proposals approved * proposals approved * 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 Designs extension related activities and other outputs to implement new normal normal due to covid 19 Sub-total for Extension 4.56 **Equivalent Numerical Rating for Extension** 0.34 **UMFO 5. SUPPORT TO OPERATIONS** OVPI MFO 4. Program and Institutional Accreditation Services Ensures that all the QMS core processes PI 8. Compliance to all A 44. Compliance to all requirements of requirements thru the theQMS core processes of the university of the university are complied with in the under ISO 9001:2015* established/adequate performance of his/her functions as implementation, maintenance and faculty member zero non-conformity improvement of the QMS of the core processes of the College/department under ISO 9001:2015* A 45. Compliance to all requirements of Prepares required documents and the program and institutional complies all requirements as prescribed in 100% compliant accreditations: the accreditation tools On program accreditations On institutional accreditations UMFO 6. General Admin. & Support Services (GASS)

PI 2. Zero percent complaint from	A 46. Customerly friendly frontline services	Provides customer friendly frontline		T	T	T	T		
clients served		services to clients		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 performfing 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							
	A49. Involvement in University and Department committees	Attends meetings	2	2	5	5	5	5.00	Member Crisis Mgt Committee
	7	Implements production and management strategies to increase production and profitability	1	2	5	5	5	5.00	Supervises the Patag, VSU and Pangasugan IGP on rice. Remitted PhP169,342.00 sales from July-December
Sub-total for Gen. Admin and S	upport Services							5.00	
Equivalent Numerical Rati	ng for Production and Administration	on Functions						0.75	
Overall Average Rating								4.74	
Adjectival Rating							Outst	anding	g
Needs to askend conferen	tions for Development Purpose	· wronkshop						1- Qua 2- Effic 3- Time 4- Ave	ciency eliness
Evaluated & Rated by: Apu'ra		Recommending Approval			Approve	ed by:	14.		
RUTH O. ESCASINAS		VICTOR B. ASIO			BEAT	RIZ \$. B	ELONIAS	3	
Department Head, Agronomy	-	Dean, GAFS					Academic		
Date: 1/4/23		Date: //// 29			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 2022

Target Date: December 2022

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 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:

RUTH O. ESCASINAS

Unit Head

Conforme:

ED ALLAN A. ALCOBER
Name of Rates Faculty/Staff