

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%	4.56	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:

4.74

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.74

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:


ED ALLAN L. ALCOBER

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:


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 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: 1/4/23


VICTOR B. ASIO

College Dean

Date: 1/11/23

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	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
		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	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 were reviewed by TRP & edited by MMDC editor	Submits the course were 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 Moodle or Google Classroom	2	3	5	4	5	4.67	AGRO212, AGRO212e and Agro144e
	PI 10 : 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 IRR1 rice varietal trial study
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	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 (Undergrad Thesis, 3-students)
		A10. 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
		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	4	5	5	5	5	5.00	Submitted a total of 5 Completion of INC grades from July-Dec. (Mapili, Navarro, Reylomas, Macalalag, Estolora)
		A12. Number of trainings attended related to instruction	Attend mandated trainings	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 exam in AgSc13
		A14. 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	5.00	Two laboratory reports were given. No lab reports yet for the experiment is long term
	PI 8: Number of students advised: *	A16. 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

[illegible]

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	One IRRI-VSU rice project is on going
	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-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
		<i>In refereed int'l journals</i>		1	2	5	5	5	5.00	1 published (SVU-Journ Ag Sci) and 1 accepted (JAM-CTU)
		<i>In refereed nat'l/regional journals</i>								
	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 scienfic 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 of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
	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							
Sub-total for Research									5.00	
Equivalent Numerical Rating for Research									0.38	
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	4	4	4.33	Component leader of the Dept's Extension Project
	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							

[illegible]

	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline 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 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								
		A49. Involvement in University and Department committees	Attends meetings	2	2	5	5	5	5.00	Member Crisis Mgt Committee	
		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	Supervises the Patag, VSU and Pangasugan IGP on rice. Remitted PhP169,342.00 sales from July-December	
Sub-total for Gen. Admin and Support Services									5.00		
Equivalent Numerical Rating for Production and Administration Functions									0.75		
Overall Average Rating									4.74		
Adjectival Rating										Outstanding	
Comments and Recommendations for Development Purpose:										1- Quality 2- Efficiency 3- Timeliness 4- Average	

Evaluated & Rated by:

Recommending Approval

Approved by:

RUTH O. ESCASINAS

Department Head, Agronomy

Date: 1/4/23

VICTOR B. ASIO

Dean, GAFS

Date: 1/11/23

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 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 L. ALCOBER

Name of Ratee Faculty/Staff