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%	4.85	1.82
b. Students (50%)	37.5%	5.00	1.88
Total for Instruction	**75%**		**3.66**
2. Research			
a. Client/Dir. for Research (50%)	10%	4.70	0.47
b. Dept. Head/Center Director (50%)			
Total for Research	**10%**		**0.47**
3. Extension			
a. Client/Dir. for Extension (50%)	15%	4.75	0.71
b. Dept Head/Center Director (50%)			
Total for Extension	**15%**		**0.71**
4. Administration	NA	NA	NA
TOTAL			**4.88**

EQUIVALENT NUMERICAL RATING: **4.88**
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: **4.88**

ADJECTIVAL RATING: **Outstanding**

Prepared by: Reviewed by:

ED ALLAN L. ALCOBER   **BERTA C. RATILLA**
Name of Faculty   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 to June, 2016.

ED ALLAN L. ALCOBER
Asst. Prof. IV
Date: June 30, 2016

BERTA C. RATILLA, Ph.D.
Head, Dept. of Agronomy
Date: July 5, 2016

MFO No.	MFO Description	Success Indicator (SI)		Task Assigned	Target	Actual Accomplishment	Rating Quality	Rating Efficiency	Rating Timeliness	Rating Average	Remark
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						0.00	
1.5 - 2.0 = 4.8	PI 2: Total FTE monitored	1.00%		Total FTE	0.33	0.33	4.8	4.8	4.8	4.80	
	PI 3: Percentage increase in number of graduate students enrolled	1.00%		Monitored graduate students enrolled in the university						0.00	
	PI 4: Percentage increase in number of students who graduated within prescribed	1.00%		Recommended graduate students for graduation						0.00	
	PI 5. No. of students graduated within the prescribed period										
OVPI MFO 2. Graduate Student Management Services											

PI 1: Number of graduate students awarded with scholarship/ assistantship		Monitored graduate students awarded with scholarship/assistantship						0.00
PI 2: Percentage of graduate students awarded with scholarship/ assistantship who graduated within prescribed period		Monitored graduate students awarded with scholarship/ assistantship who graduated within prescribed period						0.00
PI 3: Number of graduate students awarded with honors/distinction		Recommended for approval graduate students awarded with honors/distinction						0.00

UMFO 2. Higher Education Services

OVPI MFO 1. Curriculum Program Management Services

PI 1: Total FTE monitored		Total FTE	25	44.56	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						0.00
PI 3: Number of existing curriculum proposal subjected to evaluation and		Reviewed and indorsed for approval in the appropriate body						0.00
PI 4: Percentage increase in number of undergraduate students enrolled		Reviewed and approved the offering of unscheduled subjects						0.00
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						0.00
		Recommended candidates for latin honors to the appropriate body						0.00
PI 6: Percentage passing of students in licensure board examination		Gave due recognition to placers of the PRC Licensure Board Examinations						0.00
PI 7. No. of students graduated within the prescribed period			1	1	4.8	4.8	4.8	4.80

OVPI MFO 2. Student Management Services

PI 1: Percentage increase of students enrolled in different degree programs		Monitored number of students enrolled in different degree programs						0.00
PI 2: Number of students awarded with scholarship/fellowship/grants		Attended and recognized students awarded with scholarships/grants						0.00
PI 3: Number of graduates gainfully employed in jobs related to their undergraduate programs		Monitored number of graduates gainfully employed in jobs related to their undergraduate programs						0.00
PI 4: Number of students availing of dormitory facilities		Monitored number of students availing of dormitory facilities						0.00
PI 5: Number of undergraduate students awarded with honors/distinction		Indorsed certificates of recognition to be given to undergraduate students awarded with honors/distinction						0.00

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UMFO 3. Research Services

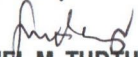|							
PI 1. Number of published papers in internationally indexed journals							0.00
In refereed int'l journals							0.00
In refereed nat'l journals							0.00
In institutional journals							0.00
PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences							0.00
In int'l fora/conferences							0.00
In nat'l fora/conferences							0.00
In reg'l fora/conferences							0.00
In institutional fora/conferences							0.00
PI 3. Number of research projects conducted and/or completed on schedule	DA-BAR: Validation and Documentation of Organic Production Systems for Eggplant-Pole Sitao for Leyte	1	1	4.8	5	5	4.93
PI 4. Number of research proposals							0.00
PI 5. Percent of research proposals							0.00
PI 6. Amount of research money generated							0.00
PI 7. Amount of research money generated							0.00
PI 8. Additional outputs							0.00
No. of research-related awards (research conducted by faculty or student w/ faculty)	Recipient of the 2014 Presidential Lingkod Bayan Award given by His Excellency Benigno Simeon C. Aquino, III in Malacanang Palance						0.00

UMFO 4. Extension Services

PI 1. Number of person-days trained	Agricultural Technician, Rice Farmers	80	135	5	5	5	5.00
PI 2. Number of IEC materials/technoguides							0.00
PI 3. Number of beneficiaries served							0.00
Groups	Patik-Puntana Irrigators Asso.	1	1	5	5	4.75	4.92
Individuals	Farmers	15	34	5	5	5	5.00
PI 4. Number of extension projects conducted and/or completed on schedule	Conducted extension projects on DOST CAPE - FFS, Diffustion of VSU Rice Production Technology	2	3	5	5	4.8	4.93
PI 5. Number of extension proposals submitted	Palayamanan Plus sa VSU	1	1	4.9	5	5	4.97

PI 6. Percent of extension proposals approved		Palayamanan Plus sa VSU	1	1	5	5	5	5.00	
PI 7. Amount of extension money generated from external funding (Thousand PHP)		PhilRice, ATI-8	50,000	50,000	5	5	5	5.00	
PI 8. Amount of extension money generated from institutional funding (Thousand PHP)		VSU	50,000	50,000	5	5	5	5.00	
PI. 9. Number of research outputs presented in regional/national/ int'l fora/conferences									
In int'l fora/conferences									
In nat'l fora/conferences									
In reg'l fora/conferences		ViCARP-RRDEN:Diffusion of VSU Rice Production Technology	1	1	4.8	5	5	4.93	
In institutional fora/conferences		VSU-OVPRE:Diffusion of VSU Rice Production Technology	1	1	4.75	5	5	4.92	
PI 10. Additional outputs								0.00	
No. of extension-related awards (extn.								0.00	

UMFO 5. Support to Operations (STO)

OVPI MFO 1. Faculty Development Services

PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted		Recommended faculty for advanced study						0.00	

OVPI MFO 2. Faculty Recruitment/Hiring Services

PI 1: Number of faculty recruited/hired aligned with ISO standards		Recommended faculty for recruitment/hiring aligned with ISO standards						0.00	

OVPI MFO 3. Faculty Evaluation Services

PI 1: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated		Coordinated/Monitored number of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated						0.00	

OVPI MFO 4. Admission & Registration Services

PI 1: Number of graduating high school students who took the entrance scholarship exam resulting from information drive		Team Leader on Info drive on VSU Curriculumin in So. Leyte						0.00	
PI 2: Number of students enrolled and validated within scheduled regular registration period		Monitored number of students enrolled within sscheduled regular registration period every semester						0.00	

OVPI MFO 5. Guidance and Counselling & Support to Students Services

PI 1: Number of guidance activities		Monitored guidance activities conducted						0.00	

	PI 2: Number of students who have availed of guidance and counselling services	Academic advisees adviced and guided						0.00	
	PI 3: Percentage of students awarded scholarship and grants	Monitored number of students awarded with scholarships and grants						0.00	
	PI 4: Number of best practices on students							0.00	
OVPI MFO 6. Library Services									
	PI 1: Percentage increase in the number of							0.00	
	PI 2: Percentage increase in the number of							0.00	
	PI 3: Number of best Library practices introduced which increase demand to avail	Coordinated/Monitored number of PRs for book purchases of different departments						0.00	
		Presided/Coordinated University Library Committee meetings						0.00	
OVPI MFO 7. Distance Education Services									
	PI 1: Number of distance education curricular programs implemented	Coordinated/Monitored distance curricular programs implemented						0.00	
	PI 2: Percentage increase in the number of extramural students enrolled	Monitored number of extramural students enrolled						0.00	
	PI 3: Number of extramural students graduated within the prescribed period	Monitored number of extramural students graduated within the prescribed period						0.00	
OVPI MFO 8. Program and Institutional Accreditation Services									
	PI 1: Number of degree programs which passed accreditation/evaluation at least	Coordinated/Monitored degree programs which passed accreditation/evaluation at least Level 1						0.00	
	PI 2: QMS on faculty recruitment, development & performance evaluation aligned with ISO standards	Monitored faculty recruitment, development and performance evaluation aligned with ISO standards						0.00	
	PI 3: Degree program compliant with CHED	Evaluated and monitored degree programs compliant with CHED						0.00	
	PI 4: Readiness to SUC levelling by CHED & DBM	Monitored readiness of the university to SUC levelling by CHED & DBM						0.00	
OVPI MFO 9. Development Broadcasting & Communication Services									
	PI 1: Number of technical services							0.00	
	PI 2: Number of radio programs developed and aired							0.00	
	PI 3: Number of guests invited and interviewed on air							0.00	
	PI 4: Number of beneficiaries/clientele							0.00	
	PI 5: Number of queries served on line							0.00	

PI 6: Number of student interns supervised								0.00	

UMFO 6. General Administration and Support Services (GASS)

OVPI MFO 1. Administrative and Facilitative Services

PI 1: Number of colleges, departments & support units supervised, monitored &								0.00	
	Recommended faculty for advance study							0.00	
PI 2: Number of university committees/ boards/council chaired & coordinated	Attended college and university committess meeting	1		1	5	5	5	5.00	
PI 3: Number of personnel policies								0.00	
PI 4: Number of academic related policies								0.00	
PI 5: Number of frontline academic services monitored and ensured to be customer	Monitored frontline academic services and ensured to be customer friendly and efficient							0.00	
PI 6: Percentage of new faculty recruited/hired using procedures aligned	Reviewed and evaluated faculty recruited/hired using ISO standards							0.00	
	Recommended for approval to the University President							0.00	
PI 7: Percentage of newly hired faculty oriented with university policies and	Coordinated orientation for newly-hired faculty members							0.00	
PI 8: Percentage of faculty evaluated by their students	Coordinated and monitored faculty evaluation by their students							0.00	
PI 8: Percentage implementation of SPMS & PBB	Reviewed/Calibrated OPCR/IPCR of the departments and faculty and staff of the university							0.00	

OVPI MFO 2. Frontline Services

PI 1. Efficient and customer-frienly frontline service	Zero percent complaint from clients served							0.00	
Best practices/new initiatives									
Total Over-all Rating								74.20	
Average Rating						4.91	4.93	4.90	4.91
Adjectival Rating							Outstanding		

Received by:

DANIEL M. TUDTUD Jr.
VP for Resource Gen. and Planning
Date: _____

Calibrated by:

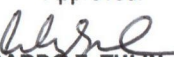**REMBERTO A. PATINDOL, Ph.D.**
Chairman, PMT
Date: _____

Recommending Approval:

BEATRIZ S. BELONIAS, Ph.D.
Vice Pres. for Instruction
Date: _____

Approved:

EDGARDO E. TULIN, Ph.D.
President
Date: _____

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