# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
# WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **ED ALLAN L. 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 | 37.50 | 4.90 | 1.84 |
| b. Students | 37.50 | 5.00 | 1.88 |
| Total for Instruction | 75 | | 3.71 |
| 2. Research | | | |
| a. Client/Dir. for Research | 5.00 | 4.80 | 0.24 |
| b. Dept. Head/Center Director | 5.00 | 4.80 | 0.24 |
| Total for Research | 10.00 | | 0.48 |
| 3. Extension | | | |
| a. Client/Dir. for Extension | 7.50 | 4.90 | 0.37 |
| b. Dept. Head/Center Director | | | |
| Total for Extension | 7.50 | | 0.37 |
| 4. Administration | | | 0.00 |
| 5. Production | - | | |
| a. Client/Dir. for IGP (50%) | 7.50 | 4.90 | 0.37 |
| b. Dept. Head/Center Director | | | |
| TOTAL | 93 | | 4.93 |

EQUIVALENT NUMERICAL RATING: **4.93**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.93**

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, Instruction

Visayas State University
College of Agriculture Food and Science
**DEPARTMENT OF AGRONOMY**
Visca, Baybay City, Leyte

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, ED ALLAN L. ALCOBER, Asst. Professor IV 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 January to June 2019.


**ED ALLAN L. ALCOBER**
Asst. Professor IV
Date: _____

**BERTA C. RATILLA**
Head, Department 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 | | Number of graduate degree specializations monitored | | | | | | | |
| 1.5 - 2.0 = 4.8 | | PI 2:  Total FTE monitored | | Total FTE | 0.66 | 1.11 | 5 | 5 | 5 | 5.00 | |
| | | PI 3:  Percentage increase in number of graduate students enrolled | | Monitored graduate students enrolled in the university | | | | | | | |
| | | PI 6:  Percentage increase in number of students who graduated within prescribed period | | Recommended graduate students for graduation | | | | | | | |
| | **OVPI MFO 2.  Graduate Student Management Services** | | | | | | | | | | |
| | | PI 1:  Number of graduate students awarded with scholarship/ assistantship | | Monitored graduate students awarded with scholarship/assistantship | | | | | | | |
| | | 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 | | | | | | | |
| **UMFO 2.  Higher Education Services** | | | | | | | | | | | |
| | **OVPI MFO 1.  Curriculum Program Management Services** | | | | | | | | | | |
| | | PI 1:  Total FTE monitored | | Total FTE | 25 | 27.05 | 5 | 5 | 5 | 5.00 | |

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | PI 2: Number of new undergraduate curricular program compliant to CMO, approved and offered | 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 6: Percentage passing of students in licensure board examination | Gave due recognition to placers of the PRC Licensure Board Examinations | | | | | | |
| | PI 7: No. of students graduated within the prescribed period | Recommended for approval graduate students awarded with honors/distinction | 2 | 2 | 5 | 4.5 | 5 | 4.83 |
| **OVPI MFO 2. Student Management Services** | | | | | | | | |
| **UMFO 3. Research Services** | | | | | | | | |
| | PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences | | | | | | | |
| | In int'l fora/conferences | | | | | | | |
| | In institutional fora/conferences | | 1 | 1 | 5 | 4.5 | 5 | 4.83 |
| | PI 3. Number of research projects conducted and/or completed on schedule | | 1 | 1 | 5 | 4.5 | 5 | 4.83 |
| | No. of technical/expert services (as peer reviewer) | | | | | | | |
| **UMFO 4. Extension Services** | | | | | | | | |
| | **PI 2**. Number of person-days trained | Farmers, Extension Agents, Students | 50 | 75 | 5 | 5 | 5 | 5.00 |
| | **PI 3**. Number of beneficiaries served | ATI-8 4H Club Scholars, Seed Growers, Farmer Technicians, MAOs, ATs | 2 | 8 | 5 | 5 | 5 | 5.00 |
| | **PI 4**. Number of extension projects conducted and/or completed on schedule | CAFS -BIDANI project, Palayamanan Project | 3 | 3 | 5 | 5 | 4.5 | 4.83 |
| | **PI 5.** Number of extension proposals submitted | | | | | | | |
| | No. of trainings coordinated | | | | | | | |
| **UMFO 5. Support to Operations (STO)** | | | | | | | | |
| **OVPI MFO 1. Faculty Development Services** | | | | | | | | |
| **OVPI MFO 2. Faculty Recruitment/Hiring Services** | | | | | | | | |
| **OVPI MFO 3. Faculty Evaluation Services** | | | | | | | | |
| **OVPI MFO 4. Admission & Registration Services** | | | | | | | | |
| **OVPI MFO 5. Guidance and Counselling & Support to Students Services** | | | | | | | | |
| **OVPI MFO 6. Library Services** | | | | | | | | |
| **OVPI MFO 7. Distance Education Services** | | | | | | | | |
| **OVPI MFO 8. Program and Institutional Accreditation Services** | Chairman, AACCUP Area VIII- BSA Revisit | 1 | 1 | 5 | 5 | 5 | 5.00 | |
| **OVPI MFO 9. Development Broadcasting & Communication Services** | | | | | | | | |
| **UMFO 6. General Administration and Support Services (GASS)** | | | | | | | | |
| **OVPI MFO 1. Administrative and Facilitative Services** | | | | | | | | |

| | PI 2: Number of university committees/ boards/council chaired & coordinated | Manages IGP: The Rice Seednet and Patag Rice Production | 2 | 2 | 5 | 5 | 5 | 5.00 | |
|---|---|---|---|---|---|---|---|---|---|
| **OVPI MFO 2. Frontline Services** | | | | | | | | | |
| | | | | | | | | | |
| Total Over-all Rating | | | | | | | | | |
| Average Rating | | | | | | 5.00 | 4.85 | 4.95 | 4.93 |
| Adjectival Rating | | | | | | | | **OUTSTANDING** | |

**Comments and Recommendations for Development Purpose:**

maintain outstanding rating by continuing his research and extension works and apply to his instruction activities. Pursue PhD program soon.

1- Quality
2- Efficiency
3- Timeliness
4- Average

Evaluated and Rated by:

**BERTA C. RATILLA**
Head, Department of Agronomy
Date: _____

Recommending Approval:

**VICTOR B. ASIO, Ph.D.**
Dean, College of Agriculture and Food Science
Date: _____

Approved by:

**BEATRIZ S. BELONIAS**
Vice President, Instruction
Date: _____

Exhibit L

# 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 28, 2019                           Target Date:  December 2019

First Step:

____ Update instructional materials
____ Maintain and improve the managed demonstration farm/learning site
____ Collaborate with LGU and ATI-8 on capacity building of extension agents
____ Attend and participate scientific forum


Result:  Has updated instructional materials
        Has maintained and improved the managed demonstration farm/learning site
        Has collaborated with LGU and ATI-8 on capability building of extension agents
        Has attended/participated in scientific forum

Date:  January, 2020          Target Date:  December 2020

Next Step:

To publish scientific paper in refereed journal/attend training
To write and submit research proposal to funding agencies

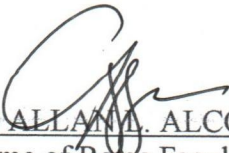Outcome:  Published research papers and submit proposals to funding agenecies

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