

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Ed Allan Alcober (Assoc. 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%)	75%	4.90	3.675
b. Students			
Total for Instruction	75%		3.675
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)	10%	4.00	0.400
Total for Research	10%		0.400
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept. Head/Center Director (50%)	7.5%	4.90	0.367
Total for Extension	7.5%		0.367
4. Production			
a. Client/Dir. for IGP (50%)			
b. Dept. Head/Center Director (50%)		4.90	0.367
Total for Production	7.5%		0.367
TOTAL			4.809

EQUIVALENT NUMERICAL RATING: 4.809

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.809

ADJECTIVAL RATING:

Outstanding

Prepared by:

ED ALLAN ALCOBER

Name of Faculty

Reviewed by:

ULYSSES A. CAGASAN

Department Head

Recommending Approval:

VICTOR B. ASIO, Ph.D.

Dean, College of Agriculture and Food Science

Approved by:


BEATRIZ S. BELONIAS


Vice President, Instruction

"Exhibit B"

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 January to June 2020.


ED ALLAN L. ALCOBER
Asso Professor 2
Date:

Approved: 
ULYSSES A. CAGASAN
Department Head
Date:


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	Teaches assigned graduate courses	2	3.33	5	5	5	5.00	
	PI 8: Number of graduate students advised *	A2. Number of students advised	Supervise graduate advisees	3	3	5	4	5	4.67	
		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	5	4	5	4.67	
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	3	5	4	5	4.67	
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	5	6	5	4	5	4.67	

	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						
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1						
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1						
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4						
		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						
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1						
	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						
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	2	13.55	5	5	5	5.00	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	4	5	5	5	5.00	
		A 11. 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	3	5	5	5	5.00	

		A12 . Number of trainings attended related to instruction	Attend mandated trainings							
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	3	3	5	5	4	4.67	
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	4	8	5	5	4	4.67	
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	3	4	5	5	4	4.67	
	PI 8: Number of students advised: *	A16 . Number of students advised:	Acts as academic adviser to students	20	21	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	3	5	5	4	4.67	
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	4	5	5	4	4.67	
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	6	10	5	4	5	4.67	
	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	Advises student organizations recognized by USOO							
		A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student							
	PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	1	To be accomplished in December 2020					

		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	To be accomplished in December 2020						
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	To be accomplished in December 2020						
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	To be accomplished in December 2020						
		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	To be accomplished in December 2020						
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	To be accomplished in December 2020						
	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 normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	To be accomplished in December 2020						
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								

	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	1	2	5	5	5	5.00	
		<i>In refereed int'l journals</i>		1	1	5	5	5	5.00	
		<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	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								
		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	1	1	5	5	5	5.00	
		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							
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							

	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							
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implements duly approved extension projects							
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. 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							
	PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	<i>Research Mentoring</i>	<i>Research Mentor</i>								
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>								
	<i>Resource Persons</i>	<i>Resource Persons</i>								
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>								
	<i>Consultancy</i>	<i>Consultant</i>								
	<i>Evaluator</i>	<i>Evaluator</i>								
	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							

[illegible]

Comments and Recommendations for Development Purpose:

Pursue PhD degree in Agronomy

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

Evaluated & Rated by:

ULYSSES A. CAGASAN

Department Head, Agronomy

Date:

Recommending Approval

VICTOR B. ASIO

Dean, CAFS

Date:

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction

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 30, 2020

Target Date: January to June 30, 2020

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: July 1 to Dec. 31, 2020

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