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

Name of Faculty Member: Ed Allan Alcober (Assoc. Prof. II)

Program Involvement	Percentage	Numerical	Equivalent
(1)	Weight of	Rating	Numerical
	Involvement	(Rating x%)	Rating
	(2)	(3)	(2x3)
Instruction			
a. Head/Dean (100%)	75%	4.90	3.675
b. Students			
Total for Instruction	75%		3.675
Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)	10%	4.00	0.400
Total for Research	10%		0.400
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
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:

ADJECTIVAL RATING:

Outstanding

4.809

LCOBER Name of Faculty ED A HEAN

Prepared by:

Reviewed by:

ULYSSES A. CAGASAN

Department Head

Recommending Approval:

VICTOR SIO, 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 <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 January to June 2020.

ED ALLAN L. ALCOBER

Asso Professor 2

Date:

Approved:

**ULYSSES A. CAGASAN** 

Department Head

Date:

VICTOR B. ASIC

College Dean Date:

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target				Ratin	ıg	REMARKS (Indicators in percentage should
NO.				Actual Accomplishment	Quality	Efficiency	Timeliness	Average	be supported with numerical values in numerators and denominators)	
UMFO	1. ADVANCED EDUCATION	ON SERVICES								
OVPI N	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	
		on thesis/special		*						
		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	
		<u>A4</u> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	5	6	5	4	5	4.67	

PI 9: Number of	A5 . Number of on-line ready	Converts the existing			T	Г	Π	T	
instructional materials	coursewares developed and	instructional materials into	1						
developed *	submitted for review	flexible learning systems							
dovoloped	Submitted for review				+-	-	_		
		Prepares Instructional module/laboratory							
	On-line ready courseware	guide/workbook or a	1						
		combination thereof							
		Prepares Power Point			+	_	-		
		presentation, video clips,							
	Summing woods		1						
	Supplemental learning resources		1						
		assignments depending on							
		course taught Prepares assessment tools			-	_			
	Assessment to als	such as long exam,	4						
	Assessment tools	quizzes, problems sets, etc.	4						
	A O Al				+				
	A 6 : Number of on-line course	Submits the course ware							
	ware reviewed by TRP & edited by	duly reviewed by TRP for	1						
	MMDC editor	editing by MMDC editor			_				
	A 7 : Number of virtual classroom	Creates virtual classroom							
		using either Moddle or	1						
	created and operational	Google Classroom							
	T	Designs experiential							
	A 8. Other outputs implementing	learning activities and other							
<u>PI 10</u> . Additional outputs:	the new normal due to covid 19	outputs to implement new	1						
		normal							
UMFO 2. HIGHER EDUCATION S	SEDVICES								
OMFO 2. HIGHER EDUCATION S	BERVICES								
OVPI UMFO 3. Higher Education	Management Services								
PI 5: Total FTE,	A9. Actual Faculty's FTE	Handles and teaches							
coordinated, implemented	Te. Actual Faculty of FE	courses assigned	2	13.55	5	5	5	5.00	
and monitored *		lood/see designed							
	A10 . Number of grade sheets	Prepares gradesheet and							
	submitted within prescribed period	submits on or before	4	4	5	5	5	5.00	
		deadline							
	A 11. Number of INC forms with	Facilitates students in their							
	grade submitted within prescribed	completion of the subject and submits completion forms with	2	3	5	5	5	5.00	
	period	grade within prescribed period							
		L			1				

		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	
	18: Number of students dvised: *	A16. Number of students advised:	Acts as academic adviser to students	20	21	5	5	5	5.00	
		<u>A17</u> . 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	
0	Pl 9: Number of student organizations advised/ ssisted *	A19 . Number of Student organizations advised	Advises student organizations recognized by USOO							
		<u>A20</u> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student							
in	110: Number of nstructional materials eveloped *	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					

43) 1

		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				P	
		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			
FO	3 . RESEARCH SERVICES							
	outputs in the last three (3)	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					
		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	
	In refereed int'l journals		1	1	5	5	5	5.00	
	In refereed nat'l/regional journals			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							
	In int'l fora/conferences								
	In nat'l/regional fora/conferences								
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	
	<u>A 34</u> . 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							
4. EXTENSION SERVIC	ES								
Pl 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result	<u>A 36</u> . Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other	Identifies and links with probable partners for extension activities and maintains this active partnership							
	outputs published in internationally-referred or CHED recognized journal within the year (2%) *  PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences  PI 5. Percent of research proposals approved *  PI 6. Additional outputs*  4. EXTENSION SERVIC PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other	outputs published in internationally-referred or CHED recognized journal within the year (2%) *  In refereed int'l journals  A 30. Number of research outputs presented in regional/national/ int'l fora/conferences  In int'l fora/conferences  In int'l fora/conferences  In int'l fora/conferences  PI 5. Percent of research proposals approved *  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  A 34. Number of UMs submitted to ITSO, VSU  A 35. Other outputs implementing the new normal due to covid 19  4. EXTENSION SERVICES  PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result maintained	outputs published in internationally-referred or CHED recognized journal within the year (2%) *  In refereed int'l journals  In refereed int'l journals  In refereed int'l journals  In refereed nat'l/regional journals  In refereed int'l journals  In refereed nat'l/regional journals  P14. Number of research outputs presented in regional/national/ int'l fora/conferences  In nat'l/regional fora/conferences  In nat'l/regional fora/conferences  P15. Percent of research proposals approved *  P16. 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  A 34. Number of UMs submitted to ITSO, VSU  A 35. Other outputs implementing the new normal due to covid 19  A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result and internationally-refereed or CHED recognized journal within the year (HED recognized journal within the publication  Therereed int'l journals  In refereed int'l journals  In refereed int'l journals  Prepares, submits and presents research paper in scienfic for a/conferences  Prepares research proposals, submits and follows up its approval for immediate implementation  A 32. No. of research-related awards (research conducted by  A 33. Number of journal articles/scientific paper received and returns duly reviewed papers, reviews the paper received and returns duly reviewed papers. Prepares and submits application for UM of technology generated out of research output to implement new normal due to covid 19  4. EXTENSION SERVICES  P11. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result maintained	outputs published in internationally-refereed or CHED recognized journal within the year (2%) *  In refereed int'l journals  In refereed nat'l regional journals  P14. Number of research outputs presented in regional/national/ int'l fora/conferences  In int'l fora/conferences  A 32. No. of research proposals approved *  P16. 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  A 34. Number of UMs submitted to ITSO, VSU  A 35. Other outputs implementing the new normal due to covid 19  A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result maintained  A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result maintained  materials out of research outputs buptlication  1  materials out of research outputs and submits for publication  1  In refereed int'l journals  Prepares, submits and presents research paper in scienfic for a/conferences  Prepares research paper in scienfic for a/conferences  A 31. Percentage of of research proposals, submits and follows up its approval for immediate implementation  A 33. Number of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper  A 34. Number of UM of technology generated out of research output to papers, reviews the paper received and returns duly reviewed paper.  A 35. Other outputs implementing the new normal due to covi	outputs published in internationally-refereed or CHED recognized journal within the year (2%) *  In refereed int'i journals  In refereed nat'i regional journals  PI_4. Number of research outputs presented in regional/national/ int'i fora/conferences  In int'i fora/conferences  A 31. Percentage of of 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 articles/scientific paper received and reviewed as peer-reviewer  A 34. Number of journal articles/scientific paper received and reviewed paper  A 34. Number of UMs submitted to ITSO, VSU  A 35. Other outputs implementing the new normal due to covid 19  A 36. Other outputs implementing the new normal due to covid 19  A 37. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result maintained  A 38. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result maintained	outputs published in internationally-refereed or CHED recognized journal within the year (2%) *  In refereed inft journals  In re	outputs published in internationally-refereed or ChED recognized journal within the year (2%)*  In refereed intit journals  In in refereed intit journals  In refereed intit journals  In refereed intit journals  In refereed intit journals  In refereed int	outputs published in internationally-refereed or OHED recognized journal within the year (2%)*  In refereed inti journals  A 30, Number of research outputs presented in regional/national/ inti fora/conferences  In inti fora/conferences  A 31, Percentage of of research proposals prepared, submitted and approved  A 32. No. of research-related awards (research conducted by articles/scientific paper received and provided and articles/scientific paper received and retrieved as peer-reviewer  A 34. Number of journal articles/scientific paper, reviewed as peer-reviewer  A 34. Number of Jums submitted to ITSO, VSU  A 35. Other outputs implementing the new normal due to covid 19 december of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result  A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result maintained	outputs published in internationally-referred or CHED recognized journal within the year (2%)*  In referred intit journals  In intit foralconferences  A31, Percentage of of research proposals, submitts and proposals, submitts and follows up its approval for immediate implementation  P16, Additional outputs*  A32. No. of research-related around articles/scientific paper received and reviewed as peer-reviewer  reviewed as peer-reviewer  A33. Number of journal articles/scientific papers, reviews the paper received and reviewed paper in scientific papers, reviews the paper received and reviewed paper in scientific papers and submits and follows up its approval for immediate implementation  A34. 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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			
	A 38. Number of extension programs/projects implemented	Implementes 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	<u>A 40</u> . Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries			
Research Mentoring	Research Mentor				
Peer reviewers/Panelists	Peer reviewers/Panelists				
Resource Persons	Resource Persons				
Convenor/Organizer	Convenor/Organizer				
Consultancy	Consultant				
Evaluator	Evaluator				
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			

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Pl 11. Additional outputs	awards (extn. conducted by faculty or student & faculty) *							
	A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal						
<b>UMFO 5. SUPPORT TO</b>	OPERATIONS							
OVPI MFO 4. Program	and Institutional Accreditation Servi	ces						
PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under USO 2001-2015*		core processes of the university are complied with in the performance of his/her functions as faculty member	zero non-conformity					
	<u>A 45</u> . Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant					
	On program accreditations							
	On institutional accreditations							
UMFO 6. General Admi	n. & Support Services							
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 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					04.07	
Total Over-all Rating				95	90	90	91.67 4.82	
Average Rating Adjectival Rating							OUTSTANDIN	3
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4,

Comments and Recommendations for Development Purpose: 1- Quality 2- Efficiency 3- Timeliness 4- Average Recommending Approval Approved by: Evaluated & Rated by: VICTOR B. ASIO **ULYSSES A. CAGASAN** Vice President for Instruction Dean, CAFS Department Head, Agronomy Date: Date: 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. ALCOBÉR Name of Ratee Faculty/Staff