

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **ED ALLAN L. ALCOBER**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	37.50	4.25	1.59
b. Students	37.50	5.00	1.88
Total for Instruction	75.00		3.47
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director			
Total for Research	10.00	5.00	0.50
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension	7.50	4.93	0.37
4. Administration			
5. Production	7.50	4.90	0.37
TOTAL	100.00		4.71

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.71

4.71

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

ED ALLAN L. ALCOBER

Name of Faculty

Reviewed by:

ULYSSES A. CAGASAN

Department Head

Recommending Approval:

VICTOR B. ASIO

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, Asso. Professor II 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 July to December, 2019.

ED ALLAN L. ALCOBER

Asso. Professor II

Date: _____

ULYSSES A. CAGASAN

Head, Department of Agronomy

Date: Jan 30, 2020

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	1.67	5	4	5	4.67	
			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	18	38.05	5	5	4	4.67	
			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	5	5	5.00
OVP I MFO 2. Student Management Services									
UMFO 3. Research Services									
	PI 1. Number of published papers in int'l indexed journals <i>In refereed int'l journals</i>								
	<i>In refereed nat'l journals</i>								
	<i>In institutional journals</i>			1	1	5	5	4	4.67
	PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences <i>In int'l fora/conferences</i>			1	1	5	4	5	4.67
	PI 5. Percent of research proposals approved								
	PI 7. Amount of research money generated from institutional funding (Thousand PHP)								
UMFO 4. Extension Services									
	PI 2. Number of IEC materials/technoguides developed/used		Farmers, Extension Agents, Students						
	PI 3. Number of beneficiaries served Groups Individuals		Seed Growers, Farmers Association Farmers and ATs	2 20	4 65	5 5	5 5	5 5	5.00 5.00
	PI 6. Percent of extension proposals approved								
	PI 8. Amount of extension money generated from institutional funding (Thousand PHP) PI 9. Additional outputs								
UMFO 5. Support to Operations									
	No. of extension-related awards (extrn. conducted by faculty or student & faculty)								
	OVP I MFO 1. Faculty Evaluation Services								
	OVP I MFO 2. Faculty Registration Services								
	OVP I MFO 3. Admission & Registration Services								
	OVP I MFO 4. Guidance & Counseling Services								
	OVP I MFO 5. Guided Learning Activities								
	OVP I MFO 6. Library Services								
	OVP I MFO 7. Distance Education Services								
	OVP I MFO 8. Program and Institutional Accreditation Services								
	OVP I MFO 9. Developmental Programs								

UMFO 6. General Administration	PI 3: Number of guests invited and interviewed on air									
OVPI MFO 1. Administrative and Facilitative Services										
	PI 2: Additional outputs	Manages IGP: The Rice Seednet and Patag Rice Production	2	2	5	5	5	5.00		
OVPI MFO 2. Frontline Services	PI 2: Number of university committees/ boards/council chaired & coordinated									
	PI 1. Efficient and customer-frienly frontline service									
Total Over-all Rating	PI 2: Additional outputs									
Average Rating	Best practices/new initiatives					5.00	4.75	4.75	4.83	
Adjectival Rating									OUTSTANDING	

Comments and Recommendations for Development Purpose:

Pursue PhD degree on Agronomy

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

Evaluated and Rated by:

ULYSSES A. CAGASAN

Head, Department of Agronomy

Date: 02/2/2020

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 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 Rated Faculty/Staff