

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

Name of Faculty Member: **Alan B. Loreto**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		5 (.50)	2.50
b. Students (50%)		4.33 (.50)	2.165
TOTAL for Instruction	30%	4.665	<b>1.40</b>
2. Research	40%	5	<b>2.00</b>
3. Extension	5%	5	<b>.50</b>
4. Administration	20%	5	<b>.75</b>
5. Production	5%	5	<b>.25</b>
TOTAL	100		<b>4.9</b>

EQUIVALENT NUMERICAL RATING: **4.9**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.9**

ADJECTIVAL RATING: **OUTSTANDING**

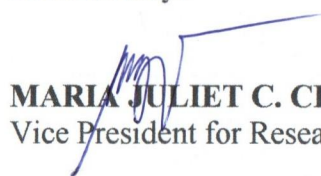
Prepared by:



**ALAN B. LORETO**

Name of Faculty

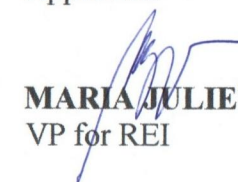
Reviewed by:



**MARIA JULIET C. CENIZA**

Vice President for Research, Extension & Innovation

Approved:



**MARIA JULIET C. CENIZA**

VP for REI

### INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **ALAN B. LORETO**, Director for Innovation 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-DECEMBER 2022**.

  
**ALAN B. LORETO**  
 Ratee

Approved:

  
**MARIA JULIET C. CENIZA**  
 Vice President for RDEI

MFO & PAPs	Success Indicators	Tasks Assigned	2022 Target	Actual Accomplishment (July-Dec 2022)	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
UFMO 2: Higher Education Services									
MFO 1. Curriculum Program Management System	PI 1: Total FTE monitored	Handled and teach courses	1 BSGE student	1	5	5	5	5	
	PI 4: Number of students advised On thesis: Approved manuscript submitted within prescribed period On consultation:	Served as thesis adviser/committee member	1						
	PI 5: Number of OBE syllabus developed	Developed OBE Syllabus	-	1	5	5	5	5	
	Additional Outputs:								
	PI 7: Number of virtual classrooms created and operationalized	Created virtual classrooms	1	1	5	5	5	5	
UFMO 3: Research and Innovation Services									
Research & Innovation Services	PI 1. Number of research outputs in the last three (3) years utilized/ commercialized by the industry or by other beneficiaries	Reviewed TLAs/MOAs	-	2	5	5	5	5	Thru TBI Projects

PI 2. Number of research outputs completed within the year *	-			5.0	5.0	5.0	5.0	AMIA Project for Leyte Province
PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year * (whole year)	-							
In refereed int'l journals In refereed nat'l/regional journals								
PI 4. Number of published papers in internationally indexed journals/ Number of Outputs Published in CHED accredited journals/internationally indexed journal/books or book chapter	-							
PI 5. Number of research outputs presented in regional/national/ int'l fora/conferences * (Whole year)	-	1	1					VSU-ATBI Phase 2 Project-VicARP - RRDEN RDE Symposium 2022
PI 6. Number of research projects conducted and/or completed on schedule	Research projects assigned either as project/study leader	1	5	5	5	5	5	4- on-going; 1-completed DA-BAR funded
PI 7. Number of research proposals submitted/endorsed for external funding	Made research proposal	1	1					DA-BAR TBI Phase 2
PI 8. Number of research proposals approved for internal funding	Made research proposal	1	1					
PI 9. Amount of research money generated from external funding (Thousand PHP)	Research fund generation		5 M .45 M					DA-BAR TBI Project DOST SFVC



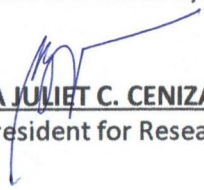
	PI 10. Amount of research money generated from institutional funding (Thousand PHP)	Research for generation		245,000					AMIA Project for Leyte Province
	PI 11. No. of research-related awards (research conducted by faculty or student w/ faculty) (Whole year)			2	5	5	5	5	VSU-ATBI Phase 2 (VSU-TBI) - <b>Best RDE Poster</b> during the 34th Joint (ViCARP-RRDEN) Regional RDEI Symposium held at the RDE Hall, VSU, Baybay City, Leyte on November 17-18.  VSU-ATBI Phase II's - <b>2<sup>nd</sup> place Best On-going development Paper</b> category during the 2022 Level II Cluster Review.
	Additional Output:								
	Number of research collaboration/ partnerships with LGUs, agencies, industry, private individuals, and local entrepreneurs (whole year)	Reviewed MOA/TLAs	1	1	5	5	5	5	TBI project engagement/ internationalization
	Number of technologies and/or creative works filed for IP Protection (eg. Patents, UM, copyright, trademark)	Reviewed technology disclosures/patent or IP application	At least 50% of the research outputs identified for IP protection filed	3	5	5	5	5	
<b>UFMO 4: Extension Services</b>									
Extension	PI 2. Number of trainees weighted by the length of training								
	PI 6: Number of trainings/webinars conducted	Conducted of training	2	4	5	5	5	5	
	PI 3. Number of technical expert services served	Provided technical expert services							
<b>MFO 5: Production Services</b>									
Production	Number of technologies promoted for commercialization	<ul style="list-style-type: none"> <li>TBI Project Leader</li> <li>Reviewed technology profiles</li> </ul>	1	6	5	5	5	5	TBI projects

UMFO 6: General Administration and Support Services									
Administrative and Facilitative Services	Number of university-wide committee meetings/assignments accomplished	<ul style="list-style-type: none"> <li>• Member, VSU Land Use Committee</li> <li>• Member, RCCRDC Core Staff</li> <li>• Director for Innovation</li> </ul>	3	21	5	5	5	5	Innovation office and project related meetings
	Number MOU/MOAs facilitated related to IP Tech Transfer	<ul style="list-style-type: none"> <li>• Drafted MOU/MOA with IP related concerns</li> </ul>	1	1	5	5	5	5	
	Number of technologies facilitated for protection	<ul style="list-style-type: none"> <li>• Invention Disclosures and Patent reviewed/drafted/approved</li> </ul>	At least 50% of the research outputs identified for IP protection reviewed/approved	7	5	5	5	5	2- UMs; 5- copyright
	100% of virtual meetings convened/ presided/facilitated/ photo-documented	<ul style="list-style-type: none"> <li>• Convened, presided facilitate meetings</li> </ul>	100%	100%	5	5	5	5	Innovation office and project related meetings
	100% of University-wide and PhilRootcrops committee assignments complied	<ul style="list-style-type: none"> <li>• Do assigned tasks for committees</li> </ul>	100%	100%	5	5	5	5	
Best Practices/ New Initiatives	Number of initiatives/undertakings conducted								
Total Overall Rating					5	5	5	5	

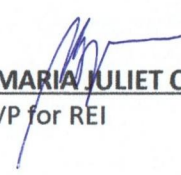
Average Rating (Total Over-all rating divided by 16)	5.0
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	5.0
ADJECTIVAL RATING	OUTSTANDING

Comments & Recommendations for Development Purpose:

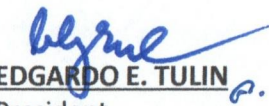
Evaluated and Rated by:

  
**MARIA JULIET C. CENIZA**  
 Vice President for Research, Extension & Innovation

Recommending Approval:

  
**MARIA JULIET C. CENIZA**  
 VP for REI

Approved by:

  
**EDGARDO E. TULIN**  
 President

1 – Quality ; 2 – Efficiency; 3 – Timeliness; 4 – Average



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ALAN B. LORETO

Performance Rating: Outstanding

Aim: To attain outstanding performance.

### Proposed Interventions to Improve Performance:

Date: January 1, 2023

Target Date: June 30, 2023

First Step:

1. Assessment of accomplishment and identify gaps.
2. Re-visit RDEI Agenda.

Result:

1. Achievement of office targets and efficient delivery of outputs.
2. Problems and issues are immediately addressed.

Date: July 1, 2023

Target Date: December 30, 2023

Next Step:

1. Conduct constant consultation/meetings with staff to discuss improvements of the Innovation Office functions.
2. Benchmark with other universities (local and international) on commercialization of research outputs, establishing start-up/spin-offs.

Outcome/s:

Improved performance: Increased number of innovative programs/projects; Increased number of research outputs protected, transferred and utilized/commercialized; increased partnership with industry; increased number of incubatees and other beneficiaries with improved income and productivity.


Final Step/Recommendation:

To maintain or exceed the current performance.

Prepared by:

  
MARIA JULIET C. CENIZA  
Immediate Supervisor

Conforme:

  
ALAN B. LORETO  
Name of Ratee Faculty/Staff