

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

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

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
Instruction			
Head/Dean (50%)		$5.0 \times 50\% = 2.5$	
Students (50%)		$5.0 \times 50\% = 2.5$	
TOTAL for Instruction	25%	$5.0 \times 0.25 =$	1.25
Research	50%	$5.0 \times 0.50 =$	2.50
Extension	20%	$5.0 \times 0.20 =$	1.00
Production	2%	$5.00 \times 0.02 =$	0.10
Administration	3%	$4.92 \times 0.03 =$	0.14
TOTAL			4.99

EQUIVALENT NUMERICAL RATING:

4.99

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.99

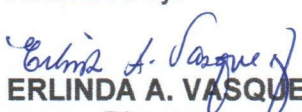
ADJECTIVAL RATING:

Outstanding

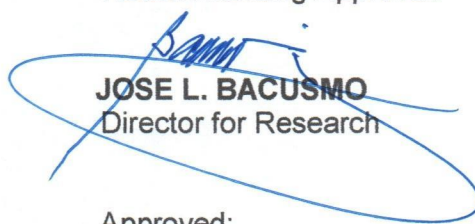
Prepared by:


MARIA ELSA M. UMPAD
Administrative Officer II

Reviewed by:


ERLINDA A. VASQUEZ
Director

Recommending Approval:



JOSE L. BACUSMO
Director for Research

Approved:


OTHELLO B. CAPUNO
VP for R&E

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **ALAN B. LORETO**, of the PhilRootcrops commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period Jul-Dec, 2020.


ALAN B. LORETO
 Ratee


 Approved: **ERLINDA A. VASQUEZ**
 Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	2020 Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO 2: Higher Education Services	• FTE	• Teach GEng135n	1 subject	1 subject taught					
	• Thesis Adviser/Committee Member	• Serve as thesis adviser/committee member	1 BSGE student	1 BSGE students	✓	✓	✓	✓	
	• Learning Guides	• No of Learning Guides developed	1	1-GEN135n					
MFO 3: Research Services	• Number of Research Outputs Presented in Workshops/ Fora /Conferences	• Make research proposals	1 project	1 project – Climate Change					
		• Present in research review/conference	1 presentation	2 presentations					
	• Amount/value of research funds/resources externally generated	• Research fund generation	P1.0M	~P4 M (DA)					
	• Number of research on-going research projects conducted	• Research projects assigned either as project/study leader	2	2-CRVA, 1-TBI and Graphic-Rich (Sweetpotato)	✓	✓	✓	✓	
	• Number of research collaborations	• Research projects with collaboration outside VSU	1	2					
		• Participate Conferences/ Seminars	1	3 Virtual Workshops (2-DAP, AGRICO)					
				1-Workshop with IPOPHL					
	• Number of Extension projects implemented	• Conduct extension activity	1	1-Participation in ORCHAM Business Forum					
	• Number of research completion reports written	• Reports made	1	3- Completion reports					
	• Number of Research/IP related workshops attended	• Organized Virtual Seminars	2	1-Copyright Laws(IPOPHL), 1-Digital Marketing					
	• Number of technologies facilitated for commercialization	• Technologies matched with prospective licensors	4	1-Website Dev 6					

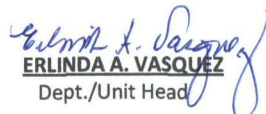
MFO 4: Extension Services	• Number of persons-days trained	• Conduct training	1	2 TBI Trainings conducted at 2 days each 1-Digital Marketing (Re-Echo)	✓	✓	✓	✓	
Production Services	• Number of income generation projects monitored, reviewed and evaluated on schedule	• Drone Services provided to clients	1	3 drone services provided (VSU-DOH, OVPRGEA)	✓	✓	✓	✓	
MFO6: General Adm. Support Services	• Number of MOU/MOAs facilitated related to IP Tech Transfer	• Drafts MOU/MOA with IP related concerns	1	6 – Tech Licensing Agreements	✓	✓	✓	✓	
	• Number of technologies facilitated for protection	• Invention Disclosures and Patent drafted	2	5	✓	✓	✓	✓	
	• 100% of meetings and travels convened/ presided/facilitated/ photo-documented	• Convene, preside, facilitate meetings and travels	100%	100%	✓	✓	✓	✓	
	• 100% of PhilRootcrops committee assignments complied	• Do assigned tasks for committees	100%	100%	4	✓	✓	4.67	
Total Overall Rating									4.98

Average Rating (Total Over-all rating divided by 16)		
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.98
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

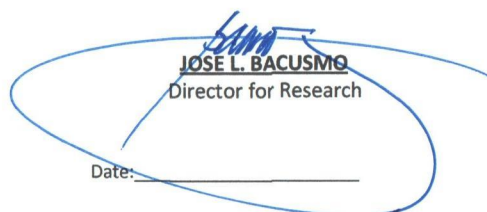
: To prepare paper for publication in referred journal

Evaluated & Rated by:


ERLINDA A. VASQUEZ
 Dept./Unit Head

Date: _____

Recommending Approval:


JOSE L. BACUSMO
 Director for Research

Date: _____

Approved by:


OTHELLO B. CAPUNO
 VP, Research & Extension

Date: _____

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

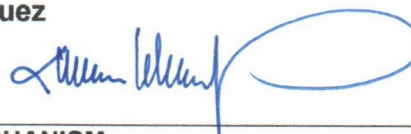
PERFORMANCE MONITORING & COACHING JOURNAL

	1 st	Q U A R T E R
	2 nd	
X	3 rd	
X	4 th	

Name of Office: **PhilRootcrops**

Head of Office: **Dr. Erlinda A. Vasquez**

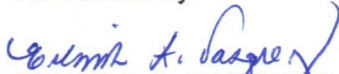
Name of Personnel: **ALAN B. LORETO**



Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	One-on-one discussion on project/program progress/university,s concerns	Monthly PRDC meeting July 6, 2020 Sept 14, 2020 Nov 9, 2020	Issuance of memoranda		Attendance to PRDC monthly Meetings by the members of Research and Development Council
Coaching	Research proposal for submission to funding agencies	One-on-one discussion on project progress Group coaching during PRDC Meetings			Proposal prepared and submitted to funding agencies New proposal for evaluation

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:


ERLINDA A. VASQUEZ
Director

EMPLOYEE DEVELOPMENT PLANName of Employee: **ALAN B. LORETO**Performance Rating: **Outstanding**

Aim: To implement on-going research projects
To submit proposal for funding

Proposed Interventions to Improve Performance:

Date: July 1, 2020Target Date: December 30, 2020

First Step:

Implements on-going research projects
Prepares proposals for review and funding
Attends related trainings for capability build-up (leadership, management / administration) and other related trainings

Result:

-
- Implemented the scheduled activities of the research projects
 - Prepared and submitted proposals for review
 - Attended capability build-up trainings
 - Served as professor and student adviser of Geodetic Engineering students
 - Performed administrative function (Director for Innovation)
-

Date: Jan 1, 2021Target Date: June 30, 2021

Next Step:


Continue the implementation of research projects
Follow-up the submitted proposals
Attends capability build-up trainings

Outcome: Research projects continuously implemented
Research accomplishments subjected for review and monitoring by the funding agency
Professor and adviser to Geodetic Engineering students
Attended capability build-up trainings

Final Step/Recommendation:

- To maintain performance and or exceed the current performance; to submit proposals and continue doing four-fold functions of instruction, research, extension and production.
- To attend trainings on leadership, organizational management and effective administration.

Prepared by:


ERLINDA A. VASQUEZ
Director

Conforme:



Name of Ratee / Faculty/Staff