

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

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

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%)		$0.00 \times 50\% = 0.00$	
TOTAL for Instruction	25%	$2.5 \times 0.25 =$	0.63
Research	50%	$5.0 \times 0.50 =$	2.50
Extension	20%	$5.0 \times 0.20 =$	1.00
Production	2%	$5.0 \times 0.02 =$	0.1
Administration	3%	$5.0 \times 0.03 =$	0.15
TOTAL			4.38

EQUIVALENT NUMERICAL RATING: 4.38

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.38**

ADJECTIVAL RATING:

Very Satisfactory

Prepared by:

PRECILA C. BELMONTE
Temp. Administrative Officer

10/25/24

Reviewed by:


IVY C. EMNACE
Director for Research

Approved:


SANTIAGO T. PEÑA
VP for Research Extension & Innovation

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **ALAN B. LORETO**, Director, Philippine Rootcrops Research and Training Center accomplished the following targets in accordance with the indicated measures for the period January 1 to June 30, 2024.


ALAN B. LORETO
 Ratee 10/25/24

Approved:


SANTIAGO T. PEÑA, JR.
 Vice President for RDEI 12/9/24

MFO & PAPs	Success Indicators	Tasks Assigned	2024 Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
UFMO 2: Higher Education Services									
MFO 1. Curriculum Program Management System	PI 1: Total FTE monitored	Handled and taught courses	1 BSEcon students	1 BSEcon students 2 students	5	5	5	5	GEng 135e-Basic Geographic Information Systems
	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 instructional materials developed	Developed instructional material	-						
	Additional Outputs:								
	PI 7: Number of virtual classrooms created and operationalized	Created virtual classrooms	1	1	5	5	5	5	Blended Learning for GEng 135e

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 of technologies utilized/commercialized through TBI project	2	3	5	5	5	5	2024:Palo Coop,Ms.JAlico,FMPC
	PI 2. Number of research outputs completed within the year *	-	1	1	5	5	5	5	HTFP Project (June 2024)
	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						
	PI 6. Number of research projects conducted and/or completed on schedule	Research projects assigned either as project/study leader	1	6	5	5	5	5	DA BAR TBI Project RAISE TBI Project HTFP Project Quality Planting Material Project Hyperspectral Imaging Project Bamboo Project
	PI 7. Number of research proposals	Maked research proposal	1	1					DA BAR TBI Phase 2

	submitted/endorsed for external funding								
	PI 8. Number of research proposals approved for internal funding	Maked research proposal	1	2	5	5	5	5	Hyperspectral Imaging Proj. Bamboo Proj.
	PI 9. Amount of research money generated from external funding (Thousand PHP)	Research fund generation	1M	5M					DA BAR TBI Phase 2
	PI 10. Amount of research money generated from institutional funding (Thousand PHP)	Research fund generation	5M	1M					
	PI 11. No. of research-related awards (research conducted by faculty or student w/ faculty) (Whole year)								
	Additional Output:								
	Number of research collaboration/ partnerships with LGUs, agencies, industry, private individuals, and local entrepreneurs (whole year	Reviewed MOA/TLAs	1	5					1-VSU-PiVAC 1- Cebu Chamber of Commerce 3-MOA
	Number of technologies and/or creative works filed for IP Protection (eg. Patents, UM, copyright, trademark)	Reviewed IP applications		3					
UFMO 4: Extension Services									
Extension	PI 2. Number of trainees weighted by the length of training								
	PI 6: Number of trainings/webinars conducted	Conducted of training	2	3					2- IP Seminars 2- Prior-Art Search Lecture
	PI 3. Number of technical expert services served	Provided technical expert services	1	1					ORSEGRO
MFO 5: Production Services									

Production	Number of technologies promoted for commercialization	• Director for Innovation	1	1					"Tilanngit" Processing
UMFO 6: General Administration and Support Services									
Administrative and Facilitative Services	Number of university-wide committee meetings/assignments accomplished	• Member, VSU Land Use Committee • Member, RCCRDC Core Staff • Director for Innovation	3	10					
	Number MOU/MOAs facilitated related to IP Tech Transfer	• Drafted MOU/MOA with IP related concerns	1	3	5	5	5	5	
	Number of technologies/creative works facilitated for IP protection	• Reviewed /approved Invention Disclosures and IP applications	At least 50% of the research outputs identified for IP protection reviewed/approved	2					
	100% of virtual meetings convened/ presided/facilitated/ photo-documented	• Convened, presided, facilitated meetings	100%	6	5	5	5	5	Innovation Staff Meetings Incubatee (Pre) Meetings
	100% of University-wide and PhilRootcrops committee assignments complied	• Do assigned tasks for committees	100%						
Best Practices/ New Initiatives	Number of initiatives/undertakings conducted	• Director for Innovation	1-Technology Pitching 1-Industry-Academe Fireside Chat	100% conducted	5	5	5	5	No of participants: 130 (pitch day) and 181 (Industry-academe fireside chat) 14 VSU technologies promoted and pitched to the industry, entrepreneurs, and other business entities 1 partnership agreement with the Philippine Innov-Ventures for Agriculture (PIVAC)
Total Overall Rating									

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

Comments & Recommendations for Development Purpose:

Evaluated and Rated by:

SANTIAGO T. PEÑA, JR.

Vice President for Research, Extension & Innovation

Recommending Approval:

SANTIAGO T. PEÑA, JR.

VP for REI

Approved by:

SANTIAGO T. PEÑA, JR.

VP for REI

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

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: **PhilRootcrops**

Head of Office: **Dr. Santiago T. Peña Jr.**

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 potential projects and university's concerns	PRDC meeting for group discussion on issues arising and planning; February 10, April 29, and June 6 Planning workshop within the Center; June 18	Issuance of notice of meeting		Attendance to PRDC and Committee Meetings
Coaching A. Research projects	Evaluation of research proposal for submission to funding agencies	Group coaching during PRDC Meetings and small group meetings			Concept proposal prepared and submitted

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


Conducted by:


SANTIAGO T. PEÑA JR
VP for Research, Extension & Innovation

EMPLOYEE DEVELOPMENT PLAN

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

Performance Rating:

Aim: To implement on-going research projects
To become an effective researcher, professor and administrator.

Proposed Interventions to Improve Performance:

Date: January 1 2024

Target Date June 30, 2024

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
Conducts meetings with research assistants/ aides and laborers

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, Jan-May & PhilRootcrops Director, May-June)
 - Conducted meetings with research assistants/aided and laborers
-

Date: July 1, 2024

Target Date October 28, 2024

Next Step:

Continue the implementation of research projects
Prepares terminal reports and AFRs of research projects
Prepares MRs and settle obligations in preparation for retirement.

Outcome:

Proposal approved for implementation
Presented outputs in different scientific gatherings (national and international)
Paper for submission to scientific journals
Terminal reports and AFRs

Final Step/Recommendation:

- To maintain performance and or exceed the current performance; to submit more proposals and continue doing the assigned functions in research, extension, production and administration
- MR and settle other obligations such as terminal reports and AFRs of projects in preparation for retirement.

Prepared by:


SANTIAGO T. PEÑA JR.
VP for REI

Conforme:


ALAN B. LORETO

Name of Ratee / Faculty/Staff