

## 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%)		$5 \times 50\% = 2.25$	2.50
b. Students (50%)		$4.33 \times 50\% = 2.17$	1.09
TOTAL for Instruction	40%	4.42	1.77
2. Research	30%	5	1.5
3. Extension	15%	5	0.75
4. Administration	10%	5	0.50
5. Production	5%	5	0.25
TOTAL	100%		4.77

EQUIVALENT NUMERICAL RATING: **4.77**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.77**

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 2023**.

  
**ALAN B. LORETO**  
 Ratee  
 1/19/24

Approved:

  
**MARIA JULIET C. CENIZA**  
 Vice President for RDEI  
 1/19/24

MFO & PAPs	Success Indicators	Tasks Assigned	2023 Target	Actual Accomplishment	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 taught courses	1 BSGE student	6.79	5	5	5	5	
	PI 4: Number of students advised On thesis: Approved manuscript submitted within prescribed period On consultation:	Serves 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	-					
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	5	14	5	5	5	5	VSU-Binaybayon Enterprise: (Jackfruit Coffee-Original, jackfruit coffee-flavored, Jackfruit gummy candy, dehydrated jackfruit, jackfruit beverage, jackfruit polvoron)

									VSU-MLaurente: (jackfruit meatloaf rags, jackfruit marmalade, jackfruit seeds flour)  VSU-Fatima Multipurpose Cooperative: (SP fries, Makapuno biscotti, yuca puff & extruded cassava chippy)
PI 2. Number of research outputs completed within the year *	-		2	5	5	5	5	DA-BAR & TBI Phase 2	
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	5	5	5	5		
PI 6. Number of research projects conducted and/or completed on schedule	Research projects assigned either as project/study leader	1	2	5	5	5	5		
PI 7. Number of research proposals submitted/endorsed for external funding	Prepared and submitted research proposal for funding	1	1	5	5	5	5		
PI 8. Number of research proposals approved for internal funding	Make research proposal	1	1						
PI 9. Amount of research money generated from external funding (Thousand PHP)	Research fund generation								



	PI 10. Amount of research money generated from institutional funding (Thousand PHP)	Research fund generation							
	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)	Review MOA/TLAs	1	3	5	5	5	5	
	Number of technologies and/or creative works filed for IP Protection (eg. Patents, UM, copyright, trademark)	Prepared Tech profiles		5 (Copyright)	5	5	5	5	Co-author Tech Profile: (takudo Chips, banana Chips, vacuum fried SP, chippy and puff extruder, IEC:Five Sheperds Planting MaterialsAgri-Products)
<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	2	5	5	5	5	Entrepreneurial Bootcamp Technology Mentorship Series
	PI 3. Number of technical expert services served	Provided technical expert services		5	5	5	5	5	Speaker-IP Awareness Seminar Speaker- 7 <sup>th</sup> Leyte Business Conference Speaker- Regional Academe Industry Forum (EVCIEERED) Panelist - Eastern Visayas Research Congress (UPTac)
<b>MFO 5: Production Services</b>									
Production	Number of technologies promoted for commercialization		1		5	5	5	5	

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	4	5	5	5	5	Innovation office & Project staff 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	4	5	5	5	5	
	Number of technologies/creative works facilitated for IP protection	<ul style="list-style-type: none"> <li>Reviewed/approves Invention Disclosures and IP applications</li> </ul>	At least 50% of the research outputs identified for IP protection reviewed/approved	50% (4-UMs)	5	5	5	5	Other IPs Filed: Copyright- 10 tech profiles Trademark - 6 Industrial Design-2
	100% of virtual meetings convened/ presided/facilitated/ photo-documented	<ul style="list-style-type: none"> <li>Convened, presided, facilitated meetings</li> </ul>	100%	100%	5	5	5	5	
	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%					General Athletic Manager, Mighty Pegasus Team (Salingkusog 2023)
Best Practices /New Initiatives	Number of initiatives/undertakings conducted				5	5	5	5	
Total Overall Rating					5	5	5	5	

Average Rating (Total Over-all rating divided by 16)		
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING	5.00	
ADJECTIVAL RATING	OUTSTANDING	

**Comments & Recommendations for Development Purpose:**

*Very commendable, achieving more than the targets. Congratulations!*

Evaluated and Rated by:

MARIA JULIET C. CENIZA

Vice President for Research, Extension & Innovation

*1/19/24*

Recommending Approval:

MARIA JULIET C. CENIZA

VP for REI

*1/19/24*

Approved by:

MARIA JULIET C. CENIZA

VP for REI

*1/19/24*

## 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, 2024

Target Date: June 30, 2024

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, 2024

Target Date: December 30, 2024

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 and 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:

  
**DENNIS P. PEQUE**  
Immediate Supervisor

Conforme:

  
**ALAN B. LORETO**  
Name of Ratee Faculty