

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Prof. Alan B. Loreto

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
5. Instruction			
c. Head/Dean (50%)		4.5x50%= 2.25	
d. Students (50%)		4.5x50% = 2.25	
TOTAL for Instruction	25%	4.5 X 0.25 =	1.13
6. Research	50%	5.0 X 0.50 =	2.50
7. Extension	20%	4.67 x 0.20 =	0.93
8. Production	5%	5.0 x 0.05 =	0.25
TOTAL	100%		4.81

EQUIVALENT NUMERICAL RATING: 4.81

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.81

ADJECTIVAL RATING: Outstanding

Prepared by:

ALAN B. LORETO  
Name of Faculty

Reviewed by:

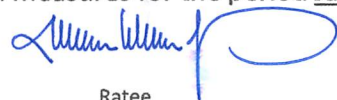
ERLINDA A. VASQUEZ  
Department Head

Approved:

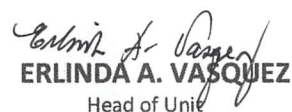
OTHELLO B. CAPUNO  
Vice President for Research and Extension

# 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 Jan-June, 2018.

  
Ratee

Approved:

  
**ERLINDA A. VASQUEZ**  
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	2018 Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
MFO 2: Higher Education Services	<ul style="list-style-type: none"> <li>FTE</li> <li>Thesis Adviser/Committee Member</li> </ul>	<ul style="list-style-type: none"> <li>Teach GEng 135</li> <li>Serve as thesis adviser/committee member</li> </ul>	1 subject	1 subject taught	5	5	5		
			2 BSGE students	2 BSGE students	5	5	4		
MFO 3: Research Services	<ul style="list-style-type: none"> <li>Number of Outputs Presented in Regional/ National/ International Fora /Conferences</li> <li>Amount/value of research funds/resources externally generated</li> <li>Number of research on-going research projects conducted</li> <li>Number of research collaborations</li> <li>Number of Extension projects implemented</li> <li>Number of publications submitted</li> <li>Number of Research/IP related workshops attended</li> </ul>	<ul style="list-style-type: none"> <li>Make research proposals</li> <li>Present in research review/conference</li> <li>Research fund generation</li> <li>Research projects assigned either as project/study leader</li> <li>Research projects with collaboration outside VSU</li> <li>Participate workshops</li> <li>Conduct extension activity</li> <li>Paper for publication</li> </ul>	1 project	3 projects – Climate Change	5	5	5		
			1 presentation	3 presentations	5	5	5		
			P1.0M	~P2 M (DA-BAR) ~P0.4 M (VSU)	5	5	5		
			2	3-Suitability Assessment, Graphic-Rich	5	5	5		
			1	2- CIAT, DA-BAR	5	5	5	5	
			1	2 Research Workshops	5	5	5		
			1	1-Multimedia Project					
			1	1 paper drafted					
MFO 4: Extension Services	<ul style="list-style-type: none"> <li>Number of persons-days trained</li> </ul>	<ul style="list-style-type: none"> <li>Conduct training</li> </ul>	2	2 IP Training/Seminar 1-Drone Operations Trng.	5	5	4	4.67	
Production Services	<ul style="list-style-type: none"> <li>Number of income generation projects monitored, reviewed and evaluated on scheduled</li> </ul>	<ul style="list-style-type: none"> <li>Drone Services provided to clients</li> </ul>	1	10 drone services provided	5	5	5	5	

MFO6: General Adm. Support Services	• Number of biddings and related meetings attended	• Member of Bids and Awards Committee	3	4		5	5	4	4	6	
	• Number of MOU/MOAs facilitated related to IP Tech Transfer	• Drafts MOU/MOA with IP related concerns	1	1							
	• Number of technologies facilitated for protection	• Invention Disclosures and Patent drafted	2	6							
	• 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%							
Total Overall Rating											

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

Comments & Recommendations for  
Development Purpose:

Needs to publish a paper out of the researches conducted.  
To write proposals to replace finished projects.

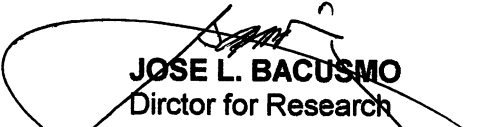
Evaluated and Rated by:

  
ERLINDA A. VASQUEZ  
Director

Date: \_\_\_\_\_

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

Recommending Approval:

  
JOSE L. BACUSMO  
Director for Research

Date: \_\_\_\_\_

Approved by:

  
OTHELLO B. CAPUNO  
Vice President for Research and Extension

Date: \_\_\_\_\_

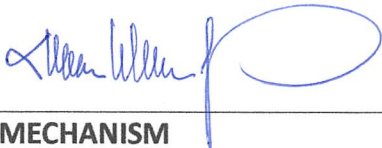
PERFORMANCE MONITORING & COACHING JOURNAL

X	1st	Q U A R T E R
X	2 <sup>nd</sup>	
	3 <sup>rd</sup>	
	4th	

Name of Office: PhilRootcrops

Head of Office: Dr. Erlinda A. Vasquez

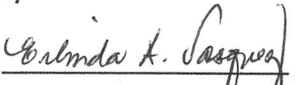
Name of Personnel: ALAN B. LORETO




Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
<b>Monitoring</b> Jan 26, 2018 Feb 6, 2018 March 6, 2018 May 7, 2018 June 25, 2018	one-on-one discussion on project / program progress	Monthly PRDC meeting	Issuance of of internal memoranda		Attendance to PRDC monthly Meetings by the members of the Research and Development Council
<b>Coaching</b>	Research proposal production to DA/DA-BAR/PCAARRD /other agencies submission	one-on-one discussion on project progress  Group coaching during PRDC Meetings  Jan 26, 2018 Feb 6, 2018 March 6, 2018 May 7, 2018 June 25, 2018			Proposal prepared and submitted to DA-BAR / PCAARRD /other agencies  New proposal for evaluation

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

Conducted by:

  
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **ALAN B. LORETO**   
Performance Rating: Outstanding

Aim: To conduct research, development and extension projects in any of the following areas; root crops, climate change, and other engineering fields.

Spearhead in activities related to intellectual property protection.

Proposed Interventions to Improve Performance:  
Update research knowledge thru seminars, workshops, and trainings.

Date: Jan 2018      Target Date: Jun 2018

- First Step:
- 
- Participate in the experiential learning workshops on GIS modeling
  - Attend meetings/workshops on climate change
- 

- Result:
- 
- Gained knowledge on new trends of GIS modeling with R statistics
  - Capacitated in using R statistics and principal component analysis (PCA)
- 

Date: Jul 2018    Target Date: Dec 2018

- Next Step:
- 
- Attend workshops on vulnerability and risk assessment
- 

Outcome: Gained proficiency in QGIS, R-statistics modeling on crop vulnerability assessment.

- Final Step/Recommendation:
- Attend advanced training to enhance knowledge on crop modeling.

Prepared by:  
  
**ERLINDA A. VASQUEZ**  
Director, PhilRootcrops