

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ALAN B. LORETO (July-December 2021)

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$5 \times 50\% = 2.25$.75
b. Students (50%)		$5 \times 50\% = 2.25$.75
TOTAL for Instruction	30%	5.0	1.5
2. Research	40%	5.0	2.0
3. Extension	10%	5.0	.50
4. Administration	15%	5.0	.75
5. Production	5%	5.0	.25
TOTAL	100		5.0


EQUIVALENT NUMERICAL RATING: **5.0**

Add: Additional Points, if any:

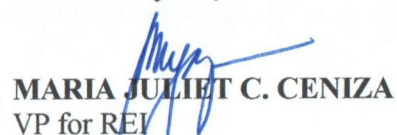
TOTAL NUMERICAL RATING: **5.0**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:


ALAN B. LORETO
Name of Faculty

Reviewed by:


MARIA JULIET C. CENIZA
VP for REL

Approved:



EDGARDO E. TULIN
President

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 2021**.


ALAN B. LORETO
 Ratee

Approved:


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

MFO & PAPs	Success Indicators	Tasks Assigned	2021 Target	Actual Accomplishment (July – Dec 2021)	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	Handle and teach courses	2 subjects (6 units)	10.19	5.0	5.0	5.0	5.0	
	PI 5: Number of instructional materials developed	Develop instructional material	-		-	-	-	-	
	Additional Outputs:								
	PI 7: Number of virtual classrooms created and operationalized	Created virtual classrooms	-		5.0	5.0	5.0	5.0	
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	-monitored commercialization activities (incubatees)	6	13	5.0	5.0	5.0	5.0	
	PI 2. Number of research outputs completed within the year *	-	-	-					
	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)	-	-	-				
	PI 6. Number of research projects conducted and/or completed on schedule	Research projects assigned either as project/study leader	1	-				
	PI 7. Number of research proposals submitted/endorsed for external funding	Make research proposal	1	2	5.0	5.0	5.0	RAISE Program: Regional Agri-Aqua Technology Business Incubator; Food Value Chain Improvement of Vegetables and Tilapia in Region VIII
	PI 8. Number of research proposals approved for internal funding	Make research proposal	1	1	5.0	5.0	5.0	Internationalization Project- TBI Support & Commercialization)
	PI 9. Amount of research money generated from external funding (Thousand PHP)	Research fund generation	1 M	4.7 M	5.0	5.0	5.0	RAISE Program: Regional Agri-Aqua Technology Business Incubator
	PI 10. Amount of research money generated from institutional funding (Thousand PHP)	Research fund generation	-	3.2 M	5.0	5.0	5.0	Internationalization Project- TBI Support & Commercialization)

	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	4	6	5	5	5	5	
	Number of technologies and/or creative works filed for IP Protection (eg. Patents, UM, copyright, trademark)	Reviewed/Approved IP applications	4	2	5	5	5	5	
UFMO 4: Extension Services									
Extension	PI 2. Number of trainees weighted by the length of training			315	5.0	5.0	5.0	5.0	
	PI 6: Number of trainings/webinars conducted	<ul style="list-style-type: none"> Conducted training Served as resource persons 	2	10	5.0	5.0	5.0	5.0	
	PI 3. Number of technical expert services served (whole year)	Provided technical expert services	2		5.0	5.0	5.0	5.0	
UFMO 5: Support to Operations									
MFO 1. Faculty Development Services									
	Additional outputs:								
	P1.2 Number of webinars attended		As per invitation	3	5.0	5.0	5.0	5.0	National – 3
MFO 5: Production Services									
Production	Number of technologies promoted for commercialization	<ul style="list-style-type: none"> Reviewed technology profiles 	1	8	5.0	5.0	5.0	5.0	
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"> Member, VSU Land Use Committee Member, RCCRDC Core Staff Director for Innovation 	3	4	5.0	5.0	5.0	5.0	2- IPR Comm Meetings

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:**

Keep up the good work! Congrats!

Evaluated and Rated by:


MARIA JULIET C. CENIZA
VP for REI

Recommending Approval:


MARIA JULIET C. CENIZA
VP for REI

Approved by:


EDGARDO E. TULIN
President

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, 2022

Target Date: June 30, 2022

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, 2022,

Target Date: December 30, 2022

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.
Recommended for promotion.

Prepared by:


MARIA JULIET C. CENIZA
Immediate Supervisor

Conforme:


ALAN B. LORETO
Name of Ratee Faculty/Staff