

Exhibit K

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

Name of Faculty Member: Jose L. Bacusmo

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction	15%	5	.75
2. Research	40%	5	2
3. Extension	25%	5	1.25
4. Administration & Facilitative Services	20%	5	1
TOTAL	100%		5

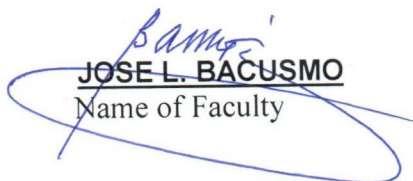
EQUIVALENT NUMERICAL RATING: 5

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 5

ADJECTIVAL RATING: OUTSTANDING

Prepared by:


JOSE L. BACUSMO
Name of Faculty

Reviewed by:


JOSE L. BACUSMO
Dean/Director

Approved:


OTHELLO B. CAPUNO
Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JOSE L. BACUSMO, of OVPREI commits to deliver and agree to be rated on the attainment of the following target and accomplishment in accordance with the indicated measures for the period July December 31, 2020

JOSE L. BACUSMO

Ratee

Approved:

OTHELLO B. CAPUNO

Head, Vice President Rand E


MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Advanced and Higher Education Services	<u>FTE</u> Number of student Research Advisee	To advise/guide undergrad students in their BS theses	3	3	5	5	5	5	
Research Services	Number of research projects implemented	To implement Research Projects	3	3	5	5	5	5	
	Number of proposals prepared and submitted	To prepare proposals for funding	2	2	5	5	5	5	
	Number of outputs presented in Regional/International Fora /Conferences	To present paper and posters	2	2	5	5	5	5	
Extension Services	Number of extension/tech transfer projects conducted	To implement extension projects	5	4	5	5	5	5	
	Number of project monitoring visit	To monitor/visit extension projects	25	50	5	5	5	5	
Production Services (Resource	Distribution of planting materials	To distribute planting materials to clientele	1305	7000	5	5	5	5	

Generation									
Administrative Services	Office headship Meetings attended	<ul style="list-style-type: none"> DTR signed 	100% documents processed and acted within two days with zero complaint	100%	5	5	5	5	
	Staff/personnel coached	<ul style="list-style-type: none"> Number of PRDC meetings attended 		2	5	5	5	5	
		<ul style="list-style-type: none"> No. of staff/personnel coached 		2	5	5	5	5	
			90% of scheduled meetings attended	90%	5	5	5	5	
Total Over-all Rating									

Average Rating (Total Over-all rating divided by 4)		
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		5.0
ADJECTIVAL RATING		OUTSTANDING

Rated and Evaluated:

Approved by:


OTHELLO B. CAPUNO
 Vice President R and E


OTHELLO B. CAPUNO
 Vice President Rand E

Date: _____

Date: _____

7- Quality
 8- Efficiency
 3 - Timeliness
 4 - Average

Comments & Recommendations for Development Purpose:

Excellent job!!! Thank
 You & Congrats...

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Jose L. Bacusmo
Performance Rating: Outstanding

Aim: To have an efficient management of Research Programs/projects/studies implemented by VSU researchers.

Proposed Interventions to Improve Performance:

Date: June 1, 2020 Target Date: December 31, 2020

First Step:

1. Maintain efficiency, improve and modify management strategies in the implementation of VSU Research Programs/projects/studies.

Result:

1. Improved implementation management strategies.

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

Next Step:


1. Improved/adjust/modify management strategies to further increase efficiency.

Outcome: Efficient management strategies.

Final Step/Recommendation:

Recommended for promotion.

Prepared by:


OTHELLO B. CAPUNO
Unit Head

Conforme:


JOSE L. BACUSMO
Name of Ratee Faculty/Staff