

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: JAYZON G. BITACURA

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
c. Head/Dean (50%)		4.94x50%= 2.47	
d. Students (50%)		5x50% = 2.5	
Total for Instruction	50%	4.97	2.485
2. Research			
c. Client/Dir. for Research (50%)			
d. Dept. Head/Center Director (50%)			
Total for Research	45%	5x45%	2.25
3. Extension			
e. Client/Dir. for Extension (50%)			
f. Dept Head/Center Director (50%)			
Total for Extension	5%	5	0.25
4. Administration			
5. Production			
TOTAL	100%		4.985

EQUIVALENT NUMERICAL RATING: 4.985

Add: Additional Points, if any: none

TOTAL NUMERICAL RATING: 4.985

ADJECTIVAL RATING:

OUTSTANDING


JAYZON G. BITACURA

Name of Faculty


ANALYN M. MAZO

Department Head

Recommending Approval:


CANDELARIO L. CALIBO

Dean/Director

Approved:


BEATRIZ S. BELONIAS

Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JAYZON G. BITACURA, of the Department of Biological Sciences 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 to December 2020. *JK*

Jayzon G. Bitacura
JAYZON G. BITACURA
Ratee

Approved:

Analyn M. Mazo
ANALYN M. MAZO
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks	
					Q ¹	E ²	T ³	A ⁴		
1: Advanced Education Services										
DBS MFO 1. Graduate Degree Program										
DBS MFO 2. Graduate Student										
	PI 1: Number of graduate students advised	Graudate student academic adviser	4	7	5	5	4.5	4.83	I served as academic adviser for some MEd-Bio students	
UMFO 2. Higher Education Services										
DBS MFO 1. Curriculum Program										
	PI 1: Total FTE monitored	Teach undergraduate courses like Micr 23n, Bsci 104, and MarB 13	10.00	14.10	5	5	5	5.00	Teach undergraduate courses like Micr 23n with 44 students, Bsci 104 with 39 students, and MarB 13 with 11 students	
	PI 2: Number of curricular program compliant to CMO, approved and offered	Teaching undergraduate courses specific for BS Marine Bio and BSED BioSci	1	2	5	5	5	5.00	I have taught courses for BS Marine Bio like MarB 13 (Cell and Molecular Biology) and for BSED BioSci like Bsci 104 (Microbiology and Parasitology)	
	PI 3: Average passing percentage in licensure examinations in mandated programs									
	PI 4: Number of academe/industry linkage established	co-study leader of researches collaborated with other SUCs	2	3	5	4.5	4.5	4.67	I am part of an approved research for funding by CHED-DARE TO, this is in collaboration with University of San Carlos, Mindanao State University-Naawan and Bohol Island State University	

	PI 8: Number of students advised for their academic and thesis concerns	Academic adviser	15	17	5	5	5	5.00	I served as academic adviser of 17 BSBio students.
	PI 9: Number of student organizations advised								
	PI 10: Number of instructional materials developed/revised	Developed and revised powerpoint presentations	15	23	5	5	4.5	4.83	I have developed and revised powerpoint presentations for Micr 23n (8 units), Bsci 104 (8 units), MarB 13 (7 units)
DBS MFO 3. RESEARCH									
	PI 2: Number of research outputs presented in local/regional/national /international fora/conferences <i>international fora/conferences national fora/conferences institutional fora/conferences</i>	Presented research in Local and National Symposia	2	5	5	5	5	5.00	I presented 3 papers during the VSU R&D Review, I was the principal author of the research paper presented during the 48th Philippine Society for Microbiology Annual Convention, and I was a co-author of a research poster presentation during the 51st Annual Convention of the Federation of Institutions for Marine and Freshwater Sciences (FIMFS)
	PI 3: Number of research project/study conducted and/or completed on schedule	Project Leader and Study leader	2	4	5	5	5	5.00	I served as the Project Leader of the research project entitled "Biological, Physico-chemical characteristics and Utilization of VSU water resources", I have conducted my research on the bacteriological and mycological assessment of VSU water resources, bacteriological assessment of water and sediments of river systems in Leyte.
	PI 8: Amount of money generated from institutional funding	Generated research funding							Generated research funding from VSU for the project on "Biological, Physico-chemical characteristics and Utilization of VSU water resources"
	Number of research articles submitted for publications	Author of research article	1	4	5	5	5	5.00	I have submitted research articles for possible publication in the following journals: Environmental and Experimental Biology, Bacterial Empire, Annals of Tropical Research,

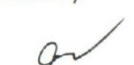
									Environmental Monitoring and Assessment
DBS MFO 4. Extension services									
	PI 1: Number of technical/expert services rendered	Research Competition Judge	0	1	5	5	5	5.00	I served as judge during VSU integrated high school science fair
	Number articles reviewed for peer-reviewed journals	Reviewer	0	1	5	5	5	5.00	invited as a reviewer of a research article for Philippine Science Letters (an ISI indexed journal)
Total Over-all Rating								54.33	

Average Rating (Total Over-all rating divided by 4)		4.94
Additional Points:		
Approved Additional points (with copy of approval)	NA	
FINAL RATING		4.94
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose:


Publish outputs in research

Evaluated & Rated by:


ANALYN M. MAZO
Dept/Unit Head

Date: _____

Recommending Approval:


CANDELARIO L. CALIBO
Dean/Director

Date: _____

Approved by:


BEATRIZ S. BELONIAS
Vice President

Date: _____

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Jayzon G. Bitacura
Performance Rating: Outstanding

Aim: Pursue graduate studies

Proposed Interventions to Improve Performance:

Date: June 2018 Target Date: 2020

First Step:

Pursue graduate program based on the FDP

Result:

To pursue PhD Molecular Biology

Date: _____ Target Date: September-December

Next Step:

Look for possible University

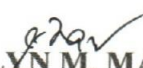
Outcome:

Was accepted in two (2) Universities abroad


Final Step/Recommendation:

Pursue PhD in the selected university by 2020.

Prepared by:


ANALYN M. MAZO
Unit Head

Conforme:


JAYZON G. BITACURA
Assistant Professor III