#### Exhibit J

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

Name of Faculty Member: \_\_\_\_\_\_\_JOSE L. BACUSMO

Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x%)	Equivalent Numerical
(1)	(2)	(3)	(2x3)
1. Instruction	15%	4.9	0.73
2. Research Services	40%	5.0	2.00
3. Extension Services	25%	5.0	1.25
4. Administration and Facilitative Services	20%	5.0	1.00
TOTAL	100%		4.98

EQUIVALENT NUMERICAL RATING: Add: Additional Points, if any:	4.98
TOTAL NUMERICAL RATING:	
ADJECTIVAL RATING:	_OUTSTANDING

Prepared by:

JOSE L. BACUSMO Name of Faculty

Reviewed by:

OTHELLOB. CAPU Vice Pres for R&E

Approved:

#### INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Jose L. Bacusmo, of the Office of the Vice President for Research and Extension - Office of the Director for Research commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June 30, 2018.

JOSE L. BACUSMO

Ratee

Approved:

THELLO B. GAPUNO

Head of Unit

MEO & DADe	Success Indicators Tasks Assigned	Target	Actual Accomplish	Rating				Remar ks	
MFO & PAPs Success Indicators Tasks Assigned	iaiget	ment	Q¹	E <sup>2</sup>	T³	A <sup>4</sup>			
Advanced and Higher Education Services	Number of Student Research Advisee	To advise / guide undergrad students in their BS theses	4	6	4.9	4.9	4.9	4.9	
Research Services	Number of research projects implemented	To implement research projects	2	5	5	5	5	5	
	Number of proposals reviewed for funding	Review proposals for funding	5	9	5	_5	5	5	
	Number of coordinated and monitored implemented R & D programs/ project s	Coordinate and monitor implemented R & D programs/ project s	100	190	4.9	4.9	4.9	4.9	
Extension Services	Number of implemented extension/development projects; transfer projects conducted	Implement extension/ development projects	3	6	5	5	5	. 5	

	Number of project monitoring visit	monitor / visit extension projects	10	15	5	5	5	5	,
	Number of linkages forged	Forged linkage with clientele	3	7	5	5	5	5	
	Number of Participants /beneficiaries assisted during Farmers/ Fisherfolk Day	As In-Charge /Chairman in the registration of all guests. visitors and Farmer/Fisherfolk participants	1,500	2,093	5	5	. 5	5	
Production Services (Resource Generation)	Distribution of planting materials	To distribute planting materials to clientele	1,300	1,700	5	5	5	5	
Administrative Services	Number of scientific fora hosted/ coordinated /facilitated	Seminar Series	1	2	4.9	4.9	4.9	4.9	·
	Percent documents acted as: Director for Research OIC-VP	Act on research documents and as OIC-VP when the VP is either on official business or on leave.	As the need arises and as designated	100%	5	5	5	5	
	Meetings attended as Director for Research and/or as OIC-VP	Conduct meetings as Director for Research and as OIC-VP	90 % of scheduled meetings	95% of scheduled meetings	5	5	5	5	
	Staff / personnel coached	10	15		5	5	5	5	
Total Over-all Rating				<del>,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,</del>	-			64.7	

Average Rating (Total Over-all rating divided	
by 4)	
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	4.98
ADJECTIVAL RATING	Outstanding

Comments & Recommendations for	
Development Purpose:	- 1
Highly dependable hardy	Arlina
and very completent as	orliers
Highly dependable hardward very competent w Wanage your appetis	z alwan,
and been away from	too much
work related stress	ier,

Evaluated and Rated by:

Vice President, RDE

Date:\_\_\_\_

Approved by:

Oi	12	litv

- 1 Quality 2 Efficiency
- 3 Timeliness
- 4 Average

# Exhibit L

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee:	
Performance Rating: Outstanding	
	nt of Research Programs/projects/studies
implemented by VSU researchers.	
Proposed Interventions to Improve Performance:	
Date: January 1, 2018 Target Date:	:_June 30, 2018
First Step:	
1. Maintain efficiency, improve and modify m	
of VSU Research Programs/projects/studies	S
Result:	
Improved implementation management stra	itegies.
Date: July 1, 2018 Target Date: D	December 31, 2018
Next Step:	
1. Improved/adjust/modify management strate	egies to further increase efficiency.
Outcome: <u>Efficient management strategies.</u>	
Final Step/Recommendation:	
Recommended for promotion.	
Prepared	hv.
Tropared	OTHELLO B. CAPUNO
	Unit Head
Conforme:	,
Comornie:	
JOSE L. BACUSMO	
Name of Ratee Faculty/Staff	
)	