

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:

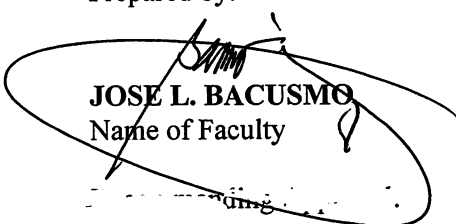
Add: Additional Points, if any: 4.98


TOTAL NUMERICAL RATING: _____

ADJECTIVAL RATING: OUTSTANDING

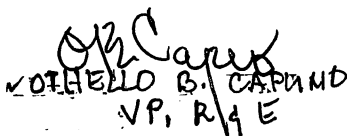
Prepared by:

Reviewed by:


JOSE L. BACUSMO
Name of Faculty

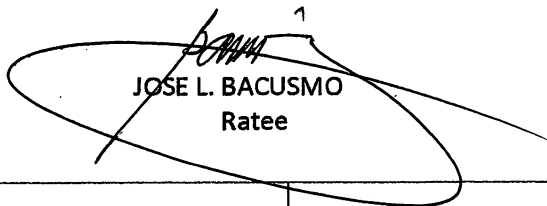

OTHELLO B. CAPUNO
Vice Pres for R&E

Approved:


OTHELLO B. CAPUNO
VP, R&E

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: 
OTHELLO B. CAPUNO
 Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
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/ projects	Coordinate and monitor implemented R & D programs/ projects	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	

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:

Highly dependable, hardworking and very competent worker. Manage your appetite always and keep away from too much work-related stress.

Evaluated and Rated by:

Othello B. Capuno
 OTHELLO B. CAPUNO
 Vice President, RDE

Date: _____

Approved by:

Othello B. Capuno
 OTHELLO B. CAPUNO
 VP, RDE

Date: _____

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

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: January 1, 2018 Target Date: June 30, 2018

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: July 1, 2018 Target Date: December 31, 2018

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
OTHELLO B. CAPUNO
Unit Head

Conforme:

Jose L. Bacusmo
JOSE L. BACUSMO
Name of Ratee Faculty/Staff