

Exhibit K

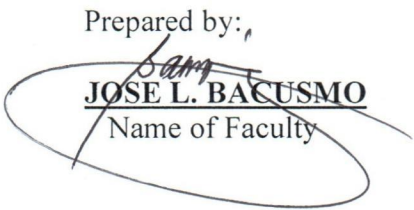
SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

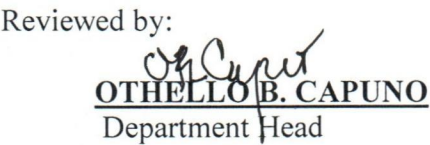
Name of Faculty Member: JOSE L. BACUSMO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
5. Instruction	10%	5	.50
6. Research Services	30%	5	1.5
7. Extension Services	20%	5	1.0
8. Administration & Facilitative Services	40%	5	2
TOTAL			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

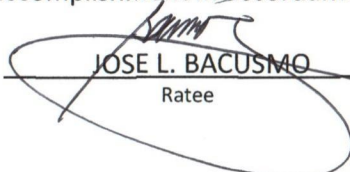
Reviewed by:  
  
OTHELLO B. CAPUNO  
Department Head

Approved:  
  
OTHELLO B. CAPUNO  
Vice President

**“Exhibit B”**

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

I, JOSE L. BACUSMO, of PhilRootcrops 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 to December, 2019.

  
JOSE L. BACUSMO  
Ratee

Approved:

  
OTHELLO B. CAPUNO  
Head, Vice President Rand E

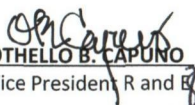
MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
Advanced and Higher Education Services	<u>FTE</u>  Number of student Research Advisee	To advise/guide undergrad students in their BS theses	3	3	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	
	Number of beneficiaries served	To forged linkage with clientele	105	200	5	5	5	5	
	Number of person-days trained		235	500	5	5	5	5	

Production Services (Resource Generation	Distribution of planting materials	To distribute planting materials to clienteles	1305	7000	5	5	5	5	
Administrative Services	Office headship Meetings attended	<ul style="list-style-type: none"> <li>DTR signed</li> </ul>	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"> <li>Number of PRDC meetings attended</li> </ul>		2	5	5	5	5	
		<ul style="list-style-type: none"> <li>No. of staff/personnel coached</li> </ul>		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 B

Date: \_\_\_\_\_

  
OTHELLO B. CAPUNO  
Vice President Rand B

Date: \_\_\_\_\_

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

#### Comments & Recommendations for

##### Development Purpose:

*Outstanding Performance...  
Congratulations & Keep  
it up!!!*

## 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: July 1, 2019 Target Date: December 31, 2019

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, 2020 Target Date: December 31, 2020

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