

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%)		4.92x50%= 2.46	
d. Students (50%)		5x50% = 2.5	
Total for Instruction	45%	4.96	2.232
2. Research			
c. Client/Dir. for Research (50%)			
d. Dept. Head/Center Director (50%)			
Total for Research	50%	5x50%	2.5
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%		4.982

EQUIVALENT NUMERICAL RATING: 4.982
Add: Additional Points, if any: 0
TOTAL NUMERICAL RATING: 4.982

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

Visayas State University
DEPARTMENT OF BIOLOGICAL SCIENCES
Visca, Baybay City, Leyte
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, JAYZON G. BITACURA, DBS faculty, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January to June 2019.

JAYZON G. BITACURA

Date: 09/17/2019

ANALYN M. MAZO

Date:

MFO No.	MFO Description	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
UMFO	1: Advanced Education Services									
DBS MFO 1. Graduate Degree Program										
	PI 1: Number of graduate degree specializations offered and monitored	Teaching Graduate Faculty								
	PI 2: Total FTE monitored	Teach graduate courses								
	PI 4: Other accomplishments									
	Number of proposed graduate degree program	Curriculum committee member								
DBS MFO 2. Graduate Student										
	PI 1: Number of graduate students advised	Graduate 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 course like Micr 24, Biol 24, MarB 12 and GenBio 1	10.00	15.80	5	5	4.5	4.83	Teach undergraduate course like Micr 24, Biol 24, MarB 12 and GenBio 1	
	PI 4: Number of academe/industry linkage established	Study leader of researches collaborated with other SUCs	2	4	5	4.5	5	4.83	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 and another project in collaboration with cebu Technological University	

PI 8: Number of students advised for their academic and thesis concerns	Undergraduate Thesis Advisor (8), Academic adviser (17)	20	26	5	5	4.5	4.83	8 undergraduate students completed their thesis. I also served as academic adviser of 17 BS Bio students.
PI 9: Number of student organizations advised								
PI 10: Number of instructional materials developed/revised	Developed and revised powerpoint presentations for Micr 24, Biol 24, MarB 12 and GenBio 1	3	4	5	5	5	5.00	

DBS MFO 3. RESEARCH

PI 1: Number of published papers in internationally indexed journals refereed int'l journals refereed national journal	Published paper in international peer reviewed journal	0	1	5	5	5	5.00	Bitacura, JG. 2019. Influence of environmental disturbances on the bacteriological quality of the water and sediments of Pagbanganan River in Baybay City, Iloilo, Philippines
PI 3: Number of research project/study conducted and/or completed on schedule	Study leader	3	6	5	5	4.5	4.83	I have conducted my research on the bacteriological and mycological assessment of VSU water resources, bacteriological assessment of water and sediments of Palhi and Salog Rivers, Genetic Diversity of economically important Marine Resources of Camotes and Cuatro Islands, Plankton of Cuatro and Camotes Islands, Culture and Phenology of Sargassum Polycystum.
PI 4: Number of research proposals submitted	Study leader	1	2	5	5	5	5.00	I have submitted two research proposals for DOST CRADLE funding
PI 5: Number of research proposals approved								
PI 8: Amount of money generated from institutional funding								
PI 9: Additional outputs								
Number of research related awards (research conducted by student or student with faculty)	Won research awards	0	1	5	5	5	5.00	Adviser of the Outstanding Thesis Award (Applied Physical and Environmental Sciences Category) during the Search for Outstanding Undergraduate Thesis sponsored by the Phi Delta Theta Honor Society of Science of VSU
Number of research articles submitted for publications								
Number of terminal reports submitted								

DBS MFO 4. Extension services

PI 1: Number of technical/expert services rendered	Research Competition Judge, Research evaluator, Arbiter of Quiz Show	2	4	5	5	5	5.00	I served as judge during the UPVTC Undergraduate research symposium, as evaluator during the VSU integrated high school research symposium and as an arbiter during Biology and Biotech Quiz Shows
PI 2: Number of extension projects/components conducted								

Total Over-all Rating								54.17	
Average Rating								4.92	
Adjectival Rating						OUTSTANDING			

Received by:

ANALYN M. MAZO
Department Head

Calibrated by:

for **CANDELARIO L. CALIBO**
College Dean

Approved:

BEATRIZ S. BELONIAS
VP for Instruction

Comments and Suggestions:

*Need to pursue PhD by
2020*

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Jayzon G. Bitacura

Performance Rating: Outstanding

Aim: Pursue graduate studies

Proposed Interventions to Improve Performance:

Date: June 2019 Target Date: 2020

First Step:

NA

Result:

To pursue PhD Molecular Biology

Date: June 2019 Target Date: January 2020

Next Step:

Look for possible University

Outcome:

Accepted on two (2) University Abroad

Final Step/Recommendation:

Pursue PhD in Molecular Biology in Czech Republic in 2020

Prepared by:


ANALYN M. MAZO
Unit Head

Conforme:


JAYZON G. BITACURA
Assistant Professor III