

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **DR. ULDERICO B. ALVIOLA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		5.0x50%= 2.50	
b. Students (50%)		5.0x50% = 2.50	
Total for Instruction	45%	5.00	2.25
2. Research			
a. Client/Dir. for Research (50%)		5.0x 50% = 2.50	
b. Dept. Head/Center Director (50%)		5.0x 50% = 2.50	
Total for Research	30%	5.0	1.50
3. Extension			
a. Client/Dir. for Extension (50%)		5.0x 50% = 2.50	
b. Dept Head/Center Director (50%)		5.0x 50% = 2.50	
Total for Extension	15%	5.0	0.75
4. Administration	10%	5.0	0.50
<b>TOTAL</b>			<b>5.00</b>

EQUIVALENT NUMERICAL RATING: 5.00

Add: Additional Points, if any:     

TOTAL NUMERICAL RATING: 5.00

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

**ULDERICO B. ALVIOLA**

Name of Faculty

Recommending Approval:

**SUZETTE B. LINA**  
Dean, FAFS

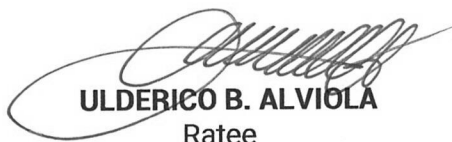
Approved:

**ROTACIO S. GRAVOSO**  
Vice President for Academic Affairs

"Exhibit B"

# INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **Dr. Ulderico B. Alviola**, of the **Department of Development Communication** commits to deliver and agreed to be rated on the attainment of the following **accomplishments** in accordance with the indicated measures for the period **July-December 2024**.

  
**ULDERICO B. ALVIOLA**  
 Ratee

Approved:   
**SUZETTE B. LINA**  
 Immediate Supervisor

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>	
MFO 1. GRADUATE STUDENT MANAGEMENT SERVICES									
Total FTE coordinated, implemented & monitored*	PI 1. Actual Faculty's FTE	Handles subjects/ courses assigned	0.75	3	5	5	5	5	DEVC205 and DEVC210 subjects
Number of instructional materials developed *	PI 2. Number of on-line ready courseware developed and submitted for review	Converts the existing instructional materials into flexible learning systems							
	2.1 On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	6	5	5	5	5	DEVC205 and DEVC210 subjects
	2.2 Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	8	5	5	5	5	DEVC205 and DEVC210 subjects

	2.3 Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	6	5	5	5	5	DEVC205 and DEVC210 subjects
<b>MFO 2. HIGHER EDUCATION MANAGEMENT SERVICES</b>									
<b>Curricular Program Management Services</b>	<b>PI 3.</b> Total Full-time Teaching Equivalent (FTE)	Handles subjects/courses assigned	2	9.30	5	5	5	5	DevC 128 subject
	<b>PI 4.</b> Number of students advised on thesis/ field practice/special problem:								
	4.1 On thesis/ field practice		7	8	5	5	5	5	Thesis advisees
	<b>PI 5.</b> Student organizations assisted on student related activities		2	3	5	5	5	5	Mabolo Dorm, UISB, Amaranth
	<b>PI 6.</b> Revised Powerpoint lect. presentation (per course)		2	9	5	5	5	5	DevC 128 subject
<b>Total Rating for Instruction</b>								<b>40</b>	
<b>Average Rating for Instruction</b>								<b>5.0</b>	
<b>MFO 3: RESEARCH SERVICES</b>									
Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>PI 7.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries	2	2	5	5	5	5	<ul style="list-style-type: none"> <li>- Monitoring the Dissemination and Adoption of VSU-Generated Technologies</li> <li>- Strengthening the RDE Capability of</li> </ul>

									the Visayas State University
Number of research outputs completed within the year *	<b>PI 8.</b> Number of research outputs completed within the year *	Conducts and completes research project/study within the year	2	2	5	5	5	5	<ul style="list-style-type: none"> <li>- Monitoring the Dissemination and Adoption of VSU-Generated Technologies</li> <li>- Strengthening the RDE Capability of the Visayas State University</li> </ul>
Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (%) *	<b>PI 9.</b> Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year								
	<i>In refereed int'l journals</i>	Writes publishable materials out of research outputs and submits for publication	5%	10%	5	5	5	5	
Number of research outputs presented in regional/national/ int'l fora/conferences	<b>PI 10.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences	2	3	5	5	5	5	<ul style="list-style-type: none"> <li>- Monitoring the Dissemination and Adoption of VSU-Generated Technologies</li> <li>- Strengthening the RDE Capability of the Visayas State University</li> </ul>

Percent of research proposals approved *	<b>PI 11.</b> Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	2	2	5	5	5	5	- Monitoring the Dissemination and Adoption of VSU-Generated Technologies - Strengthening the RDE Capability of the Visayas State University
<b>Total Rating for Research</b>									<b>25</b>
<b>Average Rating for Research</b>									<b>5.0</b>
<b>MFO 4. EXTENSION SERVICES</b>									
Number of trainees weighted by the length of training	<b>PI 12.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	10	350	5	5	5	5	All trainings conducted and as resource speaker from July-December 2024
Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>PI 13.</b> Number of extension programs/projects implemented	Implements duly approved extension projects	1	2	5	5	5	5	
	<b>PI 14.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries	1	7	5	5	5	5	
Percent of extension proposals approved *	<b>PI 15.</b> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	5%	5%	5	5	5	5	
<b>Total Rating for Extension</b>									<b>20</b>
<b>Average Rating for Extension</b>									<b>5.0</b>

**MFO 5. GENERAL ADMIN. & SUPPORT SERVICES (GASS)**

Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	<b>PI 16.</b> Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero non-conformity	zero non-conformity	5	5	5	5	zero non-conformity
	<b>PI 17.</b> Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	zero compliant	zero compliant	5	5	5	5	zero compliant
Number of monthly/special & staff meetings conducted	<b>PI 18.</b> Number of monthly/special staff meetings conducted**	As UIMC, Web team and Printing Press Head	3	6	5	5	5	5	As Unit Head in UIMC, Web team and Printing press
Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of the Office targets	<b>PI 19.</b> Number of planning sessions, tracking and monitoring of targets, obelisk stories, newsletter published in VSU page	As UIMC, Web team and Printing Press Head	5	35	5	5	5	5	As Unit Head in UIMC, Web team and Printing press
Number of monthly/special & staff meetings conducted	<b>PI 20.</b> Number of monthly/special staff meetings conducted**	As DDC Department Head	3	5	5	5	5	5	As DDC department head
Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of the Office targets	<b>PI 21.</b> Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure	As DDC Department Head	2	6	5	5	5	5	As DDC department head

	attainment of the Office targets**								
Zero percent complaint from clients served	<b>PI 22.</b> Customarily friendly frontline services	Provides customer friendly frontline services to clients	100% zero compliant	100% zero compliant	5	5	5	5	100% zero compliant
<b>Total Rating for GASS</b>								<b>35</b>	
<b>Average Rating for GASS</b>								<b>5.0</b>	
<b>Total Over-all Rating</b>								<b>120</b>	

<b>Average Rating (Total Over-all rating divided by 4)</b>		<b>5.0</b>
<b>Additional Points:</b>		
<b>Approved Additional points (with copy of approval)</b>		
<b>FINAL RATING</b>		<b>5.0</b>
<b>ADJECTIVAL RATING</b>		<b>OUTSTANDING</b>

**Comments & Recommendations for Development Purpose:**  
*Let's explore ways on how, to improve the publications performance of BDC.*

Evaluated & Rated by:



**SUZETTE B. LINA**

Immediate Supervisor

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

Recommending Approval:



**SUZETTE B. LINA**

Dean, FAFS

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

Approved by:



**ROTACIO S. GRAVOSO**

Vice President for Academic Affairs

Date: 9/16/25

1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average

## PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2nd	
	3rd	
	4th	

**Name of Office:** Department of Development Communication


**Head of Office:** Dr. Ulderico B. Alviola

**Number of Personnel:** 13


Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
<b>Monitoring</b>					
1. Monitoring of classes, progress of student-theses advising, submission of grades, teaching performance and other academic related activities.	Done in September 2024	Done in December 2024			Done through class observations, notice to faculty, reminders, face to face and group meetings.
2. Monitoring of their research and extension activities as well as their respective projects funded by VSU and outside of VSU.	Done in September 2024	Done in December 2024			They were asked on updates of their on-going research and projects.
<b>Coaching</b>					
1. Some tips are given during meetings and team building activities to improve their teaching performance,	Done in January 2025	Done in December 2025			
2. Individual consultations done with the admin staff.	Done in January 2025	Done in December 2025			

*Note: Please indicate the date in the appropriate box when the monitoring was conducted.*

Conducted by:

  
**ULDERICO B. ALVIOLA**  
Immediate Supervisor

Noted by:

  
**SUZETTE B. LINA**  
Next Higher Supervisor



## PERFORMANCE MONITORING FORM

Name of Employee: **DR. ULDERICO B. ALVIOLA**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Continue to conduct classes for undergraduate and graduate subjects and check exams and requirements; submit grades	Very Satisfactory to Outstanding teaching performance as evaluated by students.	July 2024	December 2024	December 2024	Very impressive	Outstanding	Keep it up!
2	Update Syllabi and PowerPoints presentations of the undergraduate and graduate subjects and teach those subjects.	Very Satisfactory to Outstanding teaching performance as evaluated by students.	July 2024	December 2024	December 2024	Very Impressive	Outstanding	Keep it up!
	Serve as DDC head	Expected deliverables of the office are met.	January 2024	December 2024	December 2024	Very Impressive	Outstanding	Keep it up!
4	Conduct research and extension activities and present papers in RDE reviews and/or scientific conferences.	Research and extension activities undertaken and papers presented.	January 2024	December 2024	December 2024	Very Impressive	Outstanding	Keep it up!
5	Serve as Unit head of the following offices: UIMC, Web team, Printing press	Expected deliverables of the office are met.	January 2024	December 2024	December 2024	Very Impressive	Outstanding	Keep it up!

\* Either very impressive, impressive, needs improvement, poor, very poor

\*\* Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:



**SUZETTE B. LINA**  
Immediate Supervisor

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **DR. ULDERICO B. ALVIOLA**

Performance Rating: **OUTSTANDING**

Aim: To maintain, if not improve, outstanding performance in instruction, research, extension and administration

Proposed Interventions to Improve Performance:

Date: **July 2024**

Target Date: **December 2024**

### First Steps:

1. Attend trainings intended to enhance instruction, research, extension and administration skills
2. Continue to implement research and extension projects
3. Write articles for possible publication in refereed journals
4. Continue linkages with other stakeholders in the promotion of culture and the arts events and activities
5. Continue with professional advancement by completing PhD in DevCom

### Results

1. Enhanced capabilities to:
  - a. Prepare OBE syllabi and instructional materials that can be used for the flexible learning system implemented by VSU during this pandemic
  - b. Facilitate students learning under the new learning modality
  - c. Organize and coordinate culture and the arts events and activities within and outside the university with various stakeholders
2. Participated in the implementation of research and extension projects
3. Conducted dissertation research and started analysis of collected research data
4. Wrote drafts of scientific articles and submitted for publication in refereed journals

Date: **January 2025**

Target Date: **June 2025**

### Next Step:

1. Continue preparing learning materials and conduct classes for the courses taught during the semester;
2. Continue implementing research and extension projects;
3. Write research reports for presentation in the VSU In-house Research Review
4. Continue writing research papers for possible publication in refereed journals
5. Continue to organize and coordinate culture and the arts events and activities within and outside the university with various stakeholders

**Outcomes:**

1. Enhanced implementation of the instruction-related activities under the new normal;
2. Continued implementation and monitoring of research and extension projects despite the limitation imposed by the COVID-19 pandemic;
3. Professional advancement and self-satisfaction
4. Drafts of scientific articles written and ready for submission to refereed journals
5. Implemented activities on university events after organizing and coordinating them along various stakeholders within and outside of the university.

**Final Step/Recommendation**

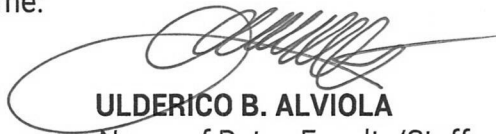
1. Continue the preparation of learning materials for the flexible learning system implemented by VSU under the new normal;
2. Continue the conduct of research and extension projects, and use knowledge generated in R & E as input to enhance instruction.
3. Continue writing articles for publication in refereed journals
4. Continue organizing and coordinating culture and the arts events and activities within and outside the university with various stakeholders

Prepared by:



**SUZETTE B. LINA**  
Immediate Supervisor

Conforme:



**ULDERICO B. ALVIOLA**  
Name of Ratee Faculty/Staff