# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: DR. ROTACIO S. GRAVOSO

	Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1.	Instruction			
	a. Head/Dean (50%)		5.0 x 50% = 2.5	
	b. Students (50%)		5.0 x 50% = 2.5	
	Total for Instruction	50%	5.0	2.5
2.	Research			
	a. Client/Dir. for Research (50%)		5.0 x 50% = 2.5	
	<ul><li>b. Dept. Head/Dean/Center Director (50%)</li></ul>		5.0 x 50% = 2.5	
	Total for Research	20%	5.0	1.0
3.	Extension			
	a. Client/Dir. for Extension (50%)		5.0 x 50% = 2.5	
	b. Dept Head/Center Director (50%)		5.0 x 50% = 2.5	
	Total for Extension	20%	5.0	1.0
4.	Administration and other assignments	10%	5.0	0.5
_	TOTAL	100%		5.0

**EQUIVALENT NUMERICAL RATING:** 

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

5.0

5.0

ADJECTIVAL RATING:

**OUTSTANDING** 

ROTACIO S. GRAVOSO

Professor

Reviewed by:

CHRISTINA A. GABRILL

Department Head

Recommending Approval:

VICTOR B. ASIO

Dean CAFS

Approved:

BEATRIZ S. BELONIAS

Vice President for Instruction

#### Visayas State University

## DEPARTMENT OF DEVELOPMENT COMMUNICATION COLLEGE OF AGRICULTURE AND FOOD SCIENCE

Visca, Baybay City, Leyte

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

I, ROTACIO GRAVOSO, a faculty of the Department of Development Communication, committed to deliver and agreed to be rated on the attainment of the following/accomplishments in accordance with the indicated measures for the period of JANUARY TO JUNE 2019.

ROTACIO S. GRAVOS

Ratee

APPROVED:

CHRISTHIA A. GABRILLO

Head of Unit

	MFOs & PAPs	SUCCESS INDICATORS	TASKS ASSIGNED	TARGETS	ACCOMPLISHMENTS		RATING			REMARKS
MFO No.						Quality	Efficiency	Timeliness	Average	
<b>OVPI</b>	MFO 1: Advanced Ed	ducation Services								
1	Graduate Degree Program Management Services	Total Full-time Teaching Equivalent (FTE)	TAUGHT DEVC 212, 298, 300	7.39	15.01	5.0	5.0	5.0	5.0	
		Number of students advised/graduated in MSDC	AS ADVISER/GAC CHAIR	1.00	1.00	5.0	5.0	5.0	5.0	PREY OGDOC
OVPI I	MFO 2: Higher Educ	ation Services								
2	Curricular Program Management Services	Total Full-time Teaching Equivalent (FTE)	TAUGHT DevC 212, 298, 300	6.96	8.70	5.0	5.0	5.0	5.0	
		<u>PI8a.</u> Number of students advised/graduated								
		On thesis/field practice	As Adviser & SRC Chair	2.00	4.00	5.0	5.0	5.0	5.0	
		<u>PI 9.</u> Number of instructional materials developed								
		New syllabi	DevC 198	1.00	1.00	5.0	5.0	5.0	5.0	
		New AV guide presentation	DevC 198	1.00	1.00	5.0	5.0	5.0	5.0	
Total Rat	ing for Instruction									
Average	Rating for Instruction									
OVPI I	MFO 3: Research Sei	rvices								

3	Research Services	PI 2. Number of research								
		outputs presented in								
		regional/national/int'l								
		fora/conferences								
		In national fora/conferences	ADCEP	1.00	1.00	5.0	5.0	5.0	5.0	
		PI 3. Number of research	TRACKING DOWN THE FLOW,	5.00	9.00	5.0	5.0	5.0	5.0	WITH A TOTAL OF
		projects conducted and/or	STRENGTHENING OF VSU'S							VSU-FUNDED
		completed on schedule	RDE,DEVT. OF RESEARCH-BASED			1				RESEARCH STUDIE
			KNOWLEDGE PRODUCTS,DESIGN							
			AND EVALUATION OF A MEDIA							
			LITERACY INTERVENTION,			- 1				
			CLIMATE RISK, USE OF CLIMATE							
			INFO,REPORTING OF NATURAL							
			DISASTERS, FARMER							
			SATISFACTION SURVEY,DESIGN			1				
			OF A COFFE TABLE BOOK			1				
				100	2.00					
		PI 4. Number of revised research		1.00	2.00	5.0	5.0	5.0	5.0	
		proposals submitted	WATERSHED	1.00	2.00	5.0	5.0	5.0	5.0	
		PI 5. Number of research	GOOD AS APPROVED	1.00	2.00	5.0	5.0	5.0	5.0	
		proposals approved PI 6. Amount of research money	CHED AND DENB	500,000.00	2,800,000.00	5.0	5.0	5.0	5.0	
		generated from external funding		300,000.00	2,800,000.00	3.0	3.0	3.0	5.0	
		(Thousand PHP)								
		(Mousand PAP)								
		PI 7. Amount of research money	VSU-OVPRE	500,000.00	1,000,000.00	5.0	5.0	5.0	5.0	
		generated from institutional								
		funding (Thousand PHP)								
		PI 8. Number of research	INTERNATIONAL, NATIONAL,	5.00	12.00	5.0	5.0	5.0	5.0	
		linkages forged	REGIONAL, LOCAL							
		PI 9. Additional outputs								
			SEARCA REGIONAL PROFESSIONAL	1.00	1.00	5.0	5.0	5.0	5.0	
		(research conducted by faculty	CHAIR							
		or student w/ faculty)								
otal Rat	ting for Research									
	Rating for Research									
	MFO 4: Extension									

4	Extension Services	PI 1. Number of person-days trained weighted by length of training	SCIENT WRITING AND PUBLISHING, DESIGNING PROPOSALS, ETC.	10.00	0	5.0	5.0	5.0	5.0	
		PI 2. Number of IEC materials/technoguides developed/used	VIDEO, COFFEE TABLE BOOK, DVDS ON AGRICULTURE		4.00	5.0	5.0	5.0	5.0	
		PI 3. Number of beneficiaries served								
		Groups	batches trained		4.00	5.0	5.0	5.0	5.0	
		Individuals	faculty/students	100.00	290.00	5.0	5.0	5.0	5.0	
		<u>PI 4.</u> Number of extension projects conducted and/or completed on schedule	DDC Extension		4.00	5.0	5.0	5.0	5.0	
		PI 7. Amount of extension money generated from external funding (Thousand PHP)	from CHED-COD		1,330,000.00	5.0	5.0	5.0	5.0	
		PI 8. Amount of extension money generated from institutional funding (Thousand PHP)	from VSU		300,000.00	5.0	5.0	5.0	5.0	
OVPI	MFO 5: Support to C	perations								
5	Support to Operations	PI 1. Number of seminars/ trainings/conventions/ workshops coordinated for entire university	PSAI, Climate change, etc.		5.00	5.0	5.0	5.0	5.0	
	NEW INITIATIVES/BEST PRACTICES									
	SERVED AS EDITOR, ASSOCIATE EDITOR, EDITORIAL BOARD MEMBER	ATR, Journal of Society and Technology, Journal of Science and Humanities	RSGRAVOSO		4.00	5.0	5.0	5.0	5.0	
	CONDUCTED SEMINAR- WORKSHOPS	Writing research papers for peer- reviewed publication and designing research	RSGRAVOSO		4.00	5.0	5.0	5.0	5.0	
	SERVED AS REVIEWER	OTHER SUCs, SEARCA, ATR	RSGRAVOSO		3.00	5.0	5.0	5.0	5.0	
	SERVED AS PRESIDENT OF	Holding of Cine Europa & Erasmus Mundus Seminar	RSGRAVOSO		2.00	5.0	5.0	5.0	5.0	
	ERASMUS MUNDUS	Erasinus iviunidus Seininai								

	PASSED THE AACCUP LEVEL 3 PHASE 2 ACCREDITATION	NATIONAL	RSGRA	1.00		5.0	5.0	5.0	5.0	
	AMOUNT GENERATED AS	INSTITUTIONAL	RSGRAVOSO	1,000,000.00	3,000,000.00	5.0	5.0	5.0	5.0	
	DESIGNATED AS CHAIRPERSON IN UNIVERSITY STANDING COMMITTEES	INSTITUTIONAL	RSGRAVOSO	30.00	50.00	5.0	5.0	5.0	5.0	
	STRENGTHENED LINKAGES WITH OTHER SUCS OFFERING DEVCOM & FUNDING AGENCIES	INSTITUTIONAL / REGIONAL/ NATIONAL	RSGRAVOSO	5.00	20.00	5.0	5.0	5.0	5.0	
Total Ra	ting for Extension									
Average	Rating for Extension									
	OVPI MFO 6: Gene	ral Administration and	Support Services							
6	General Admin. & Support Services (GASS)	PI 1. Number of departments and/or service units supervised and monitored	University Review Center & Center for Continuing Education with 10 staff		2.00	5.0	5.0	5.0	5.0	
		PI 8. Zero percent complaint from clients served		0.00	0.00	5.0	5.0	5.0	5.0	100% no complaint
		PI 9. Additional Outputs				_				
Total Rat	ting for Administration									
	Rating for Admin						-			
							165.0	00		
Total Ov	er-all Rating						5.00	)		
Adjectiva	al Rating					0	UTSTAN	DING		
	Rating (Total Over-all rating			165.00	<b>Comments and Rec</b>	commen	dations	for De	velop	ment Purpose
	al points:		Prepared curriculum proposals	5.00						
	ctuality				She may	211	. 1	nn	2	[upane
	roved additional points			170.00	you way	m		,,,,	-	4
FINAL RA				5.00	V					
ADJECTIV	VAL RATING			OUTSTANDING						

Evaluated & Rated by

Dept./Unit Head Date: Recommending Approval:

Dean, CAFS
Date:

BEATRIZ S. BELONIAS
Vice Pres. for Instruction

Approved:

Date:

### PERFORMANCE MONITORING FORM

Name of Employee: ROTACIO S. GRAVOSO

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendat ion
1	Update Syllabi and PowerPoints of his master's in devcom classes in DevC 298, DEVC212 and DEVC300 and teach those subjects.	Outstanding teaching performance as evaluated by students.	January 2019	June 2019	June 2019	Very Impressive	Outstanding	Keep it up!
2	Provide guidance and supervision to his undergraduate/graduate thesis advisees for their outlines and manuscripts.	DEVCOM thesis students graduated on time.	January 2019	June 2019	June 2019	Very Impressive	Outstanding	Keep it up!
3	Serve as head to the CCE, URC and INTERNATIONAL AFFAIRS OFFICE.	Expected deliverables of the 3 offices are met.	January 2019	June 2019	June 2019	Very Impressive	Outstanding	Keep it up!
4	Conduct research in 2 <sup>ND</sup> CHED –COD and extension activities in IEC in support to YRRP and present papers in scientific conferences.	Research and extension activities undertaken and papers presented.	January 2019	December 2019	December 2019	Very Impressive	Outstanding	Keep it up!

<sup>\*</sup> Either Very Impressive, Impressive, Needs Improvement, Poor, Very Poor

Prepared by:

<sup>\*\*</sup>Outstanding, Very Satisfactory, Satisfactory, Unsatisfactory, Poor

#### **EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: Rotacio S. Gravoso Performance Rating: Outstanding

Aim: To develop competence in qualitative research.

Proposed Interventions to Improve Performance:

Date: January 2019 Target Date: December 2019

First Step: Participate in qualitative research training workshops.

Result: Improved skills in qualitative research.

Date: January 2019 Target Date: December 2019

Next Step: Design and implement qualitative research.

Outcome: Qualitative research implemented.

Final Step/Recommendation: Focus attention on improving qualitative research design and publication.

Prepared by:

**DDC** Head

Conforme:

ROTACIO S. GRAVOS

Ratee Faculty/Staff