

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	
b. Dept. Head/Dean/Center Director (50%)		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: 5.0
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 5.0

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:


ROTACIO S. GRAVOSO
Professor

Reviewed by:


CHRISTINA A. GABRILL
Department Head

Recommending Approval:


VICTOR B. ASIO
Dean CAFS

Approved:


BEATRIZ S. BELONIAS
Vice President

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE RUBRICS

Name of Faculty Member: DR. ESTHER A. GABRIEL

Program/Involvement (1)	Percentage Weight of Involvement (2)	Individual Rating (Rating x2) (3)	Equivalent Numerical Rating (4)
1. Instruction			
a. Head/Dean (50%)		$2.0 \times 50\% = 1.0$	
b. Students (50%)		$2.0 \times 50\% = 1.0$	
Total for Instruction	50%	2.0	1.0
2. Research			
a. Chair/DIR for Research (50%)		$2.0 \times 50\% = 1.0$	
b. Dept. Head/Center Director (50%)		$2.0 \times 50\% = 1.0$	
Total for Research	50%	2.0	1.0
3. Extension			
a. Chair/DIR for Extension (50%)		$1.0 \times 50\% = 0.5$	
b. Dept. Head/Center Director (50%)		$1.0 \times 50\% = 0.5$	
Total for Extension	50%	1.0	0.5
A. Administration and other assignments	10%	2.0	0.2
TOTAL	100%		2.7

EQUIVALENT NUMERICAL RATING: 2.7

Adj. Additional Points, if any:

TOTAL NUMERICAL RATING: 2.7

ADJECTIVAL RATING: OUTSTANDING

OUTSTANDING

Prepared by:

Reviewed by:

ESTHER A. GABRIEL
Professor

ESTHER A. GABRIEL
Department Head

Recommending Approval:

WILLIAM B. AZIO
Dean

Approved:

ESTHER A. GABRIEL
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ROTACIO S. GRAVOSO, of the Department of Development Communication 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, 2018.



ROTACIO S. GRAVOSO
Ratee



Approved: CHRISTINA A. GABRILLO
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
OVPI MFO 1: Advanced Education Services									
Graduate Degree Program Management Services	Total Full-time Teaching Equivalent (FTE)	TAUGHT DEVC 212, 300	7.39	10.56	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	IAN KIM GAHOY
OVPI MFO 2: Higher Education Services									
Curricular Program Management Services	Total Full-time Teaching Equivalent (FTE)	TAUGHT DevC198, 200	6.96	8.70	5.0	5.0	5.0	5.0	
	PI8a. 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	
	PI 9. Number of instructional materials developed								
	Revised 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	

OVPI MFO 3: Research Services

Research Services	PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences								
	In institutional fora/conferences	ADCEP	1.00	1.00	5.0	5.0	5.0	5.0	
	PI 3. Number of research projects conducted and/or completed on schedule	TRACKING DOWN THE FLOW..., STRENGTHENING OF VSU'S RDE...,DEVT. OF RESEARCH-BASED KNOWLEDGE PRODUCTS...,DESIGN AND EVALUATION OF A MEDIA LITERACY INTERVENTION..., CLIMATE RISK...,USE OF CLIMATE INFO...,REPORTING OF NATURAL DISASTERS..., FARMER SATISFACTION SURVEY...,DESIGN OF A COFFE TABLE BOOK...	5.00	9.00	5.0	5.0	5.0	5.0	WITH A TOTAL OF 9 VSU-FUNDED RESEARCH STUDIES
	PI 4. Number of revised research proposals submitted	ON BENCHMARKING AND WATERSHED...	1.00	2.00	5.0	5.0	5.0	5.0	
	PI 5. Number of research proposals approved	GOOD AS APPROVED	1.00	2.00	5.0	5.0	5.0	5.0	
	PI 6. Amount of research money generated from external funding (Thousand PHP)	CHED AND DENR	500,000.00	2,800,000.00	5.0	5.0	5.0	5.0	
	PI 7. Amount of research money generated from institutional funding (Thousand PHP)	VSU-OVPRE	500,000.00	1,000,000.00	5.0	5.0	5.0	5.0	

	PI 8. Number of research linkages forged	INTERNATIONAL, NATIONAL, REGIONAL, LOCAL	5.00	12.00	5.0	5.0	5.0	5.0	
	PI 9. Additional outputs								
	No. of research-related awards (research conducted by faculty or student w/ faculty)	SEARCA REGIONAL PROFESSIONAL CHAIR	1.00	1.00	5.0	5.0	5.0	5.0	
OVPI MFO 4: Research Services									
Extension Services	PI 1. Number of person-days trained weighted by length of training	SCIENTIFIC WRITING AND PUBLISHING, DESIGNING PROPOSALS, ETC.	10.00	50.00	5.0	5.0	5.0	5.0	
	PI 2. Number of IEC materials/technoguides developed/used	VIDEO, COFFEE TABLE BOOK, DVDS ON AGRICULTUR		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	
	PI 4. 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 Operations									
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	

[illegible]

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 ERASMUS MUNDUS	Holding of Cine Europa & Erasmus Mundus Seminar	RSGRAVOSO		2.00	5.0	5.0	5.0	5.0	
GOT THE SECOND CHED-COD FUNDING FROM CHED	NATIONAL	RSGRAVOSO	500,000.00	1,330,000.00	5.0	5.0	5.0	5.0	
PASSED THE AACUP LEVEL 3 PHASE 2 ACCREDITATION	NATIONAL	RSGRAVOSO	1.00	1.00	5.0	5.0	5.0	5.0	
AMOUNT GENERATED AS IGP FOR VSU	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	
OVPI MFO 6: General Administration and Support Services									
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		2.0	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				5.0	5.0	5.0	5.0	
Total Over-all Rating					5.0				

Average Rating (Total Over-all rating divided by 4)		165.00
Additional Points:	Prepared curriculum proposals	5.00
Approved Additional points (with copy of approval)		170.00
FINAL RATING		5.00
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose:

Great job!

Evaluated & Rated by:



CHRISTINA A. GABRILLO
Dept/Unit Head

Date: _____

Recommending Approval:



VICTOR B. ASIO
Dean/Director

Date: _____

Approved by:



BEATRIZ S. BELONIAS
Vice President

Date: _____

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

Exhibit I

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/ Recommendation
1	Update Syllabi and PowerPoints of his master's in devcom classes in DevC 198, DEVC212, DEVC295, DEVC298 and DEVC300 and teach those subjects.	Outstanding teaching performance as evaluated by students.	January 2018	December 2018	December 2018	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 2018	December 2018	December 2018	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 2018	December 2018	December 2018	Very Impressive	Outstanding	Keep it up!
4	Conduct research in 2 ND 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 2018	December 2018	December 2018	Very Impressive	Outstanding	Keep it up!

[illegible]

* Either Very Impressive, Impressive, Needs Improvement, Poor, Very Poor
** Outstanding, Very Satisfactory, Satisfactory, Unsatisfactory, Poor

Prepared by:


CHRISTINA A. GABRILLO
DDC Head

Exhibit L

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 2018 Target Date: December 2018

First Step: Participate in qualitative research training workshops.

Result: Improved skills in qualitative research.

Date: January 2018 Target Date: December 2018

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:



Dr. Christina A. Gabrillo
Department Head

Conforme:



ROTACIO S. GRAVOSO
Ratee Faculty/Staff