

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: 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%)		$5.0 \times 50\% = 2.5$	
b. Students (50%)		$5.0 \times 50\% = 2.5$	
Total for Instruction	50%	5.0	2.5
2. Research			
a. Client/Dir. for Research (50%)		$5.0 \times 50\% = 2.5$	
b. Dept. Head/Dean/Center Director (50%)		$5.0 \times 50\% = 2.5$	
Total for Research	20%	5.0	1.0
3. Extension			
a. Client/Dir. for Extension (50%)		$5.0 \times 50\% = 2.5$	
b. Dept Head/Center Director (50%)		$5.0 \times 50\% = 2.5$	
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:

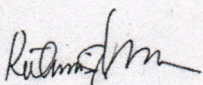
TOTAL NUMERICAL RATING: 5.0

ADJECTIVAL RATING:

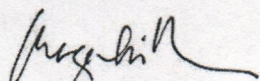
Outstanding

Prepared by:

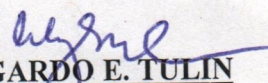
Reviewed by:


Rotacio S. Gravoso

Name of Faculty


Christina A. Gabrillo
Department Head

Approved:

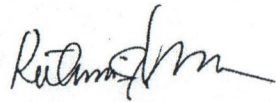

EDGARDO E. TULIN
President

Visayas State University
DEPARTMENT OF DEVELOPMENT COMMUNICATION

COLLEGE OF AGRICULTURE AND FOOD SCIENCE
Visca, Baybay City, Leyte

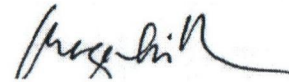
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, ROTACIO S. GRAVOSO from the Department of Development Communication, commit 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, 2016.



ROTACIO S. GRAVOSO
Ratee

Approved:



CHRISTINA A. GABRILLO
DDC Head

	MFOs & PAPs	SUCCESS INDICATORS	TASKS ASSIGNED	TARGETS	ACCOMPLISHMENTS	RATING				REMARKS
MFO No.						Quality	Efficiency	Timeliness	Average	
OVPI MFO 1: Advanced Education Services										
1	Graduate Degree Program Management Services	Total Full-time Teaching Equivalent (FTE)	Taught DEVC 295, Statistics for Communication Research and DEVC 300, Master's Thesis	2.10	3.00	5.0	5.0	5.0	5.0	

OVPI MFO 2: Higher Education Services										
2	Curricular Program Management Services	Total Full-time Teaching Equivalent (FTE)	Taught DevC 198, Research Planning and Manuscript Preparation, DevC 200a/200b	3.05	4.35	5.0	5.0	5.0	5.0	
		PI8a. Number of students advised/graduated								
		<i>On thesis/ field practice</i>	As Adviser & SRC Chair & Member	3.00	6.00	5.0	5.0	5.0	5.0	
		PI 9. Number of instructional materials developed								
		<i>New syllabi</i>	DevC 198		1.00	5.0	5.0	5.0	5.0	
		<i>New AV guide presentation</i>	DevC 198		1.00	5.0	5.0	5.0	5.0	
OVPI MFO 3: Research Services										
3	Research Services	PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences								
		<i>In national fora/conferences</i>	Philippine Association for Communication Educators (PACE)		1.00	5.0	5.0	5.0	5.0	

		PI 3. Number of research projects conducted and/or completed on schedule	Project Leader, PHERNet Project 5 on the Design and Implementation of Initiatives for Improved Environmental Quality and Productivity in Marginal Uplands in Eastern Visayas with 4 studies and as Study Leader of 6 studies		10.00	5.0	5.0	5.0	5.0	6 studies: tracking down the flow..., assessment and strengthening of VSU's..., development of research-based..., design & evaluation..., climate risk mgt..., use of climate information to manage risks...
		PI 4. Number of revised research proposals submitted	Establishment of the university system for Eastern Visayas – Phase 1 – Defining the model, benchmark assessment and social marketing” based on reviews by CHED and Improving watershed		2.00	5.0	5.0	5.0	5.0	
		PI 5. Number of research proposals approved	good as approved		2.00	5.0	5.0	5.0	5.0	
		PI 6. Amount of research money generated from external funding (Thousand PHP)	CHED-COD and PHERNet		Php 2.5 Million	5.0	5.0	5.0	5.0	
		PI 7. Amount of research money generated from institutional funding (Thousand PHP)	VSU-OVPRE		Php 500,000	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	ACIAR, EU, CHED, DOST, ATI, DENR, NIA, UP-Visayas, FPE, Other SUCs, LGU-Inopacan
		PI 9. Additional outputs								
		No. of research-related awards (research conducted by faculty or student w/ faculty)	Best DevCom Research Paper Award as Thesis Adviser		1.00	5.0	5.0	5.0	5.0	
OVPI MFO 4: Extension Services										
4	Extension Services	PI 1. Number of person-days trained weighted by length of training	Scientific writing, designing research, social marketing	10.00	37.00	5.0	5.0	5.0	5.0	NSU, VSU, Guimaras province
		PI 2. Number of IEC materials/technoguides developed/used	Video presentation, coffee table book, on-farm training-workshops, educational tour		4.00	5.0	5.0	5.0	5.0	
		PI 3. Number of beneficiaries served								
		<i>Groups</i>	batches trained		4.00	5.0	5.0	5.0	5.0	
		<i>Individuals</i>	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		1,500,000.00	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										
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 to refereed journals	Within and outside of the university	ATR, Journal of Society and Technology, Journal of Science and Humanities	1.00	4.00	5.0	5.0	5.0	5.0	
	Conducted seminar-workshops as part of CHED-COD grant	For HEIs and DevCom practitioners in Visayas & Mindanao	Writing research papers for peer-reviewed publication and designing research	1.00	4.00	5.0	5.0	5.0	5.0	
	Prepared documents with DYDC staff and applied for CHED-COE	Shortlisted in the CHED-COE application in CHED Central Office	Defended the CHED-COE application at CHED Central Office before the technical panel	1.00	1.00	5.0	5.0	5.0	5.0	
	Served as reviewer to other refereed journals	From SUCs, SEARCA, ATR		1.00	3.00	5.0	5.0	5.0	5.0	
	Served as president of Erasmus Mundus Club	At VSU	Holding of Cine Europa & Erasmus Mundus Seminar	1.00	2.00	5.0	5.0	5.0	5.0	
	University-wide	Amount generated as IGP, etc	From URC and CCE	500,000.00	Php 1,117,167.50	5.0	5.0	5.0	5.0	from both offices


	University-wide	No. of university standing committees	Amalgamation, etc.	1.00	5.00	5.0	5.0	5.0	5.0	
	University-wide	No. of other appointments	As URC Director/CCE Head	1.00	2.00	5.0	5.0	5.0	5.0	
OVPI MFO 6: General 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								
						155.000				
Total Over-all Rating						5.000				
Adjectival Rating						OUTSTANDING				

Average Rating (Total Over-all rating)			155.00
Additional points:			
Punctuality			
Approved additional points			
FINAL RATING			5.00
ADJECTIVAL RATING			OUTSTANDING


Received by:


 Planning Officer
 Date: _____

Calibrated by:


REMBERTO A. PATINDOL
 Chairman, PMT
 Date: _____

Recommending Approval:


BEATRIZ S. BELONIAS
 Vice Pres. for Instruction
 Date: _____

Approved:


EDGARDO E. TULIN
 President
 Date: _____