

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: Christina A. Gabrillo

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head (50%)		$5.0 \times 50\% = 2.50$	
b. Students (50%)		$5.0 \times 50\% = 2.50$	
Total for Instruction	70%	5.0	3.50
2. Research			
a. Client/Dir. for Research (50%)		$5 \times 50\% = 2.5$	
b. Dept. Head/Center Director (50%)		$5 \times 50\% = 2.5$	
Total for Research	10%	5.0	0.5
3. Extension			
a. Client/Dir. for Extension (50%)		$5.0 \times 50\% = 2.5$	
b. Dept Head/Center Director (50%)		$5 \times 50\% = 2.5$	
Total for Extension	10%	5.0	0.5
4. Administration	10%	5.0	0.5
TOTAL	100%		5.0

EQUIVALENT NUMERICAL RATING: 5.0

Add: Additional Points, if any:

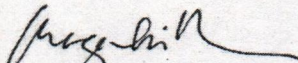
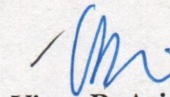
TOTAL NUMERICAL RATING: 5.0

ADJECTIVAL RATING:

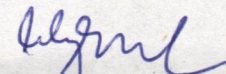
Outstanding

Prepared by:

Reviewed by:


Christina A. Gabrillo
Name of Faculty
Vicor B. Asio
Department Head

Approved:

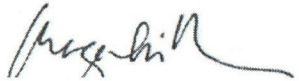

EDGARDO E. TULIN
President

Visayas State University
DEPARTMENT OF DEVELOPMENT COMMUNICATION

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

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, **CHRISTINA A. GABRILLO**, Head of the Department of Development Communication & Station Manager/Program Director of VSU Radio DYDC-FM, 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.


CHRISTINA A. GABRILLO
Ratee

Approved:


VICTOR B. ASIO
Dean

	MFOs & PAPs	SUCCESS INDICATORS	TASKS ASSIGNED	TARGETS	ACCOMPLISH- MENTS	RATING				REMARKS
						Quality	Efficiency	Timeliness	Average	
MFO No.										
OVPI MFO 1: Advanced Education Services										
1	Graduate Degree Program Management Services	Total Full-time Teaching Equivalent (FTE)	Taught DEVC 218, Communication and Culture and DEVC 214, Communication Policies & Planning, DEVC 212	2.10	3.00	5.0	5.0	5.0	5.0	with 9 graduate DevCom students

		PI3: Percentage increase in number of graduate students enrolled	DDC, OGS, OVPI	6.00	183%	11.00	5.0	5.0	5.0	5.0	Borines, Alao, Ogalesco, Ogdoc, Gica, Bugnos, Gonzaga,
OVPI MFO 2: Higher Education Services											
2	Curricular Program Management Servies	PI2a: Total FTE for faculty with PhDs	CRAGabrillo/ WTalesna/ RSGravoso/ EGCagasan/ MADGerona/ MMEscalada	22.79	143%	32.55	5.0	5.0	5.0	5.0	BS in DevCom program
		PI2b: Total FTE for faculty with MS	JNA Sales/ UBAlviola	20.86	143%	29.80	5.0	5.0	5.0	5.0	1 with MS & 1 PhD Candidate
		PI3: Number of existing curricular proposal subjected to evaluation and compliant to CMO	DDC, OVPI, University curriculum committee, CHED, BOR	1.00	100%	1.00	5.0	5.0	5.0	5.0	AACCUP Level II from Sept. 2013 to Sept. 2017
		PI4: Percentage increase in number of undergraduate students enrolled	CRAGabrillo/All DDC Faculty	153.00	99%	152.00	5.0	5.0	5.0	5.0	1% decrease in enrolment
		PI5: Percentage increase in number of BS students who graduated within the prescribed period	CRAGabrillo/All DDC Faculty	10.00	180%	18.00	5.0	5.0	5.0	5.0	18 BS students graduated in 2016
		PI 7. Number of academe/Industry linkage established	CRAGabrillo/All DDC Faculty	5.00	200%	10.00	5.0	5.0	5.0	5.0	
		PI8a. Number of students advised									
		<i>On thesis/ field practice</i>	CRAGabrillo/All DDC Faculty	10.00	180%	18.00	5.0	5.0	5.0	5.0	

		<i>On consultation</i>	- do -	40.00	188%	75.00	5.0	5.0	5.0	5.0	
		PI 8b. Number of Student organizations Advised/ Assisted									
		<i>Student organizations advised</i>	CRAGabrillo/All DDC Faculty	3.00	167%	5.00	5.0	5.0	5.0	5.0	
		<i>Student organizations assisted on student related activities</i>	CRAGabrillo/All DDC Faculty	10.00	200%	20.00	5.0	5.0	5.0	5.0	
		PI 9. Number of instructional materials developed									
		<i>New syllabi</i>	CRAGabrillo/All DDC Faculty	2.00	250%	5.00	5.0	5.0	5.0	5.0	
		<i>Revised syllabi</i>	- do -	6.00	167%	10.00	5.0	5.0	5.0	5.0	
		<i>New lecture manual</i>									
		<i>Revised lecture manual</i>									
		<i>New lab. manual</i>									
		<i>Revised Lab. Manual</i>									
		<i>New Powerpoint lecture presentation (per course)</i>	CRAGabrillo/All DDC Faculty	8.00	250%	20.00	5.0	5.0	5.0	5.0	
		<i>Revised Powerpoint lect. presentation (per course)</i>	- do -	10.00	300%	30.00	5.0	5.0	5.0	5.0	
		<i>On-line course lecture materials</i>	- do -	1.00	200%	2.00	5.0	5.0	5.0	5.0	
		<i>On-line course laboratory materials</i>									
		PI 10. Additional outputs									
		<i>Number of student awards/honors received</i>	DevCom Students	2.00	200%	4.00	5.0	5.0	5.0	5.0	

		Accreditation of curricular program (2nd level)	DDC/QAC/OVPI	1.00	100%	1.00	5.0	5.0	5.0	5.0	
		Number of Computer Software Used	All DDC Faculty	3.00	167%	5.00	5.0	5.0	5.0	5.0	
OVPI MFO 3: Research Services											
3	Research Services	PI 1. Number of published papers in internationally indexed journals									
		<i>In refereed international journals</i>	All DDC Faculty	1.00	300%	3.00	5.0	5.0	5.0	5.0	
		<i>In refereed national journals</i>	All DDC Faculty	1.00	200%	2.00	5.0	5.0	5.0	5.0	
		<i>In institutional journals</i>	All DDC Faculty	3.00	200%	6.00	5.0	5.0	5.0	5.0	
		PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences									
		<i>In international fora/conferences</i>									
		<i>In national fora/conferences</i>	CRAGabrillo/All DDC Faculty	2.00	250%	5.00	5.0	5.0	5.0	5.0	
		<i>In regional fora/conferences</i>	CRAGabrillo/All DDC Faculty	2.00	200%	4.00	5.0	5.0	5.0	5.0	
		<i>In institutional fora/conferences</i>	CRAGabrillo/All DDC Faculty	2.00	250%	5.00	5.0	5.0	5.0	5.0	
		PI 3. Number of research projects conducted and/or completed on schedule	CRAGabrillo/All DDC Faculty	2.00	200%	4.00	5.0	5.0	5.0	5.0	
		PI 4. Number of research proposals submitted	- do -	2.00	200%	4.00	5.0	5.0	5.0	5.0	

		PI 5. Percent of research proposals approved	- do -	4.00	100%	4.00	5.0	5.0	5.0	5.0	
		PI 6. Amount of research money generated from external funding (Thousand PHP)	- do -	5,000,000.00	400%	20,000,000.00	5.0	5.0	5.0	5.0	
		PI 7. Amount of research money generated from institutional funding (Thousand PHP)	- do -	100,000.00	500%	500,000.00	5.0	5.0	5.0	5.0	
		PI 8. Additional outputs									
		No. of research-related awards (research conducted by faculty or student w/ faculty)	-do-	1.00	200%	2.00	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	CRAGabrillo/All DDC Faculty	30.00	200%	60.00	5.0	5.0	5.0	5.0	
		PI 2. Number of IEC materials/technoguides developed/used	CRAGabrillo/All DDC Faculty	26.00	231%	60.00	5.0	5.0	5.0	5.0	
		PI 3. Number of beneficiaries served									
		<i>Groups</i>	CRAGabrillo/All DDC Faculty	8.00	150%	12.00	5.0	5.0	5.0	5.0	
		<i>Individuals</i>	CRAGabrillo/All DDC Faculty	50.00	200%	100.00	5.0	5.0	5.0	5.0	

		PI 4. Number of technical/ expert services as Research mentoring/Peer reviewers/ Resource persons/Organizers/ Evaluator	CRAGabrillo/All DDC Faculty	1.00	700%	7.00	5.0	5.0	5.0	5.0	
		PI 5. Number of extension projects conducted and/or completed on schedule	- do -	4.00	125%	5.00	5.0	5.0	5.0	5.0	
		PI 6. Number of extension proposals submitted	- do -	2.00	200%	4.00	5.0	5.0	5.0	5.0	
		PI 7. Percent of extension proposals approved	- do -	4.00	100%	4.00	5.0	5.0	5.0	5.0	
		PI 8. Amount of extension money generated from external funding (Thousand PHP)	CRAGabrillo/All DDC Faculty	1,000,000.00	150%	1,500,000.00	5.0	5.0	5.0	5.0	
		PI 9. Amount of extension money generated from institutional funding (Thousand PHP)	CRAGabrillo/All DDC Faculty	80,000.00	625%	500,000.00	5.0	5.0	5.0	5.0	
		PI 9. Additional outputs									
		<i>No. of extension-related awards (extn. conducted by faculty or student w/ faculty)</i>									
OVPI MFO 5: Supporting To Organizations											
5		PI 1. Number of seminars/ trainings/conventions/ workshops coordinated for entire university	CRAGabrillo/All DDC Faculty	3.00	200%	6.00	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	CRAGabrillo/3 DDC Faculty	4.00	225%	9.00	5.0	5.0	5.0	5.0	

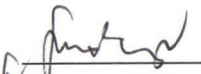
		PI 2. Number of management meetings conducted	CRAGabrillo/ 3 DDC Faculty	20	250%	50	5.0	5.0	5.0	5.0	
		PI 3. Number of documents evaluated and approved	- do -	2,000	250%	5,000	5.0	5.0	5.0	5.0	
		PI 4. Number of academic lecture/laboratory rooms maintained	- do -	3.00	267%	8.00	5.0	5.0	5.0	5.0	
		PI 6. Area of lawn maintained (sq.m, approx.)	- do -	100.00	100%	100.00	5.0	5.0	5.0	5.0	
		PI 7. Number of office and laboratory equipment purchased	- do -	10.00	250%	25.00	5.0	5.0	5.0	5.0	
		PI 8. Zero percent complaint from clients served	- do -	0.00		0.00	5.0	5.0	5.0	5.0	NO complaint
NEW INITIATIVES/ BEST PRACTICES	Conducted consultations with DevCom Alumni on their feedback to improve the BS & MS DevCom programs during the DevCom Alumni Homecoming.	Participatory discussions with the DevCom alumni on DevCom curricular programs and their awareness on VSU's VMGO on May 19, 2016.	CRAGabrillo/ All DDC Faculty	1.00	200%	2.00	5.0	5.0	5.0	5.0	5/19/2016 @ CCE 2nd Floor
2	Applied for another CHED-COD/COE and defended it at CHED Central Office.	Received from CHED Commissioner Patricia Licuanan another CHED-COD award with PLAQUE together with the VSU President and CAFS and COE Deans on May 17, 2016 at CHED Central Office in Quezon City.	CRAGabrillo/ All DDC Faculty	1.00	100%	1.00	5.0	5.0	5.0	5.0	2nd CHED-COD in DevCom Award from 2016-2018.

3	Served as editor to refereed journals outside of VSU and assisted other HEIs and national high schools.	Part of the mentoring program of DDC as CHED-COD.	RSGravoso/ MMEscalada/ EGCagasan/ JNASales	2.00	500%	10.00	5.0	5.0	5.0	5.0	Outside of VSU editing and mentoring job of DDC
4	Applied for Level 3 AACUP Accreditation on October 17-22, 2016.	All faculty involved in preparing all the documents for the AACUP Level 3, Phase 1	All DDC Faculty	5.00	200%	10.00	5.0	5.0	5.0	5.0	AACUP Level 3, PHASE 1
5	2016 Pinoy Media Congress in Manila sponsored by ABS-CBN, St. Mary's College and PACE	DevCom Faculty and students attended the Philippine Association of Communication Educators' (PACE) national gathering on February 2016.	CRAgabrillo/ WTAlesna/ UBAlviola/ JADCortes/ 20+ DevCom students	1.00	100%	1.00	5.0	5.0	5.0	5.0	PINOY MEDIA CONGRESS
6	2016 PACE National Conference	Co-hosted the PACE National Conference at VSU, Visca.	All DDC Faculty/ Students, Alumni/	1.00	100%	1.00	5.0	5.0	5.0	5.0	PACE National Conference
7	Round Table Discussion on Community Communication in support to Local Nutrition and Educational Programs sponsored by UNICEF/ UPLB-CDC.	CHED-COD grantees were invited to participate in the RTD on 29 March 2016 at Ramada Hotel in Manila.	CRAgabrillo	1.00	100%	1.00	5.0	5.0	5.0	5.0	Round Table Discussion on Community Communication in support to Local Nutrition and Educational Programs
8	University-wide	Amount generated as IGP, etc	RSGravoso	1,000,000.00	300%	3,000,000.00	5.0	5.0	5.0	5.0	URC/CCE
9	University-wide	No. of university standing committees/appointments	All DDC Faculty	30.00	167%	50.00	5.0	5.0	5.0	5.0	Chairpersons in documentation, awards, etc.

10	Convinced Pres. EETulin to improve on our own website content and management as an offshoot of our 1 week training in NP, Singapore.	The website is now regularly updated and maintained by the WEBTEAM Head and 2 staff.	CRAGabrillo/ WEBTEAM	1.00	100%	1.00	5.0	5.0	5.0	5.0	Updated and well-maintained WEBPAGE of VSU
11	Recommended JNASales for a CHED scholarship on his PhD studies at UPLB, signed clearance of Dr. MADGerona and requested for the hiring of her replacement.	Recommendation and requests were approved.	CRAGabrillo	1.00	300%	3.00	5.0	5.0	5.0	5.0	Approved by CHED and VSU
12	Managed the VSU Radio DYDC-FM and supervised the programming of the development campus radio.	Conducted weekly meetings and supervised 9 production, technical, support staff and 4 affiliate announcers.	CRAGabrillo	7.00	214%	15.00	5.0	5.0	5.0	5.0	DYDC-FM 104.7
					32688942.12					315.000	
					69550941%					5.000	
Total Over-all Rating										OUTSTANDING	
Adjectival Rating											


*Head - CRAGabrillo; Faculty: WTAlesna, RSGravoso, EGCagasan, JNASales, MADGerona, UBAlviola, JADCortes - On Study Leave; MMEscalada - Professor Emeritus
Staff: FMValenzona & LGCachuela

Received by:



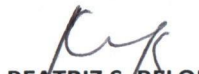
Planning Officer
Date: _____

Calibrated by:



REMBERTO A. PATINDOL
Chairman, PMT
Date: _____

Recommending Approval:



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

Approved:



EDGARDO E. TULIN
President
Date: _____