

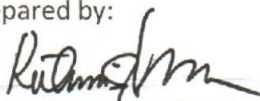
SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

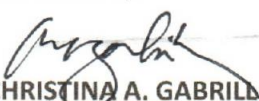
Name of Faculty Member: DR. ROTACIO S. GRAVOSO

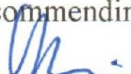
Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		5.0 x 50% = 2.5	
b. Students (50%)		5.0 x 50% = 2.5	
Total for Instruction	50%	5.0	2.5
2. Research			
a. Client/Dir. for Research (50%)		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. GABRILLA
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 JULY TO DECEMBER 2019.

Rotacio S. Gravoso
ROTACIO S. GRAVOSO
Ratee

APPROVED:

Christina A. Gabrillo
CHRISTINA A. GABRILLO
Head of Unit

	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 198, DevC 131, DevC 197, DevC212, DevC 295, DevC 298 and DevC 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	
OVPI MFO 2: Higher Education Services										
2	Curricular Program Management Services	Total Full-time Teaching Equivalent (FTE)	TAUGHT DevC 198, DevC 131, DevC 197, DevC212, DevC 295, DevC 298 and DevC 300	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								

Control No. 080

		<i>New syllabi</i>	DevC 198	1.00	1.00	5.0	5.0	5.0	5.0	
		<i>New AV guide presentation</i>	DevC 198	1.00	1.00	5.0	5.0	5.0	5.0	
Total Rating for Instruction										
Average Rating for Instruction										
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>	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	
Total Rating for Research										
Average Rating for Research										
OVPI MFO 4: Extension Services										
4	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 AGRICULTURE		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		1,330,000.00	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										
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 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	
Total Rating for Extension										
Average Rating for Extension										
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								
Total Rating for Administration										
Average Rating for Admin										
						165.00				
Total Over-all Rating						5.00				
Adjectival Rating						OUTSTANDING				

Average Rating (Total Over-all rating)		165.00
Additional points:	Prepared curriculum proposals	5.00
Punctuality		
Approved additional points		170.00
FINAL RATING		5.00
ADJECTIVAL RATING		OUTSTANDING

Comments and Recommendations for Development Purpose

*Encourage other faculty to publish in
peer-reviewed journals.*

Evaluated and Rated by:

CHRISTINA A. GABRILLO

Dept./Unit Head

Date: _____

Recommending Approval:

VICTOR B. ASIO

Dean, CAFS

Date: _____

Approved:

BEATRIZ S. BELONIAS

Vice Pres. for Instruction

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/ Recommendation
1	Update Syllabi and PowerPoints of his master's in devcom classes in DevC212, DevC 198, DevC 131, DevC 197, DevC 295, DevC 298 and DevC 300 teach those subjects.	Outstanding teaching performance as evaluated by students.	July 2019	December 2019	December 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.	July 2019	December 2019	December 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	December 2019	December 2019	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 2019	December 2019	December 2019	Very Impressive	Outstanding	Keep it up!

* Either Very Impressive, Impressive, Needs Improvement, Poor, Very Poor

**Outstanding, Very Satisfactory, Satisfactory, Unsatisfactory, Poor

Prepared by:



CHRISTINA A. GABRILLO
Head, DDC

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: July 2019 Target Date: December 2019

First Step: Participate in qualitative research training workshops.

Result: Improved skills in qualitative research.

Date: July 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:



CHRISTINA A. GABRILLO

DDC Head

Conforme:



ROTACIO S. GRAVOSO

Ratee Faculty/Staff