

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:

Reviewed by:



ROTACIO S. GRAVOSO
Professor

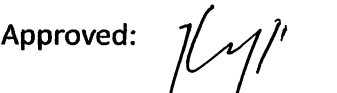


CHRISTINA A. GABRILLO
Department Head

Recommending Approval:


VICTOR B. ASIO
Dean/Director

Approved:


BEATRIZ S. BELONIAS
Vice President



1971

OFFICE OF THE ATTORNEY GENERAL

STATE OF NEW YORK

IN SENATE

January 14, 1971

1971

REPORT

OF THE

COMMISSIONER OF THE DEPARTMENT OF TAXATION

AND

THE STATE TAX COLLECTOR

FOR THE YEAR 1970

ALBANY, NEW YORK

1971

PRINTED BY THE STATE OF NEW YORK

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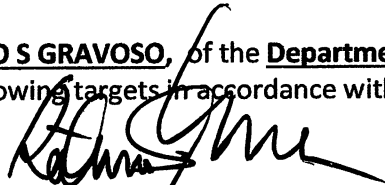
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“Exhibit B”

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **ROTACIO S GRAVOSO**, of the **Department of Development Communication (DDC)** commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **July to December 31, 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	
Advanced and Higher Education Services	Fulltime teaching Equivalent (FTE) • VSL	To teach the following courses: DevC 200a – Undergraduate Thesis DEVC212 – Educational Communication Technology		Taught the following courses: DC 200a – Undergraduate Thesis DEVC212 – Educational Communication Technology	5	5	5	5	FTC for DevC200a FTC for DEVC212, DEVC298, DEVC299 and DEVC300 is _____
	Number of graduates within the prescribed period	DEVC300—Master’s Thesis To serve as adviser for UG theses		DEVC300—Master’s Thesis • Helped advisees to have an outline for presentation to the Undergraduate Seminar course during the first semester 2018-2019.	5	5	5	5	
	BSDC	To serve as Chair and Student Thesis Committee for UG students		• One advisee defended her thesis and the other passed his comprehensive exam					
	MS DevCom	To serve as adviser for Master’s Thesis		Serving as adviser for a Master’s Thesis; advisee presented his research plan during the seminar.					
	Number of instructional materials developed/revised/utilized New IM	To develop at least one new IM for the assigned course		Designed two sets of AV materials DEVC212, DEVC295	5	5	5	5	
	Revised within the last 3 years	To revise at least one IM within 3 years		Revised AV materials for DevC212 & DEVC295					

Research Services									
	Number of research papers published in peer-reviewed journals	To disseminate research results in peer-reviewed publications		Published two research papers: <ul style="list-style-type: none"> • <i>Predicting patterns of disaster-related resiliency among older adult Typhoon Haiyan survivors</i> in Geriatric Nursing (impact factor in 2017/2018 is 1.54) • <i>Disaster-related resiliency theory among older adults who survived Typhoon Haiyan</i> in International Journal of Disaster Risk Reduction (impact factor as of 2017 is 1.968) 					
	Number of papers presented in scientific fora	To disseminate research results in scientific gatherings		At the 1 st International Conference and 8 th Scientific Meeting of the Association of DevCom Educators and Practitioners (ADCEP) Philippines Inc., presented the following papers: <ul style="list-style-type: none"> ✓ Perception and use of climate information decision makers in a dengue-prone community 	5	5	5	5	
	Number of ongoing research projects conducted	To develop research proposals for funding		<ul style="list-style-type: none"> • Implemented the following the following research projects: 	5	5	5	5	

				<ul style="list-style-type: none"> • As study leader for the following: <ul style="list-style-type: none"> ✓ Tracking down the flow & adoption of VSU-generated technologies ✓ Assessment & strengthening of VSU's college RDE capacity & performance ✓ Development of research-based knowledge products on VSU Technologies ✓ Design & evaluation of a media literacy intervention for junk foods among children in rural areas in Leyte ✓ Climate risk management strategies used by farmers in vulnerable communities ✓ Use of climate information to manage risks of vector-borne diseases (Phase 1 – Dengue) • Led implementation of Farmer satisfaction survey of the National Irrigation Administration • As Research Member, implemented the project, "Improving livelihood through the 					
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				forest landscape restoration”					
	Amount of research funds generated and proposals approved for funding by VSU and funding agencies outside of VSU	To generate resources through research for the department		<ul style="list-style-type: none"> • Generated about Php1.3 million (together with the DDC faculty) from CHED as Center of Development in Communication • Generated Php 729.558.72 for the implementation of the Farmer satisfaction survey of NIA. ◦ Generated Php710,00 in research funds from VSU 	5	5	5	5	
	Number of research linkages forged				5	5	5	5	
	International	To establish linkage with international research/funding agencies and/or institutions	•	<ul style="list-style-type: none"> • Forged linkage with ACIAR, European Union, Center for Southeast Asian Studies of Kyoto University, Novia University of Applied Sciences 	5	5	5	5	
	National	To establish linkage with national research organizations	•	<ul style="list-style-type: none"> • Forged links with funding agencies like CHED, DOST, ATI, DENR, NIA, UP Visayas, and FPE 	5	5	5	5	
	Local	To establish linkage with regional/local RDE organization	•	<ul style="list-style-type: none"> • Forged linkages with universities in the region for joint implementation of research projects 	5	5	5	5	
Extension Services (Jan to Dec 2015 only)					5	5	5	5	
	Number of research-based knowledge products designed	To facilitate production and serve and production coordinator for knowledge products		Finalized the video presentation and coffee table book on the flow and	5	5	5	5	

Project Name	Project Description	Project Objectives	Project Results	Project Status	Project Funding	Project Location	Project Date
Project 1	Project 1 Description	Project 1 Objectives	Project 1 Results	Project 1 Status	Project 1 Funding	Project 1 Location	Project 1 Date
Project 2	Project 2 Description	Project 2 Objectives	Project 2 Results	Project 2 Status	Project 2 Funding	Project 2 Location	Project 2 Date
Project 3	Project 3 Description	Project 3 Objectives	Project 3 Results	Project 3 Status	Project 3 Funding	Project 3 Location	Project 3 Date
Project 4	Project 4 Description	Project 4 Objectives	Project 4 Results	Project 4 Status	Project 4 Funding	Project 4 Location	Project 4 Date
Project 5	Project 5 Description	Project 5 Objectives	Project 5 Results	Project 5 Status	Project 5 Funding	Project 5 Location	Project 5 Date
Project 6	Project 6 Description	Project 6 Objectives	Project 6 Results	Project 6 Status	Project 6 Funding	Project 6 Location	Project 6 Date
Project 7	Project 7 Description	Project 7 Objectives	Project 7 Results	Project 7 Status	Project 7 Funding	Project 7 Location	Project 7 Date
Project 8	Project 8 Description	Project 8 Objectives	Project 8 Results	Project 8 Status	Project 8 Funding	Project 8 Location	Project 8 Date
Project 9	Project 9 Description	Project 9 Objectives	Project 9 Results	Project 9 Status	Project 9 Funding	Project 9 Location	Project 9 Date
Project 10	Project 10 Description	Project 10 Objectives	Project 10 Results	Project 10 Status	Project 10 Funding	Project 10 Location	Project 10 Date

				adoption of the rainforestation technology					
				Designed the video presentation on the adoption of macapuno					
				Designed facilitator's guide, storybook and video for mangrove and beach forest rehabilitation project by the Food for the Hungry					
	Training workshops served as resource person	To serve as resource person for capability development training programs of various agencies and organizations		Served as resource for various training workshops					
	Number of beneficiaries served								
	Groups/ Institutions	To help develop the research capability of the faculty members of HEIs and researchers in line agencies		Served as resource person for workshops	5	5	5	5	
	Individuals	Assist individual clients		Served as mentor for workshop participants	5	5	5	5	
	Commodity teams	To serve as member of regional commodity teams to help in the drawing of R and D Road Map for the commodity and evaluate submitted proposals for funding		Served as member the Regional Climate Change R&D Team	5	5	5	5	
	Number of extension projects conducted	To serve as Component Leader of Extension Projects of DDC		Designed training modules for scientific writing and research workshops	5	5	5	5	Computed points is ____, based on the number of hours spent for each training
	Number of scientific gatherings organized	To assist in organizing the scientific conferences		Assisted the implementation of the AACCU Conference	5	5	5	5	


				As national president of ADCEP Philippines, spearheaded the organization of the 1 st International Conference and 8 th Scientific Meeting					
Administrative Support Services					5	5	5	5	
<ul style="list-style-type: none"> As head of the University Review Center and Center for Continuing Education 	Number of staff monitored/supervised	To supervise the staff to see to that they perform their duties and responsibilities in relation to: <ul style="list-style-type: none"> Booking of users Maintenance of cleanliness and orderliness of the center Implementation of the review classes Information campaign on the reviews Maintenance of the sound system and other AV facilities 		With his direct supervision, as of Oct 2017, was able to generate income: URC -- Php576,250.00 CCE – Php420,784.50 Total income: Php997,03450.50					
Other Accomplishments					5	5	5	5	
<ul style="list-style-type: none"> As Associated Editor of ATR 	Prompt release of issues	To assist the editor in the approval of social science articles		Timely release of the ATR issues with 10 articles in every issue					
<ul style="list-style-type: none"> As reviewer for several journals 	Comments on the articles	Conduct review the articles sent by the editor		Reviewed articles for various peer-reviewed publications – ATR, Annals of Tropical Research, Countryside Development Journal, and Journal of Education and Human Resources Development					
<ul style="list-style-type: none"> As an academic 	Honor to the university	Gain recognition for the university		Received awards: Academician of the Year Award (in April 2018), SEARCA Regional					

* VA and SSBQ/VA	Honor to the University	On a recognition of	SABCA Research Award for VA and SSBQ Researcher of the Year					
* Review/ Journal VA Research for	Editorial Committee on the	Editorial Committee on the	SABCA Research Award for VA and SSBQ Researcher of the Year					
* VA * VA Researcher of the Year	Editorial Committee on the	Editorial Committee on the	SABCA Research Award for VA and SSBQ Researcher of the Year					
* VA Researcher of the Year	Editorial Committee on the	Editorial Committee on the	SABCA Research Award for VA and SSBQ Researcher of the Year					
* VA Researcher of the Year	Editorial Committee on the	Editorial Committee on the	SABCA Research Award for VA and SSBQ Researcher of the Year					
* VA Researcher of the Year	Editorial Committee on the	Editorial Committee on the	SABCA Research Award for VA and SSBQ Researcher of the Year					


				Professorial Chair Grant (awarded in April 2018) and the Presidential Lingkod Bayan Award (awarded in September 2018 in Malacanang)					
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				(awarded in April 2018) and the Presidential Lingkod Bayan Award (awarded in September 2018 in Malacanang)					
Average Rating (Total Over-all rating divided by 4)			XX		Comments and Recommendations for Development Purpose <i>Great Job!</i>				
Additional Points:									
For rendering overtime without pay and serving three other offices other than the department		0.01							
FINAL RATING									
ADJECTIVAL RATING			OUTSTANDING						


Evaluated and Rated by:


CHRISTINA A. GABRILLO
Dept/Unit Head
Date: _____

Recommending Approval:


VICTOR B. ASIO
Dean/Director
Date: _____

Approved:


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

- 1- Quality
- 2- Effeciency
- 3- Timelines
- 4- Average

David

Good Day

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Dr. Rotacio S. Gravoso

Performance Rating: OUTSTANDING

Aim: To develop competence in qualitative research.

Proposed Interventions to Improve Performance:

Date: July 2018 Target Date: December 2018

First Step: Participate in qualitative research training workshops.

Result: Improved skills in qualitative research.

Date: July 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:



CHRISTINA A. GABRILLO

DDC Head

Conforme:



ROTACIO S. GRAVOSO

Faculty/Staff

W. H. H. H.

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	July 2018	December 2018	December 2018	Very Impressive	Outstanding	Great job!
2	Provide guidance and supervision to his undergraduate/graduate thesis advisees for their outlines and manuscripts.	DEVCOM thesis students graduated on time.	July 2018	December 2018	December 2018	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.	July 2018	December 2018	December 2018	Impressive	Outstanding	Keep it up!
4	Conduct VSU funded research and extension activities and present papers in scientific conferences.	Research and extension activities undertaken and papers presented.	July 2018	December 2018	December 2018	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
DDC Head