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%)		$5.0 \times 50\% = 2.5$	
	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 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:

<u>5.0</u>

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

<u>5.0</u>

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

Reviewed by:

ROTACIO S. GRAVOSO

Professor

CHRISTINA A. GABRILLO

Department Head

Recommending Approval:

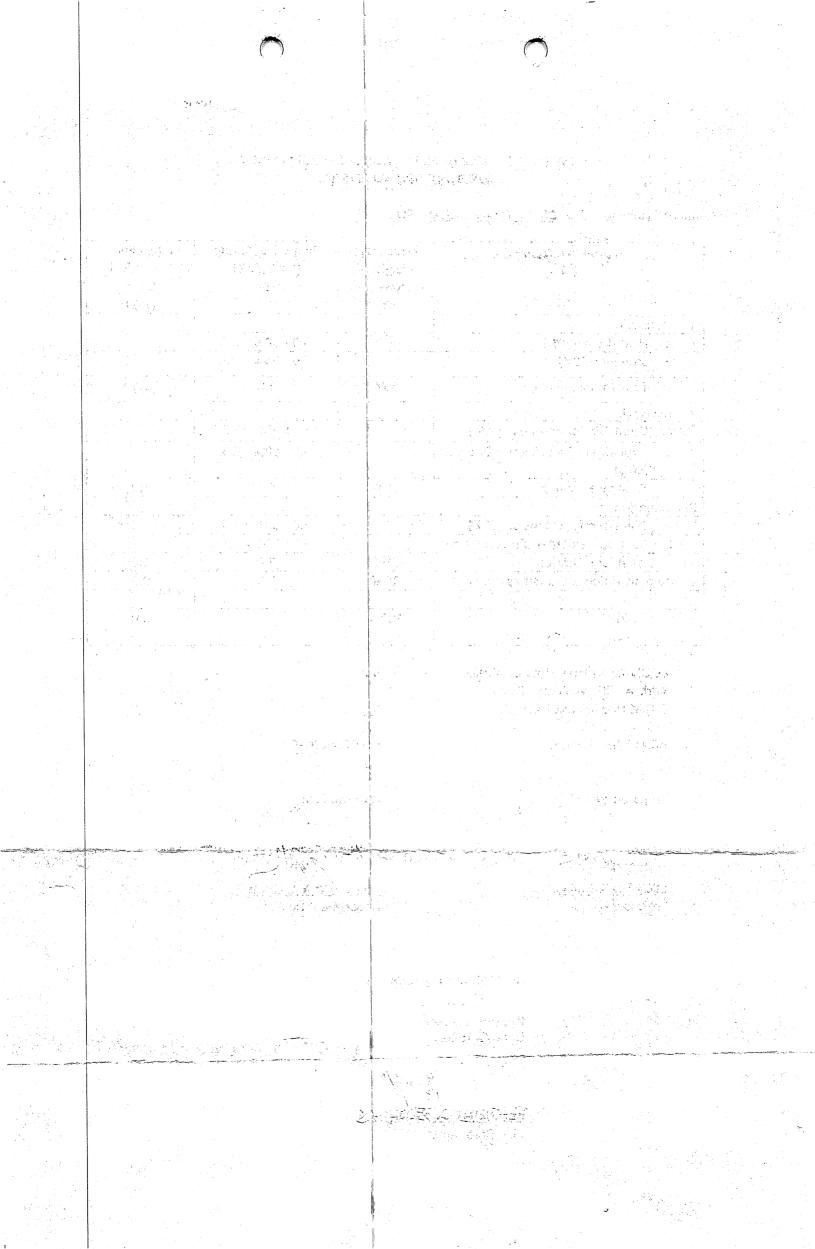
VICTOR B. ASIO

Dean/Director

Approved:

BEATRIZ S. BEYOHIAS

Vice President



"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

Approved: CHRISTINA A.

MFO & PAPS	Success Indicators	Tasks Assigned	TARGET	Actual Accomplishment		Rat	ing		Remarks
					Q ¹	E ²	T³	A ⁴	
Advanced and Higher Education Services	Fulltime teaching Equivalent (FTE)	To teach the following courses:		Taught the following courses:	5	5	5	5	
54,71865	• VSL	DevC 200a – Undergraduate Thesis		DC 200a – Undergraduate Thesis					FTC for DevC200a
		DEVC212 – Educational Communication Technology		DEVC212 – Educational Communication Technology					FTC for DEVC212, DEVC298, DECVC299 and DEVC300 is
		DEVC300Master's Thesis		DEVC300—Master's Thesis					
	Number of graduates within the prescribed period	To serve as adviser for UG theses		 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			•	5	5	5	5	
	New IM	To develop at least one new IM for the assigned course		Designed two sets of AV materials DEVC212, DEVC295					
	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: • Predicting patterns of disaster-related resiliency among older adult Typhoon Haiyan survivors in Geriatric Nursing (impact factor in 2017/2018 is 1.54) • Disaster-related resiliency theory among older adults who survived Typhoon Haiyan in International Journal of Disaster Risk Reduction (impact factor as of 2017 is					
	Number of papers presented in scientific fora	To disseminate research results in scientific gatherings	1.968) At the 1st International Conference and 8th Scientific Meeting of the Association of DevCom Educators and Practitioners (ADCEP) Philippines Inc., presented the following papers: ✓ 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	Implemented the following the following research projects:	5	5	5	5	

As study leader for the
following:
✓ 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 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

.

				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		Generated about PhP1.3 million (together with the DDC faculty) from CHED as Center of Development in Development 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	•	 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	•	 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	•	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	

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		 rainforestation technology				-	
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		presentation on the	1				
		 adoption of macapuno	<u> </u>			ļ	
		Designed facilitator's guide,					
		storybook and video for					
		mangrove and beach forest					
		rehabilitation project by the	1		1		
		Food for the Hungry					
	To serve as resource	Served as resource for					
	person for capability	various training workshops					
	development training	,			1		
Training workshops	programs of various				1		
served as resource	agencies and						
person	organizations						
Number of beneficiaries			 			-	
served					1		
 Groups/ Institutions	To help develop the	Served as resource person	5	5	5	5	
Groupsy institutions	research capability of the	for workshops]	3	١٥	1	
	faculty members of HEIs	ior workshops			-		
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	and researchers in line						
 	agencies			<u> </u>	<u> </u>	4	
Individuals	Assist individual clients	Served as mentor for	5	5	5	5	
		 workshop participants					
Commodity teams	To serve as member of	Served as member the	5	5	5	5	
	regional commodity	Regional Climate Change				1	
	teams to help in the	R&D Team					
	drawing of R and D Road						
	Map for the commodity						
	and evaluate submitted						
	proposals for funding						
		 		-	 	+	Communication
Number of extension		Designed training modules	5	5	5	5	Computed
 1	To serve as Component Leader of Extension	Designed training modules for scientific writing and	5	5	5	5	Computed points is
Number of extension projects conducted	To serve as Component Leader of Extension	for scientific writing and	5	5	5	5	points is,
1	To serve as Component		5	5	5	5	points is, based on the
1	To serve as Component Leader of Extension	for scientific writing and	5	5	5	5	points is, based on the number of hours
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1	To serve as Component Leader of Extension Projects of DDC	for scientific writing and	5	5		5	points is, based on the number of hours
projects conducted	To serve as Component Leader of Extension	for scientific writing and research workshops			5		points is, based on the number of hours spent for each

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Administrative Support Services			As national president of ADCEP Philippines, spearheaded the organization of the 1st International Conference and 8th Scientific Meeting	5	5	5	5	
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: 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	
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					
 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					
As an academic	Honor to the university	Gain recognition for the university	Received awards: Academician of the Year Award (in April 2018), SEARCA Regional					

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2018 in Mala	(awarded in September	Lingkod Baya	and the Presid	(awarded in April 2018)	Professorial Chair Grant
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				and the P Lingkod B (awarded	in April 2018) residential ayan Award in September (alacanang)			
Average Rating (Total Over	-all rating divided by 4)		Х	Х	Comments and I	Recommendatio	ons for Develop	ment Purpose
Additional Points:								
For rendering overtime without p offices other than the department	ay and serving three other	0.01				at Job	.1	
FINAL RATING					GVE	OF 501)	<i>'</i> '.	
ADJECTIVAL RATING			OUTSTA	ANDING				

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Dept/Unit Head

Date: _

Recommending Approval:

VICTOR B. ASIO Dean/Director

Date: _

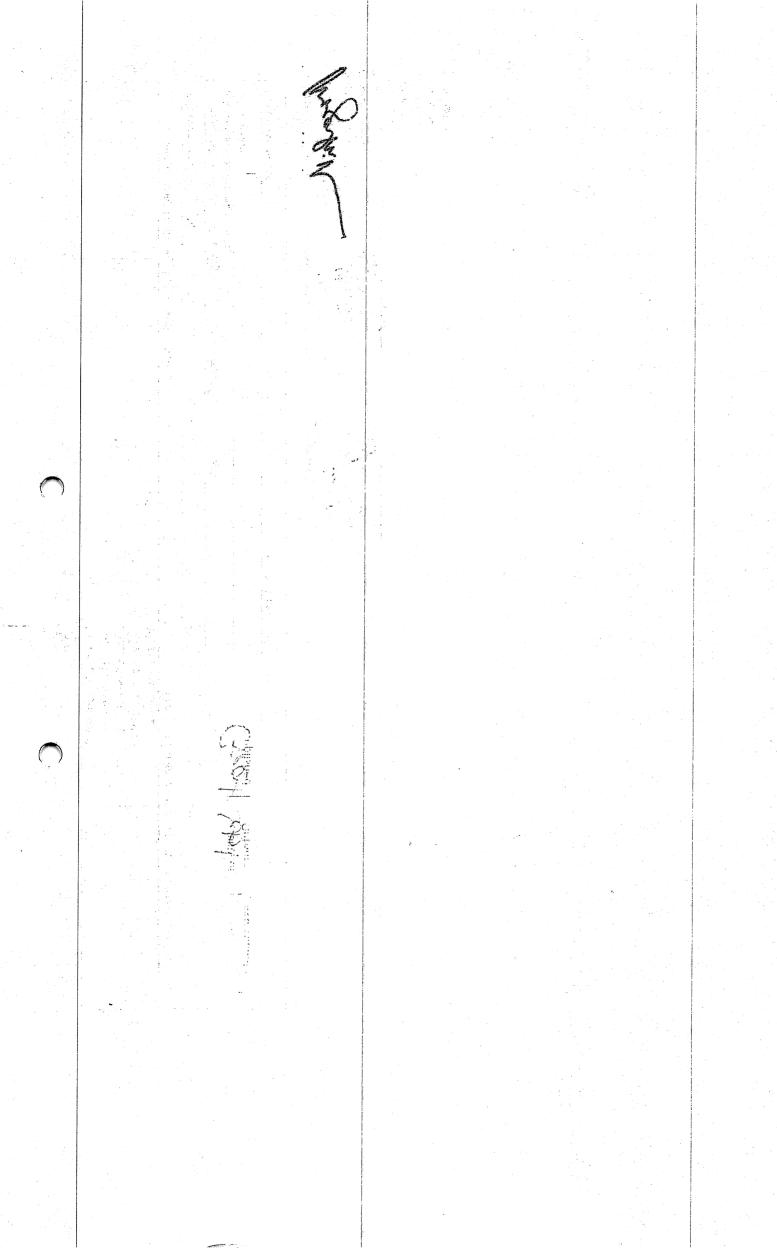
Approved:

BEATRIZ S. BELONIAS Vice Pres. for Instruction Date:

1- Quality 2-Effeciency

3-Timelines

4-Average



EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Dr. Rotacio S. Gravoso

Performance Rating: <u>OUTSTANDING</u>

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:

DDC Head

Conforme:

ROTACIO S. GRAVOSO Faculty/Staff

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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/ Recommendati on
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