

"Exhibit A" **INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, **PASTOR P. GARCIA**, a faculty member of VSU and Head of the Geographic Information Systems Services Unit (GISSU) commits to deliver and agrees to be rated on the attainment of the following targets in accordance with the indicated measures for the period January 2022 to December 2022

Approved: _____


PASTOR P. GARCIA
 Unit Head
 Date: _____

MARIA JULIET C. CENIZA
 VP for Research, Extension, & Innovation
 Date: _____

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	<u>PI 4:</u> Total FTE coordinated, implemented & monitored*	<u>A.1.</u> Actual Faculty's FTE	Handles subjects/courses assigned							
	<u>PI 8:</u> Number of graduate students advised *	<u>A.2.</u> Number of students advised	Acts as academic adviser to graduate students							
		<u>A.3:</u> Number of students advised on thesis/special problem/dissertation								
		<i>As GAC Chairman</i>	<i>Advises and corrects research outline and thesis/SP/dissertation manuscript</i>							
		<i>As GAC Member</i>	<i>Advises and corrects research outline and thesis/SP/dissertation manuscript</i>							
		<u>A.4:</u> Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
	<u>PI 9:</u> Number of instructional materials developed *	<u>A.5:</u> Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							
		<i>On-line ready courseware</i>	<i>Prepares instructional module/laboratory guide/workbook or a combination thereof</i>							