

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, **RONEL B. GEROMQ**, of the **Department of Animal Science**, 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, 2019 to December, 2019**.


RONEL B. GEROMQ
 Ratee

Approved:


JULIUS V. ABELA
 Head of Unit

MCO & PAPS	Success Indicators	Task Assigned	Targets	Actual Accomplishment	Rating				Remark(s)
					Q ¹	E ²	T ³	A ⁴	
	Full Time Equivalent (FTE)	Instruction (Sick-Vacation Leave Status)	30	51	5	4.5	4.5	4.67	
	Number of Instructional Materials Developed/Revised and Utilized								
	New IM's	Developed New IM	1	1	4.5	4.5	4.5	4.50	
	Student Advising and Consultation Services:								
	Number of students advised	Academic Adviser	50	60	5	4.5	4.5	4.67	
	Number of hours spent on student consultation	Teacher/Instructor	15	20	4.5	5	4.5	4.67	
	Number of Trainings/Seminars Attended	Participant	1	1	5	5	5	5.00	
	Number of STF projects developed/Improved or maintained	Project Manager	1	1	4.5	5	4.5	4.67	
	Percentage of STF projects supporting instruction, research & extension	Project Manager	50%	100%	5	5	5	5.00	
	Number of University/ DAS meeting attended.	Attend Meeting as secretary and as participant	3	3	5	5	5	5.00	
	Number of DAS designations involvement	Department Secretary	1	1	5	4.5	5	4.83	
	Number VSU Associations Involvement	Member - VSU Faculty Association	1	1	5	5	5	5.00	

	Number of DAS Committees Involvement	Member: Instructional Materials Review, Extension, Training, and Community Engagement, Laboratory Enhancement, Library Enhancement, and Physical and Site Development	1	4	5	4.5	5	4.83	
Total Over-all Rating									52.83

Average Rating (Total Over-all Rating/No. of A ⁴ Entries)	4.80
Additional Points:	
Approved Additional points (with copy of approval)	0
FINAL RATING	4.80
ADJECTIVAL RATING	OUTSTANDING

Comments & Recommendation for

Development Purpose: *Must attend training courses and conduct related to animal science in order to gain new knowledge.*

[Signature]
JULIUS V. ABELA
 Head, Dept. of Animal Science

[Signature]
VICTOR B. ASIO
 Dean, College of Agriculture

[Signature]
BEATRIZ S. BELOMIAS
 Vice-President for Instruction

Date: 3-9-2020

Date: 3-27-2020

Date: _____

Legend:
 Q¹ - Quality
 E² - Efficiency
 T³ - Timeliness
 A⁴ - Average

Rating Scale:

4.6 - 5.0 Outstanding
 3.8 - 4.5 Very Satisfactory
 3.0 - 3.7 Satisfactory
 2.2 - 2.9 Unsatisfactory
 2.1 - & below Poor