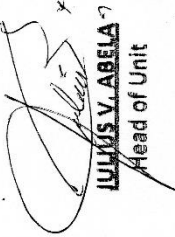


INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, RONEL B. GEROMO, 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. GEROMO
 Ratee

Approved:

JULIUS V. ABELA
 Head of Unit

MEO & PAPS	Success Indicators	Task Assigned	Targets	Actual Accomplishment	Rating				Remark(s)
					Q ¹	E ²	T ³	A ⁴	
Higher Education Services	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:								
Production 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	
Administrative Support Services	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 carry out 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
- E¹ - Efficiency
- T¹ - 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