

Individual Performance Commitment and Review (IPCR)

I, Sharon D. Call of the Department of Biological Sciences and Environmental Studies commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January 2015 to April 2015.

Sharon D. Call
Unit Head, DBSES
Date: March 30, 2015

Reviewed by:	Date	Approved by:	Date
Immediate Supervisor		Head of Office	

MFO/PAP	Success Indicators (Targets + Measures)	Divisions/ Individuals Accountable	Actual Accomplishments	Rating				Remarks
				Q ¹	E ²	T ³	A ⁴	
STRATEGIC PRIORITY								
CORE FUNCTIONS								
Research Projects and Outputs	1 research project conducted = 3; 2 research projects conducted = 4; and 3 research projects conducted = 5;	SDCall	a	1	2	3	2.0	None
Upgrading of laboratories for research, extension and instruction	Creation of a committee that will look into the requirements to upgrade the laboratories of the department and recommendation was made = 3; 10% of the recommendation was met = 4; 20% of the recommendation was met = 5	CCBrown	a	3	3	3	3.0	None
SUPPORT FUNCTIONS								

Average Rating

Total Rating	4	5	6	5	
Final Average Rating	2.0	2.5	3.0	2.5	
Adjectival Rating	Unsatisfactory	Unsatisfactory	Satisfactory	Unsatisfactory	

Comments and Recommendations for Development Purposes

Discussed with	Date	Assessed by:	Date	Final Rating by:	Date
		I certify that I discussed my assessment of the performance with the employee			
Employee		Supervisor		Head of Office	

Legend: 1 - Quantity 2 - Efficiency 3 - Timeliness 4 - Average

Adjectival Rating (Proposed)		Numerical Rating
Outstanding	96% and above	5
Very Satisfactory	86% - 95%	4
Satisfactory	76% - 85%	3
Unsatisfactory	66% - 75%	2
Poor	65% and below	1