

# INDIVIDUAL PERFORMANCE COMMITMENT REPORT (IPCR)

I, Troy E. Keller 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.

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Troy E. Keller  
Faculty, DBSES  
Date: March 30, 2015

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

Output	Success Indicators (Targets + Measures)	Actual Accomplishments	Rating				Remarks			
			Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>				
STRATEGIC PRIORITY										
CORE FUNCTIONS										
Double click to edit.	Double click to edit.									
SUPPORT FUNCTIONS										

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