

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: **Tambis, Marlon M.**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
Instruction			
Head/Dean (50%)		$5.0 \times 50\% = 2.50$	
Students (50%)		$3.50 \times 50\% = 1.75$	
TOTAL for Instruction	25%	$4.25 \times 0.25 =$	1.06
Research	50%	$5.0 \times 0.50 =$	2.50
Extension	20%	$5.0 \times 0.20 =$	1.00
Production	2%	$5.0 \times 0.02 =$	0.01
Administration	3%	$5.0 \times 0.03 =$	0.15
TOTAL			4.72

EQUIVALENT NUMERICAL RATING: **4.72**

Add: Additional Points, if any:

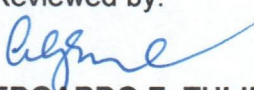
TOTAL NUMERICAL RATING: **4.72**

ADJECTIVAL RATING: **Outstanding**

Prepared by:


PRECILA C. BELMONTE
Temp. Administrative Officer

Reviewed by:


EDGARDO E. TULIN
Director

Approved:


DENNIS P. PEQUE
VP for Research Extension & Innovation

“Exhibit B”

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MARLON M. TAMBIS of PhilRootcrops accomplished the following targets in accordance with the indicated measures for the period July –December 2023.


MARLON M. TAMBIS
 Ratee 2/6/24

Approved:


EDGARDO E. TULIN
 Director 2/7/24

MFO & PAPs	Tasks Assigned	Success Indicators	Targets	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Instruction services	To teach courses in undergraduate/graduate programs in Economics and Related Courses	FTE Number of students theses supported or advised	4	8.85	5	5	5	5	
Research Services	To conduct/implement approved research projects; present results; publish research results; act as evaluator of researches; write reports	•Research workload units conducted	9	12	5	5	5	5	
		•Number of reports submitted	3	4	5	5	5	5	
		•Number of outputs presented in Regional/National For a/ Conferences		2	5	5	5	5	

Average Rating (Total Over-all rating divided by 4)		
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		5.0
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

- To pursue graduate studies

Evaluated and Rated by:



EDGARDO E. TULIN

Director

Date: 2/12/24

Approved by:



DENNIS P. PEQUE

VP for Research and Extension

Date: 2/12/24

1 – Quality 2 – Efficiency 3 – Timeliness 4 – Average

PERFORMANCE MONITORING & COACHING JOURNAL

	1 st	Q U A R T E R
	2 nd	
X	3 rd	
X	4 th	

Name of Office: **PhilRootcrops**

Head of Office: **Dr. Edgardo E. Tulin & Prof. Marlon M. Tambis**

Name of Personnel: **MARLON M. TAMBIS**

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	One-on-one discussion on project/program progress/university's concerns	Monthly PRDC meeting Jan. 9, 2023 February 10, 2023 February 15, 2023 November 8, 2023 Personnel Committee Meeting Jan. 17, 2023 August 15, 2023	Issuance of memoranda		Attendance to PRDC monthly Meetings by the members of Research and Development Council
Coaching	Research proposal for submission to funding agencies	One-on-one discussion on project progress Group coaching during PRDC Meetings			Proposal prepared and submitted to funding agencies New proposal for evaluation

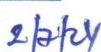
Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:



EDGARDO E. TULIN

Director



EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **MARLON M. TAMBIS**

Performance Rating:

Aim: To implement on-going research and extension projects
 To come up with approved proposals for funding and implementation
 To perform instruction function
 To perform administrative function (PhilRootcrops Assistant Director)

Proposed Interventions to Improve Performance:

Date: July 1, 2023

Target Date December 31, 2023

First Step:

-
- Implements on-going research and extension projects
 - Prepares proposals based on the different thrusts of the funding agencies.
 - Prepares papers for publication
 - Attends trainings that will enhance skills in leadership, organizational management and effective administration
-

Result:

-
- Implemented scheduled activities of the research projects
 - Prepared and submitted proposals for funding
 - Paper for publication on progress
 - Served as professor and student adviser of Economics students
-

Date: Jan 1, 2024

Target Date June 30, 2024

Next Step:

-
- Follow-up the status of submitted proposals to the different funding agencies
-
- Submits papers for publication
-
- Attends related trainings / conferences on appropriate discipline; trainings on capacity building (leadership, organizational management and administration)
-
- Apply for PhD school admission and scholarship
-

Outcome: Approved proposal for DA-BAR funding and for implementation
 Paper accepted for publication by refereed journals
 Research paper presented in any scientific gatherings
 Applied for admission to possible schools for PhD studies

Final Step/Recommendation:

- To maintain performance and or exceed the current performance; to submit more proposals and continue doing four-fold functions of instruction, research, extension and production.
- To attend trainings that will enhance skills in leadership, management and administration.
- To pursue PhD studies

Prepared by:


EDGARDO E. TULIN
Assistant Director/ Director

Conforme:


MARLON M. TAMBIS
Name of Ratee/Faculty/Staff