

# 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%)		$5.0 \times 50\% = 2.50$	
TOTAL for Instruction	25%	$5.0 \times 0.25 =$	1.25
Research	50%	$5.0 \times 0.50 =$	2.50
Extension	20%	$5.0 \times 0.20 =$	1.00
Production	2%	$5.0 \times 0.02 =$	0.1
Administration	3%	$5.0 \times 0.03 =$	0.15
TOTAL			<b>5.0</b>

EQUIVALENT NUMERICAL RATING: 5.0

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 5.0

ADJECTIVAL RATING: **Outstanding**

Prepared by:

**PRECILA C. BELMONTE**  
Temp. Administrative Officer

Reviewed by:

**IVY C. EMNACE**  
Director for Research


Approved:

**SANTIAGO T. PEÑA**  
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 January – June 2024.

  
**MARLON M. TAMBIS**  
 Ratee  
*12/2/24*

Approved:

  
**ALAN B. LORETO**  
 Director  
*12/3/24*

MFO & PAPs	Tasks Assigned	Success Indicators	Targets	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
Instruction services	To teach courses in undergraduate/graduate programs in Economics and Related Courses	FTE	4	4.24	5	5	5	5	
		Number of students theses supported or advised		2					
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	15	5	5	5	5	
		• Number of reports submitted	3	6	5	5	5	5	
		• Number of outputs presented in Regional/National For a/ Conferences		6	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 & Rated by:

Recommending Approval:

Approved by:

  
**ALAN B. LORETO**  
 Director


Date: 12/3/24

  
**MARLON M. TAMBIS**  
 Assistant Director

Date: 12/2/24

  
**IVY C. EMNACE**  
 Director for Research

Date: 12/9/24

  
**SANTIAGO T. PEÑA, JR.**  
 VP for Research, Extension and Innovation

Date: 12/9/24

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

PERFORMANCE MONITORING & COACHING JOURNAL

X	1 <sup>st</sup>	Q U A R T E R
X	2 <sup>nd</sup>	
	3 <sup>rd</sup>	
	4 <sup>th</sup>	

Name of Office: **PhilRootcrops**

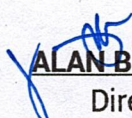
Head of Office: **Prof. Alan B. Loreto**

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 potential projects and university's concerns	PRDC meeting for group discussion on issues arising and planning; February 10, April 29, and June 6  Planning workshop within the Center; June 18	Issuance of notice of meeting		Attendance to PRDC and Committee Meetings
Coaching A. Research projects	Evaluation of research proposal for submission to funding agencies	Group coaching during PRDC Meetings and small group meetings			Concept proposal prepared and submitted

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

Conducted by:

  
**ALAN B. LORETO**  
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: Jan 1, 2024

Target Date June 30, 2024

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: July 1, 2024

Target Date December 31, 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 PCAARRD/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:

  
**SANTIAGO T. PEÑA JR.**  
VP for REI

Conforme:

  
MARLON M. TAMBIS  
Name of Ratee/Faculty/Staff



TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: TAMBIS, MARLON M.

Department: Dept. of Economics

College: College of Management and Economics

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
AgSc 12	AGRICULTURAL ECONOMICS AND MARKETING	LEC	5.00	Outstanding	100.0%
Average Rating			5.00	Outstanding	100.00%

Source: Results of Teaching Performance Evaluation by Students filed at ODIE

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory (S)

3.50 – 4.49 Very Satisfactory (VS)

4.50 – 5.00 Outstanding (O)

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: April 18, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: April 18, 2024

Received by:

TAMBIS, MARLON M.

Name and Signature of Faculty

Date: June 26, 2024

Distribution of copies: ODIE, College, Department, Faculty