



Exhibit K

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%)		4.5 x 50% = 2.25	
Students (50%)		4.5 x 50% = 2.25	
TOTAL for Instruction	25%	4.5 X 0.25 =	1.13
Research	50%	5.0 X 0.50 =	2.50
Extension	20%	5.0 x 0.20 =	1.00
Production	2%	5.0 x 0.02 =	0.10
Administration	3%	5.0 x 0.03 =	0.15
TOTAL			4.88

EQUIVALENT NUMERICAL RATING: 4.88

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.88

ADJECTIVAL RATING:

Outstanding

Prepared by:

MARIA ELSA M. UMPAD
Administrative Officer II

Reviewed by:

ERLINDA A. VASQUEZ
Director

Approved:

OTHELLO B. CAPUNO
VP for R&E

“Exhibit B”

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MARLON M. TAMBIS of PhilRootcrops commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period Jan 1, 2019 to June 30, 2019.

MARLON M. TAMBIS

Ratee

Approved:

ERLINDA A. VASQUEZ

Head of Unit

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	4	4.49	5	5	4	4.67	
		Number of students theses supported or advised	1	3					
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 reports	5					
		•Number of outputs presented in Regional/National For a/ Conferences	1	1					

[illegible]

Average Rating (Total Over-all rating divided by 4)		
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.93
ADJECTIVAL RATING		Outstanding

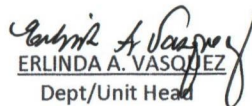
Comments & Recommendations for Development Purpose:

Prepare and submit research proposals

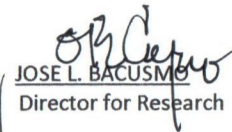
To consider PhD studies

Evaluated & Rated by:
Recommending Approval:

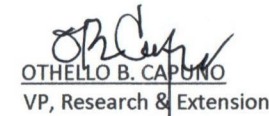
Approved by:


ERLINDA A. VASQUEZ
Dept/Unit Head

Date: _____


JOSE L. BACUSMO
Director for Research

Date: _____


OTHELLO B. CAPUNO
VP, Research & Extension

Date: _____

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

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: PhilRootcrops

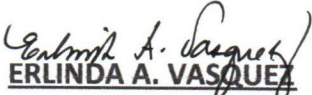
Head of Office: Dr. Erlinda A. Vasquez

Name of Personnel: MARLON M. TAMBIS

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring Jan 7, 2019 March 1, 2019 April 1, 2019 May 20, 2019 June 17, 2019	one-on-one discussion on project / program progress	Monthly PRDC meeting	Issuance of of internal memoranda		Attendance to PRDC monthly Meetings by the members of the Research and Development Council
Coaching	Research proposal production to DA/DA-BAR/PCAARRD /other agencies submission	one-on-one discussion on project progress Group coaching during PRDC Meetings Jan 7, 2019 March 1, 2019 April 1, 2019 May 20, 2019 June 17, 2019			Proposal prepared and submitted to DA-BAR / PCAARRD /other agencies New proposal for evaluation

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

Conducted by:


ERLINDA A. VASQUEZ
Immediate Supervisor

EMPLOYEE DEVELOPMENT PLANName of Employee: **MARLON M. TAMBIS**Performance Rating: **Outstanding**

Aim: To implement on-going research projects
To come up with approved proposals for funding and implementation

Proposed Interventions to Improve Performance:

Date: January 1, 2019Target Date: June 30, 2019

First Step:

Implements on-going research 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, 2019Target Date: Dec 31, 2019

Next Step:

Follow-up the status of submitted proposals to the different funding agencies (DA-BAR, PCAARRD)

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 in CY 2020 funding next year

Paper accepted for publication by refereed journals

Research paper presented in any scientific gatherings

Applied for admission to possible schools for PhD studies

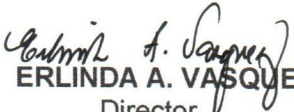
Final Step/Recommendation:

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:


ERLINDA A. VASQUEZ
Director

Conforme:


Marlon H. Tambo
Name of Ratee Faculty/Staff