



# Philippine Root Crop Research & Training Center

Visayas State University Visca, Baybay City, Leyte PHILIPPINES Phone/Fax: +63 53 5637229 Email: philrootcrops@vsu.edu.ph Website: www.vsu.edu.ph

#### 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 x50%= 2.25	
Students (50%)		4.5 x50% = 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 × 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:

Reviewed by:

MARIA ELSA M. UMPAD Administrative Officer II

Director

Approved:

OH CAPUNO THELLO B. CAPUNO VP for R&E

Vision: A globally competitive university for science, technology, and environmental conservation

Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

"Exhibit B"

#### INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MARLON M. TAMBIS of	PhilRootcrops	commits to deliver and agre	e to be rated on the	e attainment of	f the following targets in	n accordance with the
indicated measures for the pe	riod <u>Jan 1, 2</u>	019 to <u>June 30, 20</u>	<u>019.</u>			
	La			/		

MARLON M. TAMBIS
Ratee

Approved:

ERLINDA A. VAZQUEZ

Head of Unit

		Success Indicators Targets	Actual Accomplishment	Rating				Remarks	
MFO & PAPs Tasks Assigned	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	4.49	4	5	4	4.67	
		Number of students theses supported or advised	1	3					
Research Services	To conduct/implement approved research projects; present results;	Research     workload units     conducted	9	12	5	C	4	7	
act as evaluato	publish research results; act as evaluator of researches; write reports	•Number of reports submitted	3 reports	5					
		Number of outputs presented in Regional/National For a/ Conferences	1	1					

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Extension Services	To lead the implementation of Extension Activities of	Extension     workload units     conducted	8	20					
	PhilRootcrops	Act as resource     person in training     activities	3	4	5	5	6	5	
		Number of trainings facilitated	6	13					
		Number of clients or beneficiaries served	200	674					
Production/ Income- Generating Projects	Facilitated and participated in the promotion of VSU	Participation in universities Income generation project activities	1	2	T	F	5	J	Acted as secretary of the University IGP BOM; assisted in commercializing Philrootcrops
		<ul> <li>Number of promotional activities participated</li> </ul>	2	5					products
Administrative Services	To act as Head/assistant head of the extension and socio-economics	Number of extension projects supervised	4	6	5	5	5	7	1
	division	<ul> <li>Number of staff supervised</li> </ul>	2	4					
Total Over-all									
Rating									4.93

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Average Rating (Total Over-all rating divided b	y 4)		
Additional Points:			Comments & Recommendations for Development Purpose:
			Prepare and submit research proposals
			To condider PhD studies
Punctuality			
Approved Additional points (with copy of approval)			
FINAL RATING		4.93	
ADJECTIVAL RATING		Outstanding	Evaluated & Rated by:  Recommending Approval:
Approved by:			
ERLINDA A. VASQUEZ  Dept/Unit Head	JOSE L. BACUSMOV  Director for Research		IELLO B. CAPONO Research & Extension
Date:	Date:	Date:	

1 - Quality

2 - Efficiency

3 – Timeliness

4 – Average

### PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office:

**PhilRootcrops** 

**Head of Office:** 

Dr. Erlinda A. Vasquez

Name of Personnel: MARLON M. TAMBIS

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Activity						
Monitoring	Mee		Memo	Others (Pls.	Remarks	
84	One-on-One	Group		specify)		
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			Proposal prepared and submitted to DA-BAR / PCAARRD /other agencies New proposal for evaluation	
		Jan 7, 2019 March 1, 2019 April 1, 2019 May 20, 2019 June 17, 2019				

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

Conducted by:

Immediate Supervisor

#### **EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: MARLON M. TAMBIS

Performance Rating: Outstanding

Aim: To implement on-going research projects

To come up with approved propoals for funding and implementation

Proposed Interventions to Improve Performance:

Date:

January 1, 2019

Target 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, 2019

Target 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 approriate 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 stuidies

Prepared by:

Colomb f. Carrier Director

Conforme:

Name of Ratee Faculty/Staff