# 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 x 50%= 2.50	
Students (50%)		4.00 x 50% = 2.00	
TOTAL for Instruction	25%	4.50 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 =	0.01
Administration	3%	5.0 x 0.03 =	0.15
TOTAL			4.79

**EQUIVALENT NUMERICAL RATING:** 

4.79

Add: Additional Points, if any: TOTAL NUMERICAL RATING:

4.79

ADJECTIVAL RATING:

**Outstanding** 

Prepared by:

Reviewed by:

PRECILA C. BELMONTE Temp. Administrative Officer MARLON M. TAMBIS/EDGARDO E. TULIN

Assistant Director/Director

Recommending Approval:

ROSA OPHELIA D. VELARDE

Director for Research

Approved:

MARIA JULIET C. CENIZA

VP for Research Extension & Innovation

## "Exhibit B"

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

I, MARLON M. TAMBIS of	PhilRootcrops	commits to	deliver and agree to b	e rated on the attainme	ent of the	following targets	in accordance	with the
indicated measures for the pe	eriod Jan 1, 2	022	to July 31, 2022.					

MARLON M. TAMBIS
Ratee

Approved:

Director

MFO & PAPs Tasks Assigned					Rating			Remarks	
	Success Indicators	Targets	Actual Accomplishment	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	8.49	5	5	5	5		
	Number of students theses supported or advised								
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	23	5	5	5	5		
	act as evaluator of	•Number of reports submitted	3	6	5	5	5	5	
		•Number of outputs presented in Regional/National For a/ Conferences							

					_	_		_	
Extension Services	To lead the implementation of Extension Activities of PhilRootcrops	Extension     workload units     conducted	8	23	5	5	5	5	
	Timodelops	<ul> <li>Act as resource person in training activities</li> </ul>	3	15	5	5	5	5	
		<ul> <li>Number of trainings/techno transfer activities facilitated</li> </ul>	7	32	5	5	5	5	
		<ul> <li>Number of clients or beneficiaries served</li> </ul>	250	762	5	5	5	5	
Production/ Income- Generating Projects	Facilitated and participated in the promotion of VSU	<ul> <li>Participation in universities Income generation project activities</li> </ul>	1	1	5	5	5	5	
Administrative Services	To act as Head/assistant head of the extension and socio-economics division	<ul> <li>Number of extension projects supervised</li> </ul>	4	7	5	5	5	5	
		Number of staff supervised	4	8	5	5	5	5	
Total Over-all Rating									

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

Comments & Recommendations for Development Purpose:								
o to	purevu	graduate	Studies					

Evaluated and Rated by:

EDGARDO E. TULIN Director

Date:\_\_\_\_\_

LISA I. ARCE Asst. Director

Date:\_\_\_\_\_

Recommending Approval

ROSA OPHELIA D. VELARDE Director for Research

Date: 8/23/22

Approved by:

MARIA JULIET C. CENIZA
VP for Research and Extension

Date:\_\_\_\_\_

1 – Quality

2 – Efficiency

3 – Timeliness

4 - Average

## PERFORMANCE MONITORING & COACHING JOURNAL

X	1 <sup>st</sup>	QU
Х	2 <sup>nd</sup>	A R
	3 <sup>rd</sup>	TE
	4 <sup>th</sup>	R

Name of Office:

**PhilRootcrops** 

Head of Office:

Dr. Edgardo E. Tulin & Prof. Marlon M. Tambis

Name of Personnel:

MARLON M. TAMBIS

Activity Monitoring	Meeti		Others	Remarks		
Activity inclinioning	One-on-One	Group	Memo	(Pls. specify)		
Monitoring	One-on-one discussion on project/program progress/university's concerns	Monthly PRDC meeting Jan. 11, 2022 March 7, 2022 May 19, 2022	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

Exhibit L

#### **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, 2022

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

Target Date June 30, 2022

#### 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, 2022 Target Date December 31, 2022

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