

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%)		$4.00 \times 50\% = 2.00$	
TOTAL for Instruction	25%	$4.50 \times 0.25 =$	1.13
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			4.79

EQUIVALENT NUMERICAL RATING: 4.79

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.79**

ADJECTIVAL RATING: **Outstanding**

Prepared by:

PRECILA C. BELMONTE
Temp. Administrative Officer

Reviewed by:

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 be rated on the attainment of the following targets in accordance with the indicated measures for the period Jan 1, 2022 to July 31, 2022.

MARLON M. TAMBIS
Ratee

Approved:

EDGARDO E. TULIN
Director

[illegible]

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:

to pursue graduate studies

Evaluated and Rated by:

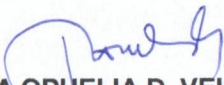

EDGARDO E. TULIN
 Director

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 st	Q U A R T E R
X	2 nd	
	3 rd	
	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. 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

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

Target Date June 30, 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

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