

**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%)		$4.67 \times 50\% = 2.34$	
Students (50%)		$3.00 \times 50\% = 1.5$	
TOTAL for Instruction	25%	$3.84 \times 0.25 =$	0.96
Research	50%	$5.0 \times 0.50 =$	2.50
Extension	20%	$5.0 \times 0.20 =$	1.00
Production	2%	$4.33 \times 0.02 =$	0.09
Administration	3%	$4.67 \times 0.03 =$	0.14
TOTAL			4.69

EQUIVALENT NUMERICAL RATING:

4.69

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.69

ADJECTIVAL RATING:

Outstanding

Prepared by:


PRECILA C. BELMONTE
Temp. Administrative Officer

Reviewed by:


LISA I. ARCE/EDGARDO E. TULIN
Assistant Director/Director

Recommending Approval:


ROSA OPHELIA D. VELARDE
Director for Research

Approved:


MARIA JULIET C. CENIZA
VP for REI

“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 July 1, 2021 to Dec , 2021.

MARLON M. TAMBIS
Ratee

Approved: LISA LARCE
Assistant Director

EDGARDO E. TULIN
Director

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 Number of students theses supported or advised	4	8.73 NA – no thesis in the year due to K-12 implementation	5	5	5	5	no thesis in the year due to K-12 implementation
Research Services	To conduct/implement approved research projects; present results; publish research results; act as evaluator of researches; write reports	<ul style="list-style-type: none"> •Research workload units conducted •Number of reports submitted •Number of outputs presented in Regional/National For a/ Conferences 	9 3 reports	25 3 3	5	5	5	5	

[illegible]

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					9.92				
ADJECTIVAL RATING					outstanding				

Comments & Recommendations for Development Purpose:

To pursue PhD studies
To prepare publication of research output/

Evaluated and Rated by:


EDGARDO E. TULIN
 Director

Date: _____


LISA LARCE
 Asst. Director

Date: _____

Recommending Approval


ROSA OPHELIA D. VELARDE
 Director for Research

Date: _____

Approved by:


MARIA JULIET C. CENIZA
 VP for Research and Extension

Date: _____

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

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: **PhilRootcrops**

Head of Office: **Dr. Edgardo E. Tulin & Ms. Lisa I. Arce**

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 June 2, 2021 July 7, 2021 Oct. 7, 2021 Nov. 26, 2021	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:

 
LISA I. ARCE / EDGARDO E. TULIN
 Assistant Director/Director

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **MARLON M. TAMBIS**

Performance Rating: **Outstanding**

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

Proposed Interventions to Improve Performance:

Date: July 1, 2021

Target Date December 31,

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: January 1, 2022

Target Date June 30, 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:


LISA I. ARCE/EDGARDO E. TULIN
 Assistant Director/Director

Conforme:


MARLON M. TAMBIS
 Name of Ratee/Faculty/Staff