


SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

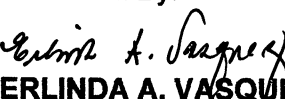
Name of Faculty Member: Mr. Marlon M. Tambis


Program Involvement	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2 x 3)
Instruction			
Head (50%)		5.00 x 0.5 = 2.50	
Students (50%)		5.00 x 0.5 = 2.50	
Total for Instruction	25%	5.00 x 0.25 =	1.25
Research			
Dept Head /Center Director			
Total for Research	50%	4.33 x 0.5 =	2.17
Extension			
Dept. Head/Center Director			
Total for Extension	20%	5.00 x 0.20 =	1.00
Administration	5%	4.33 x 0.05 =	0.22
Total	100%		4.64

Equivalent numerical rating 4.64
Add: additional Points if any:
Total Numerical Rating: 4.64

Adjectival rating: OUTSTANDING

Prepared by:

MARIA ELSA M. UMPAD
AO II

Reviewed By:

ERLINDA A. VASQUEZ
Director

Approved:

OTHELLO B. CAPUNO
VP for Res. & Ext.

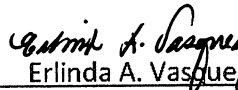
"Exhibit B"

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, 2018 to December 31, 2018


MARLON M. TAMBIS
Ratee

Approved:


Erlinda A. Vasquez
Head of Unit

MFO & PAPs	Success Indicators	Target	Actual Accomplishment	Rating				Remarks
				Q ¹	E ²	T ³	A ⁴	
Advanced & Higher Education Services	FTE	4	5.64	5	5	5	5	
Research Services	Number of Outputs Presented in Regional/ National/ International Fora /Conferences	1	4	4	5	4	4.33	
Extension Services	Number of beneficiaries avail of extension services	200	1058	5	5	5	5	
	Number of training activities facilitated	6	36					
Production Services (Resource Generation)	Facilitated and participated in the promotion of VSU and Philrootcrops generated technologies	To attend in at least 2 promotional activities	5	4	5	4	4.33	
Administrative Services	Percentage of work-related meetings attended and percentage of staff supervised	To attend in 90% of meetings and supervise all staff under jurisdiction	100	4	4	5	4.33	
			100					4.59

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	Very Satisfactory	

Comments & Recommendations for
Development Purpose:

To pursue PhD studies

To write proposals for
funding


To publish research articles
based on project results

Evaluated and Rated by:

ERLINDA A. VASQUEZ
Director

Date: _____
1 – quality
2 – Efficiency
3 – Timeliness
4 – Average

Recommending Approval:


JOSE L. BACUSMO
Director for Res.

Date: _____

Approved by:


OTHELLO B. CAPUNO
VP for Res. & Ext.

Date: _____

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. Erlinda A. Vasquez

Name of Personnel: MARLON M. TAMBIS 

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring Aug 6, 2018 Sept 3, 2018 Oct 11, 2018 Nov 5, 2018 Dec 3, 2018	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 Aug 6, 2018 Sept 3, 2018 Oct 11, 2018 Nov 5, 2018 Dec 3, 2018			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 PLAN

Name of Employee: Marlon M. Tambis
Performance Rating: Outstanding

Aim: Making of fundable research proposals

Proposed Interventions to Improve Performance:

Date: July 2018 Target Date: December 31, 2018

First Step:

- Secure priority research areas from different funding agencies
- Write research proposals and submit to funding agencies for evaluation
- Defend research proposals to panel reviewers
- Continue with the implementation of on-going projects
- Prepare articles for publication in refereed journals

Result:

- Research proposal ready for submission to funding agency/ies
- Project activities conducted and implemented
- Articles polished and ready for submission to journals

Date: Jan 01, 2019 Target Date: July 30, 2019

Next Step:

- Follow-up progress of the submitted proposals
- Continue with the implementation of on-going projects
- Preparation of agency project reports
- Submitted articles for review by editors of the journals

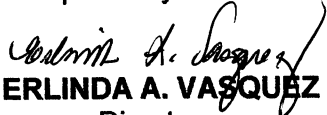
Outcome:

- Agency reports submitted to funding agency
- Articles ready for publication
- Research proposals funded

Final Step / Recommendation:

- To prepare proposals ready for funding.
- To publish research article in refereed journal.

Prepared by:


ERLINDA A. VASQUEZ
Director

Conforme:

Name of Ratee/Faculty / Staff