

**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%)		$4.00 \times 50\% = 2.00$	
<b>TOTAL</b> for Instruction	<b>25%</b>	$4.50 \times 0.25 =$	<b>1.13</b>
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
<b>TOTAL</b>			<b>4.79</b>

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:

**EDGARDO E. TULIN**  
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, Assistant Director of PhilRootcrops accomplished the following targets in accordance with the indicated measures for the period July 1 to December 31, 2022.

  
**MARLON M. TAMBIS**  
Ratee

Approved:

  
**EDGARDO E. TULIN**  
Director

MFO & PAPs	Tasks Assigned	Success Indicators	Targets	Actual Accomplishment	Rating				Remarks
					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		1					
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	
		•Number of reports submitted	3	5	5	5	5	5	
		•Number of outputs presented in Regional/National For a/ Conferences		3					
Extension Services	To lead the implementation of	• Extension workload units conducted	8	23	5	5	5	5	



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:**

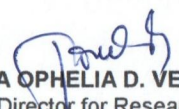
To prepare more research proposals for funding.

To pursue graduate studies

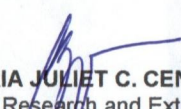
Evaluated and Rated by:

  
**EDGARDO E. TULIN**  
 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 <sup>st</sup>	Q U A R T E R
	2 <sup>nd</sup>	
X	3 <sup>rd</sup>	
X	4 <sup>th</sup>	

Name of Office: PhilRootcrops

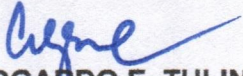
Head of Office: Dr. Edgardo E. Tulin & Prof. Marlon M. Tambis

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 July 5, 2022 Sept. 26, 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**  
 Director



## 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: July 1, 2022

Target Date December 31, 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: Jan 1, 2023

Target Date June 30, 2023

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**  
Director

Conforme:

  
MARLON M. TAMBIS  
Name of Ratee/Faculty/Staff