

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			
Total for Instruction	25%	5.00 x 25%	1.25
Research			
Client/Dir. for Research (50%)		5.0 x 50% = 2.50	
Dept. Head/Center Director (50%)		5.0 x 50% = 2.50	
Total for Research	50%	5.00	2.50
Extension			
Client/Dir. for Extension (50%)		5.00 x 50% = 2.50	
Dept Head/Center Director (50%)		5.00 x 50% = 2.50	
Total for Extension	20%	5.00	1.00
Production	3 %	5.00 x 3% = 0.15	0.15
Administration	2 %	4.33 x 2 % = 0.08	0.08
TOTAL			4.98

EQUIVALENT NUMERICAL RATING: **4.98**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.98**

ADJECTIVAL RATING:

Outstanding

Prepared by:


MARIA ELSA M. UMPAD
Administrative Officer II


Reviewed by:


ERLINDA A. VASQUEZ
Director

Recommending Approval:


JOSE L. BACUSMO
Director for Research

Approved:


OTHELLO B. CAPUNO
VP for Res, Ext & 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, 2020 to June 30, 2020.

MARLON M. TAMBIS

Ratee

Approved:

ERLINDA A. VAZQUEZ

Head of Unit

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	8.82 NA – no thesis in the year due to K-12 implementation	5	5	9	4.67	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 1	20 3 1 – assisted thesis paper published in International journal	5	5	5	5	

[illegible]

Average Rating (Total Over-all rating divided by 4)		
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.00
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

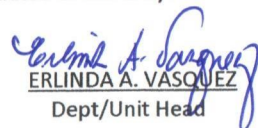
~~To prepare technical reports or proposals.~~

~~To conduct inventory in preparation for documentation.~~

To pursue advance studies

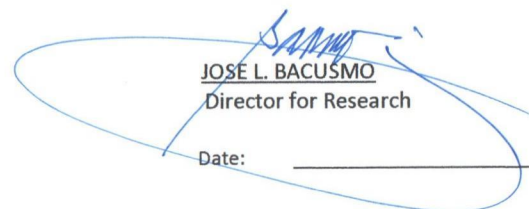
To attend trainings on leadership and management

Evaluated & Rated by:


ERLINDA A. VASQUEZ
 Dept/Unit Head

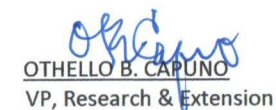
Date: _____

Recommending Approval:


JOSE L. BACUSMO
 Director for Research

Date: _____

Approved by:


OTHELLO B. CAPUNO
 VP, Research & 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. Erlinda A. Vasquez

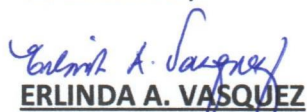
Name of Personnel: MARLON M. TAMBIS



Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	discussion on project / program progress/university's concerns	Monthly PRDC meeting Jan 13, 2020 Feb 3, 2020 May 6, 2020	Issuance of internal memoranda		Attendance to PRDC monthly Meetings by the members of the Research and Development Council
Coaching	Research proposal for submission to funding agencies	one-on-one discussion on project progress Group coaching during PRDC Meetings Jan 13, 2020 Feb 3, 2020 May 6, 2020			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:


ERLINDA A. VASQUEZ
 Director

EMPLOYEE DEVELOPMENT PLAN

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

Performance Rating: _____

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

Proposed Interventions to Improve Performance:

Date: January 1, 2020Target Date: June 30, 2020

First Step:

Implements on-going research 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, 2020Target Date: Dec 31, 2020

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 funding next year
 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:

Erlinda A. Vasquez
ERLINDA A. VASQUEZ
 Director

Conforme:

Marlon M. Tambis
Marlon M. Tambis
 Name of Ratee/Faculty/Staff