

# Pharmacology – Graduate Student Laboratory Performance Rubric

At the completion of the semester, mentors will evaluate graduate student laboratory performance using the following criteria.

Context: Consider the year of graduate school and read the rubric with that context in mind.

Student's Signature: \_\_\_\_\_

Mentor's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Criteria	1 (Poor)	2 (Fair)	3 (Meets Expectations)	4 (Exceeds Expectations)	5 (Outstanding)
<b>Attitude</b>	*Often disrespectful, uncooperative, or negative	*Occasionally disrespectful, uncooperative, or negative	*Generally respectful, cooperative, or positive	*Consistently respectful, cooperative, or positive	*Always respectful, cooperative, or positive
<b>Attentiveness</b>	*Rarely on task *Very little focus on research *Does not listen and interrupts conversation	*Often not on task *Inconsistent focus on research *Frequently does not listen and rarely adds to conversation	*Generally on task *Generally focused on research *Listens to others and occasionally adds to conversation	*On task most of the time *Focused on research most of the time *Listens when others talk and offers additional input	*Consistently on task *Very focused on research *Listens to others and builds on their ideas
<b>Independence</b>	*Must always be told what to do *Is unable to design experiments	*Must be told what to do most of the time *Demonstrates minimal experimental design skills	*Generally able to work without instruction *Demonstrates adequate experimental design skills	*Able to work without instruction most of the time *Consistently designs sound experiments	*Conducts self-directed work *Excellent experimental design skills
<b>Research Progress/Effort</b>	*Very little effort *Projects are poor quality and often incomplete *Projects never completed in timely manner	*Inconsistent effort *Projects are often only partially completed *Projects frequently not completed in timely manner	*Acceptable effort *Projects generally completed with care *Projects frequently completed in a timely manner	*Good, consistent effort *Thorough project completion *Projects consistently completed in a timely manner	*Excellent, consistent effort *Produces a high-quality product *Projects always completed in a timely manner
<b>Laboratory Contributions</b>	*Never asks questions or offers ideas *Never contributes to/impedes collaborative lab work	*Rarely asks questions or offers ideas *Seldom contributes to collaborative lab work	*Occasionally asks questions or offers ideas *Often contributes to collaborative lab work	*Asks and offers meaningful questions and ideas *Consistently contributes to collaborative lab work	*Consistently asks and offers meaningful questions and ideas *Excellent contributions to collaborative lab work
<b>Critical Thinking/Analysis</b>	*Not able to apply basic concepts *Focuses only on one solution to a problem *Reasoning is not clear	*Incorrect application of basic concepts *Suggests multiple solutions to a problem *Reasoning is presented in a confused manner	*Basic concepts are usually applied correctly *Explains multiple solutions to a problem *Reasoning is clear	*Basic concepts applied correctly *Solutions are consistent with evidence *Explains/elaborates on reasoning	*Precise and creative application of basic concepts *Solutions consistent with evidence and clearly presented *Explains/elaborates on reasoning using supporting information
<b>Scientific Communication (Written &amp; Oral)</b>	*Subject matter usually unclear *No examples to support ideas *Thoughts lack cohesion or direction	*Subject apparent but lacks focus *Few or irrelevant examples to support ideas *Attempting to develop cohesive thoughts and clear direction	*Subject apparent, but focus somewhat lacking *Limited examples to support ideas *Thoughts somewhat developed, but lacking clear direction	*Subject clear and focused *Effective examples used to support ideas *Thoughts well developed and beginning to have directionality	*Subject clear and thoroughly explained *Strong and relevant examples used to support ideas *Thoughts are cohesive and have a logical direction

Strengths: \_\_\_\_\_

Areas for Improvement: \_\_\_\_\_

Goals Upcoming Semester: \_\_\_\_\_