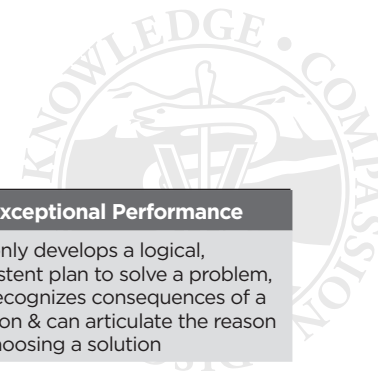


UTCVM ASSESSMENT RUBRIC

RESEARCH COMPETENCY GRADING FORM



		Unacceptable Performance	Satisfactory Performance	Good Performance	Exceptional Performance
1. Critical thinking & problem solving	No basis to assess OR not applicable	Only a single approach is considered to solve a problem	Considers new directions or approaches, but does not go beyond the guidelines of the task at hand	Having selected from among alternatives, develops a logical, consistent plan to solve a problem	Not only develops a logical, consistent plan to solve a problem, but recognizes consequences of a solution & can articulate the reason for choosing a solution
2. Research question & study aims	No basis to assess OR not applicable	Does not identify a relevant research question, or topic is not clearly defined; aims not clearly defined	Research question & study aims are conceptually correct, but are not testable with given resources; OR identifies a relevant & testable research question, but aims are not appropriate for the research question or are overly ambitious	Identifies a relevant & testable research question; aims are clearly defined & appropriate for the research question; aims might be overly ambitious	Identifies an innovative & testable research question with clear justification; aims are well-developed
3. Data collection	No basis to assess OR not applicable	Fails to collect all necessary data within a reasonable timeframe	Unable to collect or organize data independently; collects most data when provided close supervisor	Collects all necessary data; with assistance, is able to organize data	Independently collects & organizes data; able to identify challenges in data collection & communicate those challenges & potential solutions
4. Research abstract writing	No basis to assess OR not applicable	Many key components are missing; key components are unclear &/or are not stated concisely	Covers all but two key components &/or could be done more clearly &/or more concisely	Concisely & clearly covers all but one key component; OR clearly covers all key components but could be more concise or clear	Concisely & clearly covers all key components
5. Presentation	No basis to assess OR not applicable	Presentations lack major components or organization; does not respond to questions or engage in discussion	Provides adequate presentations that need improvement in organization or delivery	Provides organized & complete presentations with minor omissions; responds well to questions	Provides organized, complete, & concise presentations; responds effectively to questions
6. Communication	No basis to assess OR not applicable	Communicates primarily unidirectionally with limited active listening; communicates well with scripted plan but may falter when confronted with unexpected variables	Actively listens & fosters bidirectional communication in most situations	Consistently communicates bidirectionally & professionally	Communicates with confidence & ease, regardless of situation
7. Teamwork	No basis to assess OR not applicable	Performs in assigned team role & transitions between different roles with guidance; may disregard contributions from those perceived to have less authority; identifies conflict & may not engage productively	Functions independently in assigned team role; demonstrates respect for input from others, but may not always incorporate input to advance team goals; engages in productive conflict management with guidance	Adapts own roles & responsibilities as needed to meet team goals; solicits & incorporates input from others to advance team goals; engages in productive conflict management	Leverages team member strengths; demonstrates mutual respect & prioritizes team goals based upon input from all team members; mediates conflict between team members
8. Ethical concerns	No basis to assess OR not applicable	Unable to recognize ethical issues or demonstrate ethical decision making consistently; not diplomatic when communicating ethical dilemmas	Discusses & asks questions about ethical dilemmas; at times, lacks diplomacy	Asks questions, discusses, & uses diplomacy in implementing solutions to ethical dilemmas	Anticipates, asks questions, discusses, & uses diplomacy in ethical dilemmas

		Unacceptable Performance	Satisfactory Performance	Good Performance	Exceptional Performance
9. Scientific literature gathering & assessment	No basis to assess OR not applicable	Demonstrates a lack of understanding & inadequate review of the literature surrounding the research topic	Demonstrates general understanding with limited critical analysis of the available literature	Demonstrates understanding & some critical analysis of the available literature; adequately compares & contrasts previous literature, but misses broader connections &/or implications are not thoroughly explored	Demonstrates a sophisticated understanding & careful critical analysis of the available literature; compares/contrasts previous literature & draws original & thoughtful conclusions with future implications
7. Overall Professionalism*	No basis to assess OR not applicable	Does not display appropriate professionalism; is unenthusiastic about learning & participation; demonstrates gaps in professional behavior identified based on UTCVM guidelines	Demonstrates acceptable levels of maturity, preparedness & dependability; generally interacts respectfully with others or has minor areas for improvement in professional behavior	Demonstrates good level of maturity, is usually prepared & dependable, interacts respectfully with clinician, staff, classmates & clients; appears eager to learn & participate	Demonstrates high level of maturity, is always prepared & dependable, interacts respectfully with clinician, staff, classmates & clients; appears eager to learn & participate

* Unacceptable performance in this category results in a failure of the rotation.