

Research Fellow Evaluation

Fellow:
Mentor:

Date of evaluation:
Month/Year of Rotation:

Evaluator:
Level of Training: 1 2 3

1. Knowledge Base *Rating level <4 requires comment.*

General Competency: Fellow must demonstrate knowledge about established and evolving biomedical, clinical, and cognate (e.g., epidemiological and social-behavior, or cell-molecular) sciences and the application of this knowledge to research.

	Below Expectation	At Expectation	Exceeds Expectation	NA	
Possesses knowledge that is dated. Cites literature inaccurately.	1 2 3	4 5 6	7 8 9		Exhibits knowledge that is current and cites literature appropriately.
Does not investigate topics needed for research endeavor.	1 2 3	4 5 6	7 8 9		Prepared and investigates topics needed for research endeavor.
Does not apply knowledge toward experimental design.	1 2 3	4 5 6	7 8 9		Applies knowledge and applicability toward experimental design.
Does not demonstrate analytical thinking.	1 2 3	4 5 6	7 8 9		Clearly demonstrates analytical thinking.
Inadequate overall basic science knowledge.	1 2 3	4 5 6	7 8 9		Expresses overall basic science knowledge.

Comments: _____

2. Practice-Based Learning and Improvement *Rating level <4 requires comment.*

General Competency: Fellow must be able to investigate and evaluate his research practices, appraise and assimilate scientific evidence, and improve research practices.

	Below Expectation			At Expectation			Exceeds Expectation			NA	
Is unaware of study designs and statistical methods necessary to evaluate scientific studies.	1	2	3	4	5	6	7	8	9		Demonstrates knowledge of study designs and statistical methods necessary to evaluate scientific studies.
Does not understand the concept of a hypothesis.	1	2	3	4	5	6	7	8	9		Understands and develops hypotheses.
Never improves own practice based on appropriately gathered data and feedback.	1	2	3	4	5	6	7	8	9		Regularly improves own practice based on appropriately gathered data and feedback.
Fails to teach students, staff, and colleagues effectively or adequately.	1	2	3	4	5	6	7	8	9		Teaches students, staff, and colleagues effectively and adequately.
Never uses available information technology to obtain and manage information.	1	2	3	4	5	6	7	8	9		Consistently uses available information technology to obtain and manage information.

Comments: _____

3. Interpersonal and Communication Skills *Rating level <4 requires comment.*

General Competency: Fellow must be able to demonstrate interpersonal and communication skills that result in effective information exchange and teaming with professional associates.

	Below Expectation			At Expectation			Exceeds Expectation			NA	
Interacts poorly with laboratory of office staff, faculty, and colleagues.	1	2	3	4	5	6	7	8	9		Interacts well with staff, faculty, and colleagues.
Documents inaccurately or incompletely.	1	2	3	4	5	6	7	8	9		Documents accurately and completely.
Does not present progress at laboratory meeting effectively and succinctly.	1	2	3	4	5	6	7	8	9		Presents patients effectively and succinctly.

Comments: _____

4. Professionalism *Rating level <4 requires comment.*

General Competency: Fellow must demonstrate a commitment to carrying out professional responsibilities, adherence to ethical principles, and honesty in the research enterprise.

	Below Expectation			At Expectation			Exceeds Expectation			NA	
Uniformly self-centered.	1	2	3	4	5	6	7	8	9		Overtly altruistic
Is disrespectful.	1	2	3	4	5	6	7	8	9		Behaves respectfully.
Inaccurately presents data to misrepresent progress.	1	2	3	4	5	6	7	8	9		Presents data honestly.
Does not respect other members of research team	1	2	3	4	5	6	7	8	9		Respects other members of the research team.
Is not accountable for own actions.	1	2	3	4	5	6	7	8	9		Is accountable for own actions.
Is frequently late.	1	2	3	4	5	6	7	8	9		Is punctual.
Is satisfied with mediocre performance.	1	2	3	4	5	6	7	8	9		Is committed to excellence.

Comments: _____

6. Systems-Based Practice *Rating level <4 requires comment.*

General Competency: Fellow must demonstrate an awareness of and responsiveness to the larger context of research in the laboratory team, Department, and University at large.

	Below Expectation			At Expectation			Exceeds Expectation			NA	
Wastes research funds by being unorganized or poor experimental design.	1	2	3	4	5	6	7	8	9		Consistently practices cost-effective behavior.
Does not participate intellectually in the project of others.	1	2	3	4	5	6	7	8	9		Consistently acts as a contributing member of the research team.
Defers his/her own responsibilities to others inappropriately.	1	2	3	4	5	6	7	8	9		Appropriately/adequately refers work in collaboration with others.
Secretive and unwilling to share laboratory knowledge with investigators outside the laboratory.	1	2	3	4	5	6	7	8	9		Motivated and interested in sharing knowledge with investigators outside the primary research team.
Rarely obtains appropriate assistance if not skilled or experienced with technical endeavor.	1	2	3	4	5	6	7	8	9		Consistently obtains appropriate assistance and advice from more experienced researchers.

Comments: _____

Signature of Evaluator: _____ **Date:** _____

The Program Director/Chair and Fellow have met and discussed this evaluation.

(Program Director/Chair)

(Fellow)

Date: _____

Comments of Fellow: _____