

PhD Laboratory Rotation Evaluation Rubric

Student Name: _____

Rotation Advisor: _____

Rotation Period/Dates: _____

Scoring Scale

- **4 – Exceed:** Demonstrates abilities far exceeding the expected level of a rotating student; highly independent.
- **3 – Proficient (Target):** Meets all expectations; demonstrates the core competencies required to succeed as a PhD candidate in this lab.
- **2 – Developing:** Shows potential but requires significant guidance, training, or remediation in key areas.
- **1 – Does Not Meet Expectations:** Does not meet minimum expectations; major concerns regarding fit or capability.

1. Research Aptitude & Technical Skill

Evaluates the student's ability to execute laboratory work safely, accurately, and with intellectual curiosity.

Evaluation Criteria	Score (1-4)	Specific Observations / Examples
Technical Competence & Safety: Mastered basic protocols/ techniques introduced during the rotation; prioritizes lab safety and maintains an organized workspace.		
Data Integrity & Documentation: Maintains a clear, reproducible, and up-to-date laboratory notebook/ code repository.		

Evaluation Criteria	Score (1-4)	Specific Observations / Examples
Critical Thinking & Problem Solving: Demonstrates troubleshooting initiative when experiments fail; asks insightful questions about the data.		

2. Intellectual Engagement & Independence

Evaluates the student's drive to understand the "why" behind the project, not just the "how."

Evaluation Criteria	Score (1-4)	Specific Observations / Examples
Literature Comprehension: Actively reads and understands the relevant scientific literature assigned or related to the project.		
Scientific Communication: Clearly articulates the rotation project's goals, progress, and results in one-on-one or lab meeting settings.		
Autonomy & Motivation: Shows a strong work ethic, takes ownership of the rotation project, and manages time efficiently.		

3. Professionalism

Crucial for determining long-term compatibility with the PI and existing lab members.

Evaluation Criteria	Score (1-4)	Specific Observations / Examples
Collaboration & Teamwork: Interacts professionally and constructively with lab members; accepts and implements feedback gracefully.		Add student/ PI communication interactions

4. Summary Evaluation

To be filled out by the Faculty Advisor.

Key Strengths observed during the rotation:

Areas needing growth or development:

5. Student Comments & Acknowledgement

To be completed by the student after reviewing the evaluation with the Faculty Advisor.

Student Comments / Reflection on the Rotation:

Faculty Signature:

Date: _____

Student Signature:

Date: _____

(The student's signature indicates they have read and discussed this evaluation; it does not necessarily imply agreement with all specific ratings).