Competency Rubric Bank for the Sciences (CRBS)

#	Competency	5	4	3	2	1	Suggested assignment types	Suggested scale for developme ntal stage
	Content Knowledge							
1	Content Knowledge: Accuracy of scientific understanding	 Reflects well-developed understanding of current scientific theory and concepts. Explicitly summarizes essential background information. 		 Reflects understanding of current scientific theory and concepts. Summarizes most of the essential background 		 Reflects inaccuracies or large gaps in understanding of current scientific theory and concepts. Does not summarize essential background and information 	Paper Notebook Poster Oral	Entry (5) Mid (5) Capstone (5)
	Higher Order Cognitive Skills (HOCS)							
3	Analysis: Clarity of Research Question	 Clearly identifies the research question and its inherent complexities Identifies a study that is feasible and testable 		 Identifies a research question Identifies a study that is feasible and/or testable. 		 Does not clearly identify a research question or line of study. Gaps in feasibility and testability were evident from the outset. 	Paper Notebook Poster Oral	Entry (3) Mid (4) Capstone (5)
4	Analysis: Identifies Rationale, Hypothesis, or Systematic Approach	 Very clearly identifies a hypothesis, rationale, or clarifies a systematic approach for exploration Explicitly draws support for his/her rationale from experience, observation, and/or the literature base. Most variables are thoughtfully identified. Explicit link of current theory to the individual's own research study. 		 Identifies a hypothesis, rationale, or approach for exploration Limited support for the rationale Some variables are identified. Links current theory to the individual's own research study (may be implied or vague). 		 Hypothesis, rationale, or line of inquiry is not identified or has inconsistencies. Does not support rationale Variables are inadequately addressed Does not link current theory to the individual's own research study. 	Paper Notebook Poster Oral	Entry (3) Mid (4) Capstone (5)
5	Synthesis: Design of Methodology	 Demonstrates meaningful synthesis of prior research to design appropriate methodologies including procedures, techniques, instrumentation and precautions. Clear and complete description of steps that will achieve the purpose of the research study and 		 Designs an appropriate methodology to achieve the purpose of the study including procedures and instrumentation. Description of steps for research study are included. 		 Methodology is confusing or contains gaps. Methodology will not achieve the intended purpose of the study. Does not include description of steps for research study. 	Paper Notebook (3) Poster (3) Oral	Entry (3) Mid (4) Capstone (5)

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6	Application: Safety and Ethical Considerations	allow for replication of the study. • All necessary safety hazards including appropriate handling of materials and equipment discussed thoroughly. • Considers and addresses all ethical aspects. • Seeks IRB approval, if applicable.		 Most necessary safety hazards including appropriate handling of materials and equipment discussed. Attempt is made to address ethical issues. Seeks IRB approval, if applicable. 		Safety hazards and ethical considerations not addressed. AND IRB approval not met.	Notebook Instructor observation of technique	Entry (3) Mid (4) Capstone (5)
7	Application and analysis: Data Collection and Analysis	Very appropriate use of instruments & tools to make careful measurements.		Appropriate use of instruments & tools to make careful measurements.		• Inappropriate use of tools & instruments.	Notebook Instructor observation of technique	Entry (3) Mid (4) Capstone (5)
8	Application: Data Presentation	 Highly consistent and appropriate use of scientific units of measurement, labels, symbols, and equations. Concise visuals convey pertinent data that are otherwise difficult to convey; thus, increasing the efficiency and effectiveness of the presentation. Visuals enhance the communication process by utilizing the appropriate balance between effective visuals and text. 		 Consistent use of scientific labels, units of measurement, symbols, and equations. Minor inaccuracies or omissions noted, such as skipping a step, inaccurate equation (e.g., lack of labels, typographical errors, etc.) Visuals convey data that are pertinent and add to the presentation, with some balance between text and visuals 		 Does not attempt to use scientific labels, symbols, or equations. Major inaccuracies or omissions are noted. Visuals distract from presentation by being too wordy or too limited (e.g., too much text or visual) 	Paper Notebook Poster Oral	Entry (3) Mid (4) Capstone (5)
9	Synthesis: Conclusions	Clearly addresses the research question(s). Draws inferences that are highly consistent with the data and scientific reasoning Example 1: Significance in differences or similarities between samples are determined statistically; an inference is drawn appropriately from that statistical assessment.		 Addresses the research question(s). Identifies conclusions based on observation. Attempts to identify directions for future research Defines limitations in broad terms 		 Conclusions do not address the research question(s). Conclusions not evaluated for accuracy and precision. Does not identify future directions Does not identify limitations. 	Paper Notebook Poster Oral	Entry (3) Mid (4) Capstone (5)

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		Example 2: A trend(s) is identified and evaluated statistically; an inference is drawn appropriately from that statistical assessment. • Identifies well-reasoned directions for future research. • Explicitly discusses limitations.						
10	Evaluation: Accuracy & Precision	Evaluates the accuracy & precision of the data. Clearly examines the evidence and identifies specific sources of error and determines means for reducing error in future studies. Carefully selects and systematically applies appropriate data analysis (quantitative, qualitative, exploratory or other)		 Examines the evidence and identifies error in general terms. Notes that there may be some inconsistencies in data but explanation is not developed. Selects and applies appropriate data analysis method with few errors (quantitative, qualitative, exploratory or other) 		 Conclusions are not evaluated for accuracy and precision Sources of error are not identified. Does not use appropriate data analysis method. 	Paper Notebook Poster Oral	Entry (3) Mid (4) Capstone (5)
11	Evaluation: Relevance NOS: Social and Cultural Nature of Science Understandings: Science is a human enterprise, practiced within and affecting society and culture.	Clearly articulates scientific and societal relevance of the study.		Identifies a general relevance of the study.		Does not identify the relevance of the study.	Paper Poster Oral	Entry (3) Mid (4) Capstone (5)
	Communication Skills							
12	Organization & Sequence	 Clearly organized and logical using format of commonly accepted scientific literature. Explicitly differentiates main from secondary ideas. 		 Organized, using clear divisions of the segments within the presentation. Main ideas are emphasized. 		Format is disorganized.Main ideas are lost	Paper Poster Oral	Entry (3) Mid (4) Capstone (5)
14	Writing Conventions	Very consistent use of discipline specific language*		Attempts to use discipline specific language*		Does not attempt to use discipline specific language*	Paper Poster	Entry (3) Mid (4)

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		AND "Excellent" quality of writing on university writing rubric		"Competent" quality of writing on the university writing rubric		"Unacceptable" quality of writing on the university writing rubric	Oral	Capstone (5)
15	Oral Presentation Skills	 Exhibits exemplary professional demeanor High level of poise Communicates high level of preparation for the presentation. Communicates an enthusiasm or strong scholarly interest in the subject manner. Handles questions from the audience with confidence Rate of speech (or presentation) facilitates audience understanding 		 Exhibits professional demeanor Maintains composure throughout the presentation. Communicates competent level of preparation. Communicates a desire to perform well Communicates willingness to interact with the audience. Rate of speech (or presentation) does not detract from audience understanding 		 Does not exhibit professional demeanor Composure is lost during presentation. Seems unprepared Communicates little interest in the subject manner. Lackadaisical attitude is evident. Rate of speech (or presentation) detracts from audience understanding. 	Poster Oral	Entry (3) Mid (4) Capstone (5)
	Nature of Science							
16	Empirical NOS: Scientific knowledge is based on and/or derived from observations of the natural world (data)	Research paper or presentation Permeated with the understanding that scientific knowledge is based on and/or derived from observations of the natural world. Example: - Empirical observations (data) are presented and serve as the primary basis for the conclusions		Research paper or presentation Expresses the understanding that scientific knowledge is based on observations of the natural world. Example: - empirical observations (data) are presented, but only weakly support the conclusions - conclusions primarily recite prior theory or note experimental expectations, with little logical connection to the data		Research paper or presentation Does not express the understanding that scientific knowledge is based on observations of the natural world. Examples: - empirical observations (data) are not presented and/or may not support conclusions; - conclusions only recite prior theory or note experimental expectations based on that theory.	Paper Notebook Poster Oral	Entry (5) Mid (5) Capstone (5)
17	Tentative NOS: Scientific knowledge is subject to change with new observations and with the reinterpretations of	Research paper or presentation Clearly acknowledges the principle that scientific knowledge is subject to change. Examples: Introduction and/or conclusions note gaps or misunderstandings in		 Research paper or presentation Acknowledges the principle that scientific knowledge is subject to change. 		Research paper or presentation Expresses the naïve view that scientific knowledge is not subject to change. Examples: Fails to acknowledge gaps or misunderstandings, varied	Paper Notebook Poster Oral	Entry (3) Mid (4) Capstone (5)

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	existing observations.	current scientific knowledge-base (e.g. "It is currently unknown whether"); varied interpretations of data; controversies/alternative theories				interpretations, or controversies - States the purpose of research as confirming rigid theory or reproducing prior findings - Uses naïve language by stating non-tentative conclusions: e.g. "prove"		
18	Inferential NOS: Scientific knowledge is based on both observation and inference. There is a critical distinction between scientific claims (e.g., inferences) and evidence on which such claims are based (e.g., observations)	Research paper or presentation Inferences are made appropriately and well-justified: Examples: Conclusions are formed after the evidence is critically evaluated in relation to, and synthesized with - accepted theory(ies), AND - other evidence (e.g. published data) Clearly shows evidence of the distinction between inference and observation		Research paper or presentation Inferences are made but not well-justified: Examples: Conclusions are formed after the evidence is evaluated relative to - accepted theory, OR - other evidence (e.g. published data) Shows evidence of the distinction between inference and observation.		Research paper or presentation Inferences are not made, or are not justified: Example: Evidence is not evaluated in relation to prior theory, NOR synthesized with other evidence. Does not distinguish between inference and observation. Example:	Paper (Notebook?) Poster Oral	Entry (3) Mid (4) Capstone (5)
		Example: - appropriate scientific language, such as: "The data presented here support the following conclusion:"				- The conclusions may only restate the observations or expectations.		
20	Theory-laden NOS: Scientific knowledge and investigation are influenced by scientists' theoretical and disciplinary commitments.	Research paper or presentation Clearly and appropriately acknowledges prior theory by applying a well-founded theoretical model to the rationale for the research project, and any conclusions or inferences		Research paper or presentation Acknowledges prior theory; states a theory-based rationale for the research project, and bases some inferences on established theory		Research paper or presentation Does not acknowledge prior theory; no reference to prior theory or theoretical model is made	Paper Poster Oral	Entry (3) Mid (4) Capstone (5)
22	Myth of the "Scientific Method': There is no universal	Research paper or presentation Uses or articulates multiple approaches to generating knowledge		Research paper or presentation Uses or articulates an alternative approach to validating findings.		Research paper or presentation Does not propose any alternative approach	Paper Poster Oral	Entry (3) Mid (4) Capstone

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	step-wise method that guarantees the generation of valid scientific knowledge Many different methodologies are valid means of scientific knowledge formation, and contribute together to validate a hypothesis	- multiple alternative approaches may include alternate experimental designs, and/or non-experimental studies, such as correlative field studies, informatics, or modeling work Example: Alternative methodologies are suggested in a paragraph on 'future work' in the discussion		- multiple alternative approaches may include alternate experimental designs, and/or non-experimental studies, such as correlative field studies, informatics, or modeling work; Example: An alternative methodology is suggested in a paragraph on 'future work' in the discussion		Endorses the naïve viewpoint that there is one universal step-wise method that guarantees the generation of valid knowledge (i.e., myth of "scientific method") Example: Discussion of 'Future work' is restricted to repetition of the same methodology		(5)
	NOS items, for							
	explicit NOS assignments							
16 NOS	Empirical NOS: Scientific knowledge is based on and/or derived from observations of the natural world (data)	Assignment explicitly about NOS: Clearly expresses the understanding that scientific knowledge is based on and/or derived from observations of the natural world.		Assignment explicitly about NOS: Expresses the understanding that scientific knowledge is based on observations of the natural world.		Assignment explicitly about NOS: Does not express the understanding that scientific knowledge is based on observations of the natural world.	NOS- specific assignment: (e.g. essay or class discussion regarding NOS concepts)	Entry (5) Mid (5) Capstone (5)
17 NOS	Tentative NOS: Scientific knowledge is subject to change with new observations and with the reinterpretations of existing observations. Scientific knowledge is not absolute nor certain.	Assignment explicitly about NOS: Clearly acknowledges the principle that scientific knowledge is subject to change, with examples. Clearly expresses the principle that scientific knowledge is not absolute nor certain, providing more than one reason Examples: There is uncertainty in scientific knowledge due to current lack of data or theory to explain data - uncertainty due to social/cultural NOS		Assignment explicitly about NOS: Acknowledges the principle that scientific knowledge is subject to change. Expresses the principle that scientific knowledge is not absolute nor certain		Assignment explicitly about NOS: Expresses the naïve view that scientific knowledge is not subject to change. Expresses the naïve view that scientific knowledge is absolute and certain Examples: Explains scientific controversies only in terms of one party not fully understanding the data or theory, or only being politically swayed to the wrong conclusions	NOS- specific assignment: (e.g. essay or class discussion regarding NOS concepts)	Entry (3) Mid (4) Capstone (5)

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		- uncertainty due to creative NOS - there is historical development of theories (e.g. paradigm shifts; revolutions)						
19 NOS	Creative NOS: Science is a creative process, not completely rational, lifeless and orderly In this manner, there is an unavoidable subjectivity in science Thus, scientific concepts, such as atoms or species, are useful models, not perfect copies of reality	Assignment explicitly about NOS: Clearly states a role for creativity in the formation of research questions, study design, and inference making Clearly acknowledges subjectivity in science deriving from creative NOS Clearly acknowledges the imperfect match of models with reality		Assignment explicitly about NOS: • States a role for creativity in the formation of research questions, study design, OR inference making • Acknowledges subjectivity in science deriving from creative NOS • Acknowledges the imperfect match of models with reality		Assignment explicitly about NOS: States the misconception that the practice of science is not creative Naively equates science with non-creative objective rationality Naively equates reality with models	NOS- specific assignment: (e.g. essay or class discussion regarding NOS concepts)	Entry (3) Mid (4) Capstone (5)
20 NOS	Theory-laden NOS: Scientific knowledge and investigation are influenced by scientists' theoretical and disciplinary commitments. Because scientific knowledge is theory-laden, there is an unavoidable subjectivity to science	Assignment explicitly about NOS: Clearly acknowledges that scientific inference formation is influenced by scientists' theoretical and disciplinary commitments, with examples (e.g. commitments to Newton's theories of motion impacted early models of the atom) Clearly acknowledges subjectivity derived from the theory-laden aspect of science		Assignment explicitly about NOS: Acknowledges that scientific inference formation is influenced by scientists' theoretical and disciplinary commitments Acknowledges subjectivity derived from the theory-laden aspect of science		Assignment explicitly about NOS: Does not acknowledge that theoretical and disciplinary commitments influence scientific inference formation Does not acknowledge subjectivity in the theory-laden aspect of science OR inappropriately invokes extreme subjectivity	NOS- specific assignment: (e.g. essay or class discussion regarding NOS concepts)	Entry (3) Mid (4) Capstone (5)
21 NOS	Social and Cultural NOS: Science is a human	Assignment explicitly about NOS: Clearly acknowledges that science is a the human enterprise		Assignment explicitly about NOS: Acknowledges that science is a the human enterprise embedded		Assignment explicitly about NOS: Does not acknowledge that the social and cultural setting of	NOS- specific assignment:	Entry (3) Mid (4) Capstone

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	enterprise, practiced within and affecting society and culture. Scientists are influenced by culture – in their beliefs, values, norms, and prior knowledge (thus, scientific knowledge is somewhat subjective) The scientific community is a culture unto itself, with its own norms and values, and systems of approving knowledge	Clearly acknowledges that the social and cultural setting of research may affect the interpretation of the data; there are potential biases derived from the social/cultural setting Clearly acknowledges the scientific community as a culture unto itself; - shared values and norms - funding agency directives - effect of the peer-review system		in society and culture Acknowledges that the social and cultural setting of research may affect the interpretation of the data; there are potential biases derived from the social/cultural setting. Acknowledges the scientific community as a culture unto itself; - shared values and norms - funding agency directives - peer-review		research may affect the interpretation of the data; Retains the naïve conception that science is purely objective and unaffected by the broader culture *Does not acknowledge* the scientific community as a culture unto itself; - shared values and norms - funding agency directives - peer-review	(e.g. essay or class discussion regarding NOS concepts)	(5)
NOS	Myth of the "Scientific Method': There is no universal step-wise method that guarantees the generation of valid scientific knowledge Many different methodologies are valid means of scientific knowledge formation, and contribute together to validate a hypothesis	Assignment explicitly about NOS: Clearly expresses the view that multiple methods are valid means of scientific inquiry, with examples (e.g. social scientists, astronomers, earth scientists, and many ecologists work mostly without any classical experimental methods, yet still generate valid findings.) Clearly acknowledges the validity and necessity of findings from multiple alternate experimental and non-experimental studies.		Assignment explicitly about NOS: Expresses the view that multiple methods are valid means of scientific inquiry. Acknowledges the validity of conclusions drawn from alternate experimental and non-experimental studies.		Example: Correct use of "the method" gives us "the right answer" A "method" may be applied to the research paper as a veneer, when in fact the project was performed without any stated hypothesis or experiments. Assignment explicitly about NOS: Naively holds to a universal experimental method: Does not consider non-experimental findings a valid means of knowledge generation Does not acknowledge the need for multiple converging methodologies to best validate a hypothesis	NOS- specific assignment: (e.g. essay or class discussion regarding NOS concepts)	Entry (3) Mid (4) Capstone (5)