



## DISCOVER Scoring Rubric

Criteria	Emerging (1)	Good (2)	Outstanding (3)
<b>Project Abstract</b>	<ul style="list-style-type: none"> <li>Lack of clarity or limited explanation on how project contributes to existing scientific knowledge and innovation.</li> <li>Scientific impact, contribution, or significance is unclear or not very clearly articulated.</li> </ul>	<ul style="list-style-type: none"> <li>Project may contribute to scientific knowledge and innovation, but needs additional explanation and/or evidence to produce a convincing argument</li> <li>Has some or may have potential for scientific impact, contribution, significance.</li> </ul>	<ul style="list-style-type: none"> <li>Clear explanation on how project contributes to scientific knowledge and innovation.</li> <li>High potential for scientific impact, contribution, significance.</li> </ul>
<b>Career Goals</b>	<ul style="list-style-type: none"> <li>No explanation on career goals or what they are looking for in a postdoc position.</li> <li>Candidate's research/background has little to no potential for complementing or expanding current Salk research areas or projects.</li> </ul>	<ul style="list-style-type: none"> <li>Limited explanation on career goals or what they are looking for in a postdoc position.</li> <li>Candidate has limited potential to succeed as a Salk postdoc due to research complementing and expanding current Salk research areas or projects.</li> </ul>	<ul style="list-style-type: none"> <li>Clear, persuasive explanation on career goals, and what they are looking for in a postdoc position.</li> <li>Candidate has high potential to succeed as a Salk postdoc due to research complementing and expanding current Salk research areas or projects.</li> </ul>
<b>Community Commitment Statement</b>	<ul style="list-style-type: none"> <li>Discussion of their knowledge and commitment to building community and inclusive spaces is incomprehensive and/or unclear.</li> <li>Does not offer succinct examples of programs they participated in, nor personal examples that promoted inclusive environments.</li> </ul>	<ul style="list-style-type: none"> <li>Discussion of their knowledge and commitment to building community and inclusive spaces is adequate. More comprehensive detail could be added to offer a clearer understanding of their answer.</li> <li>Offers relevant, but limited examples of programs in which they participated, or personal examples that promoted inclusive environments.</li> </ul>	<ul style="list-style-type: none"> <li>Clear discussion of their knowledge and commitment to building community and inclusive spaces.</li> <li>Response offers succinct examples of programs or efforts in which they have participated, or personal examples that promoted inclusive environments.</li> </ul>