



The American Society for Cell Biology  
6120 Executive Boulevard, Suite 750  
Bethesda, MD 20852, USA  
Phone: 301-347-9300  
Fax: 301-347-9310

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Employee self-evaluations are useful for helping team members identify their strengths and weaknesses and define a path for professional development. Many employers ask employees to complete self-evaluations as part of their annual or quarterly review process. Additionally, I assisted in overhauling our paid search program and helped procure and onboard a new data partner. As a result, our paid search efforts' ROI has increased by 120% year over year and influenced \$6 million in sales of our newest service line. This quarter, I noticed that I haven't been delegating enough work to junior members of the team. Self-evaluations are critical to helping employees become aware of their strengths and weaknesses and more committed to their career development. [Detail Page](#). The Undergraduate Research Student Self-Assessment (URSSA): Validation for Use in Program Evaluation. written by Timothy J. Weston and Sandra L. Laursen. This article examines the validity of the Undergraduate Research Student Self-Assessment (URSSA), a survey used to evaluate undergraduate research (UR) programs. The underlying structure of the survey was assessed with confirmatory factor analysis; also examined were correlations between different average scores, score reliability, and matches between numerical and textual item responses. The study found that four components of the NSERC – Student and Fellows – Undergraduate Programs – Undergraduate Student Research Awards. You are not eligible to apply for a USRA if: you are currently enrolled in an undergraduate professional degree program in the health sciences (e.g., MD, DDS, BScN); you hold higher degrees in the natural sciences or engineering; you have graduated and are no longer registered in a bachelor's degree program at an institution. Value of awards. These awards have a value of \$4,500 for a full 16-week period. Institutions are required to supplement the amount of the award by at least 25% of its value using other sources, such as university funds, NSERC grants or any other research funds; institutio