



# Core Competency Scoring Rubric

## Ferris State University

### Diversity (Understanding Race, Ethnicity, and Gender) – DIVU3

**Apply theories** – Students will apply a theory and/or method to analyze how the concepts of race, ethnicity, and/or gender can be expressed through identity, stereotypes, prejudice, discrimination, and privilege.

*Evaluated during the fall semester of odd-numbered years.*

Level	Description
<b>4 – Advanced</b> Advanced performances exceed the expectations for Ferris graduates. This work shows an effective and well-developed response to the learning outcome. These students represent the strongest fraction of our graduates.	Demonstrate a sophisticated and multi-layered ability to apply a theory and/or method to analyze how the concepts of race, ethnicity, and/or gender can be expressed through identity, stereotypes, prejudice, discrimination, and privilege.
<b>3 – Proficient</b> Proficient performances meet the expectations for Ferris graduates. This work demonstrates a sufficient response to the learning outcome with regard to scope and accuracy. All students are expected to attain this level of ability by graduation.	Demonstrate an advanced ability to apply a theory and/or method to analyze how the concepts of race, ethnicity, and/or gender can be expressed through identity, stereotypes, prejudice, discrimination, and privilege.
<b>2 – Progressing</b> Developing performances approach the expectations for Ferris graduates. Although this work is more accomplished than that of novices, the scope and accuracy of the response does not yet satisfactorily address the learning outcome. This should be true of most first and second year students.	Demonstrate a basic ability to apply a theory and/or method to analyze how the concepts of race, ethnicity, and/or gender can be expressed through identity, stereotypes, prejudice, discrimination, and privilege.
<b>1 – Beginning</b> Beginning performances do not meet the expectations for Ferris graduates. This work exhibits a novice level of ability with regard to addressing the learning outcome. This is the expected skill level for our incoming freshman.	Demonstrate a partial ability to apply a theory and/or method to analyze how the concepts of race, ethnicity, and/or gender can be expressed through identity, stereotypes, prejudice, discrimination, and privilege.
<b>0 – Unsatisfactory</b> Unsatisfactory performances neither meet the expectations for Ferris graduates nor those for incoming freshmen. This work exhibits profound deficiencies and/or is incomplete.	Demonstrates little ability to apply a theory and/or method to analyze how the concepts of race, ethnicity, and/or gender can be expressed through identity, stereotypes, prejudice, discrimination, and privilege.