



Core Competency Scoring Rubric

Ferris State University

Diversity (Understanding Race, Ethnicity, and Gender) – DIVU4

Evaluate issues – Students will evaluate complex issues surrounding race, ethnicity, and/or gender in the context of their own beliefs, values, and attributes.

Evaluated during the spring semester of even-numbered years.

Level	Description
4 – Advanced 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 evaluate complex issues surrounding race, ethnicity, and/or gender in the context of their own beliefs, values, and attributes.
3 – Proficient 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 evaluate complex issues surrounding race, ethnicity, and/or gender in the context of their own beliefs, values, and attributes.
2 – Progressing 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 evaluate complex issues surrounding race, ethnicity, and/or gender in the context of their own beliefs, values, and attributes.
1 – Beginning 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 evaluate complex issues surrounding race, ethnicity, and/or gender in the context of their own beliefs, values, and attributes.
0 – Unsatisfactory 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 evaluate complex issues surrounding race, ethnicity, and/or gender in the context of their own beliefs, values, and attributes.