



# Core Competency Scoring Rubric

## Ferris State University

### Collaboration – COL4

**Conflict Resolution** – Students address conflict directly and constructively, helping to manage/resolve it in a way that strengthens overall team cohesiveness and future effectiveness.

*Evaluated during the spring semester of even-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.	Addresses destructive conflict directly and constructively, helping to manage/resolve it in a way that strengthens overall team cohesiveness and future effectiveness.
<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.	Identifies and acknowledges conflict and stays engaged with it.
<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.	Redirecting focus toward common ground, toward task at hand (away from conflict).
<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.	Passively accepts alternate viewpoints/ideas/opinions.
<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.	Does not help to manage or resolve conflict within the group.