ORU MASTER OUTCOME RUBRIC

Academic Department: *Business*

Program Name: (Major, Major/Concentration) *Master Business Administration*

Program Outcome Number: *1*

Program Outcome Description: *MBA Business Knowledge and Application Rubric - MFT*

Outcome Criteria	Criterion Description/Name	Level 4 Description	Level 3 Description	Level 2 Description	Level 1 Description	Level 0 Description
MBA-1-A-Accounting	Accounting	Scored a minimum of 80th percentile as a group on the Accounting Portion of the MBA MFT.	As a group, scored a minimum of 60th percentile or better (but less than 80th) on the Accounting Portion of the MBA MFT.	As a group, scored a minimum of 40th percentile or better (but less than 60th) on the Accounting Portion of the MBA MFT.	As a group, scored a minimum of 20th percentile or better (but less than 40th) on the Accounting Portion of the MBA MFT.	Scored below 20th percentile as a group on the Accounting Portion of the MBA MFT.
MBA-1-B-Finance	Finance	Scored a minimum of 80th percentile as a group on the Finance Portion of the MBA MFT.	As a group, scored a minimum of 60th percentile or better (but less than 80th) on the Finance Portion of the MBA MFT.	As a group, scored a minimum of 40th percentile or better (but less than 60th) on the Finance Portion of the MBA MFT.	As a group, scored a minimum of 20th percentile or better (but less than 40th) on the Finance Portion of the MBA MFT.	Scored below 20th percentile as a group on the Finance Portion of the MBA MFT.
MBA-1-C-Management	Management	Scored a minimum of 80th percentile as a group on the Management Portion of the MBA MFT.	As a group, scored a minimum of 60th percentile or better (but less than 80th) on the Management Portion of the MBA MFT.	As a group, scored a minimum of 40th percentile or better (but less than 60th) on the Management Portion of the MBA MFT.	As a group, scored a minimum of 20th percentile or better (but less than 40th) on the Management Portion of the MBA MFT.	Scored below 20th percentile as a group on the Management Portion of the MBA MFT.
MBA-1-D-Marketing	Marketing	Scored a minimum of 80th percentile as a group on the Marketing Portion of the MBA MFT.	As a group, scored a minimum of 60th percentile or better (but less than 80th) on the Marketing Portion of the MBA MFT.	As a group, scored a minimum of 40th percentile or better (but less than 60th) on the Marketing Portion of the MBA MFT.	As a group, scored a minimum of 20th percentile or better (but less than 40th) on the Marketing Portion of the MBA MFT.	Scored below 20th percentile as a group on the Marketing Portion of the MBA MFT.

ORU MASTER OUTCOME RUBRIC

Academic Department: *Business*

Program Name: (Major, Major/Concentration) *Master Business Administration*

Program Outcome Number: *2*

Program Outcome Description: *MBA Critical Thinking Rubric #1 (MFT)*

Outcome Criteria	Criterion Description/Name	Level 4 Description	Level 3 Description	Level 2 Description	Level 1 Description	Level 0 Description
MBA-2-A-Strategic Integration Score on MFT	**Strategic Integration Score on the MFT**	Scored a minimum of 80th percentile as a group on the Strategic Integration Portion of the MBA MFT.	As a group, scored a minimum of 60th percentile or better (but less than 80th) on the Strategic Integration Portion of the MBA MFT.	As a group, scored a minimum of 40th percentile or better (but less than 60th) on the Strategic Integration Portion of the MBA MFT.	As a group, scored a minimum of 20th percentile or better (but less than 40th) on the Strategic Integration Portion of the MBA MFT MFT.	Scored below 20th percentile as a group on the Strategic Integration Portion of the MBA MFT.
MBA-2-B-Overall Score on MFT	**Overall Score on the MFT**	Scored a minimum of 80th percentile as a group on the MBA MFT.	As a group, scored a minimum of 60th percentile or better (but less than 80th) on the MBA MFT.	As a group, scored a minimum of 40th percentile or better (but less than 60th) on the MBA MFT.	As a group, scored a minimum of 20th percentile or better (but less than 40th) on the MBA MFT.	Scored below 20th percentile as a group on the MBA MFT.

ORU MASTER OUTCOME RUBRIC

Academic Department: Business

Program Name: (Major, Major/Concentration) Master Business Administration

Program Outcome Number: 3

Program Outcome Description: MBA Critical Thinking Rubric #2 (GBUS 579)

Outcome Criteria	Criterion Description/Name	Level 4 Description	Level 3 Description	Level 2 Description	Level 1 Description	Level 0 Description
MBA-3-A-Identification of Strategic Considerations and/or Problems	**Identification of Strategic Considerations and/or Problems**	Excellent identification of effective and accurate strategic considerations and/or problems. Strategic considerations and/or problem identification are valid and well supported.	Strong identification of effective and accurate strategic considerations and/or problems. Strategic considerations and/or problem identification are mostly valid and supported. Identification contains some minor flaws and/or is somewhat incomplete, but does not significantly detract from effectiveness.	Some evidence of accurate and effective identification of strategic considerations and/or problems. Strategic considerations and/or problem identification are somewhat valid and supported. Identification contains flaws and/or is incomplete. Flaws detract significantly from effectiveness.	Minimal evidence of accurate and effective identification of strategic considerations and/or problems. Strategic considerations and/or problem identification are generally not correct and supported. Identification contains serious flaws and/or is critically incomplete.	No evidence of accurate and effective strategic considerations or problems
MBA-3-B-Strategic Analysis and Formulation	**Strategic Analysis and Formulation**	Excellent demonstration of accurate and effective strategic analysis and formulation. Conclusions are valid and well supported.	Strong demonstration of accurate and effective strategic analysis and formulation. Most of the conclusions are valid. Flaws do not significantly detract from effectiveness.	Some evidence of accurate and effective strategic analysis and formulation. Conclusions not fully supported and flaws detract significantly from effectiveness.	Minimal evidence of accurate and effective analysis and strategic formulation. Incorrectly interprets information with poor analysis or conclusions.	No evidence of accurate and effective strategic analysis and formulation
MBA-3-C-Problem Solving and Critical Thinking Decision Making Skills	**Problem Solving and Critical Thinking Decision-Making Skills**	Excellent demonstration of effective applications of critical thinking decision-making and creative problem solving throughout	Strong demonstration of effective applications of critical thinking decision-making and creative problem solving. Flaws do not significantly detract from effectiveness.	Some evidence of effective applications of critical thinking decision-making and creative problem solving. Flaws detract significantly from effectiveness.	Minimal evidence of effective applications of critical thinking decision-making and creative problem solving	No evidence of critical thinking decision-making and effective creative problem solving
MBA-3-D-Strategic Implementation Skills	**Strategic Implementation Skills**	Excellent demonstration of effective and accurate applications of strategic implementation throughout	Strong demonstration of effective and accurate applications of strategic implementation. Flaws do not significantly detract from effectiveness.	Some evidence of effective and accurate applications of strategic implementation. Flaws detract significantly from effectiveness.	Minimal evidence of effective and accurate applications of strategic implementation	No evidence of effective and accurate applications of strategic implementation

ORU MASTER OUTCOME RUBRIC

Academic Department: *Business*

Program Name: (Major, Major/Concentration) *Master Business Administration*

Program Outcome Number: *4*

Program Outcome Description: *Oral Communication*

Outcome Criteria	Criterion Description/Name	Level 4 Description	Level 3 Description	Level 2 Description	Level 1 Description	Level 0 Description
MBA-4-A-Organization	**Organization**	Organizational pattern (specific introduction and conclusion, sequenced material within the body, and transitions) is clearly and consistently observable and is skillful and makes the content of the presentation cohesive.	Organizational pattern (specific introduction and conclusion, sequenced material within the body, and transitions) is clearly and consistently observable within the presentation.	Organizational pattern (specific introduction and conclusion, sequenced material within the body, and transitions) is intermittently observable within the presentation.	Organizational pattern (specific introduction and conclusion, sequenced material within the body, and transitions) is not observable within the presentation.	Assignment not completed
MBA-4-B-Language	**Language**	Language choices are imaginative, memorable, and compelling, and enhance the effectiveness of the presentation. Language in presentation is appropriate to audience.	Language choices are thoughtful and generally support the effectiveness of the presentation. Language in presentation is appropriate to audience.	Language choices are mundane and commonplace and partially support the effectiveness of the presentation. Language in presentation is appropriate to audience.	Language choices are unclear and minimally support the effectiveness of the presentation. Language in presentation is not appropriate to audience.	Assignment not completed
MBA-4-C-Delivery	**Delivery**	Delivery techniques (posture, gesture, eye contact, and vocal expressiveness) make the presentation compelling, and speaker appears polished and confident.	Delivery techniques (posture, gesture, eye contact, and vocal expressiveness) make the presentation interesting, and speaker appears comfortable.	Delivery techniques (posture, gesture, eye contact, and vocal expressiveness) make the presentation understandable, and speaker appears tentative.	Delivery techniques (posture, gesture, eye contact, and vocal expressiveness) detract from the understandability of the presentation, and speaker appears uncomfortable.	Assignment not completed
MBA-4-D-Supporting Material	**Supporting Material**	A variety of types of supporting materials (explanations, examples, illustrations, statistics, analogies, quotations from relevant authorities) make appropriate reference to information or analysis that significantly supports the presentation or establishes the presenter's credibility/authority on the topic.	Supporting materials (explanations, examples, illustrations, statistics, analogies, quotations from relevant authorities) make appropriate reference to information or analysis that generally supports the presentation or establishes the presenter's credibility/authority on the topic.	Supporting materials (explanations, examples, illustrations, statistics, analogies, quotations from relevant authorities) make appropriate reference to information or analysis that partially supports the presentation or establishes the presenter's credibility/authority on the topic.	Insufficient supporting materials (explanations, examples, illustrations, statistics, analogies, quotations from relevant authorities) make reference to information or analysis that minimally supports the presentation or establishes the presenter's credibility/authority on the topic.	Assignment not completed
MBA-4-E-Central Message	**Central Message**	Central message is compelling (precisely stated, appropriately repeated, memorable, and strongly supported).	Central message is clear and consistent with the supporting material.	Central message is basically understandable but is not often repeated and is not memorable.	Central message can be deduced, but is not explicitly stated in the presentation.	Assignment not completed

ORU MASTER OUTCOME RUBRIC

Academic Department: Business

Program Name: (Major, Major/Concentration) Master Business Administration

Program Outcome Number: 5

Program Outcome Description: Global Perspectives

Outcome Criteria	Criterion Description/Name	Level 4 Description	Level 3 Description	Level 2 Description	Level 1 Description	Level 0 Description
MBA-5-A-Cultural Sensitivity	**Cultural Sensitivity**	Demonstrates sophisticated understanding of the complexity of elements important to members of another culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices.	Demonstrates adequate understanding of the complexity of elements important to members of another culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices.	Demonstrates partial understanding of the complexity of elements important to members of another culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices.	Demonstrates surface understanding of the complexity of elements important to members of another culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices.	Assignment not completed
MBA-5-B-Perspective Taking	**Perspective Taking**	Evaluates and applies diverse perspectives to complex subjects within natural and human systems in the face of multiple and even conflicting positions (i.e. cultural, disciplinary, and ethical.)	Synthesizes other perspectives (such as cultural, disciplinary, and ethical) when investigating subjects within natural and human systems.	Identifies and explains multiple perspectives (such as cultural, disciplinary, and ethical) when exploring subjects within natural and human systems.	Identifies multiple perspectives while maintaining a value preference for own positioning (such as cultural, disciplinary, and ethical).	Assignment not completed
MBA-5-C-Cultural Diversity	**Cultural Diversity**	Adapts and applies a deep understanding of multiple worldviews, experiences, and power structures while initiating meaningful interaction with other cultures to address significant global problems.	Analyzes substantial connections between the worldviews, power structures, and experiences of multiple cultures historically or in contemporary contexts, incorporating respectful interactions with other cultures.	Explains and connects two or more cultures historically or in contemporary contexts with some acknowledgement of power structures, demonstrating respectful interaction with varied cultures and worldviews.	Describes the experiences of others historically or in contemporary contexts primarily through one cultural perspective, demonstrating some openness to varied cultures and worldviews.	Assignment not completed
MBA-5-D-Understanding Global Systems	**Understanding Global Systems**	Uses deep knowledge of the historic and contemporary role and differential effects of human organizations and actions on global systems to develop and advocate for informed, appropriate action to solve complex problems in the human and natural worlds.	Analyzes major elements of global systems, including their historic and contemporary interconnections and the differential effects of human organizations and actions, to pose elementary solutions to complex problems in the human and natural worlds.	Examines the historical and contemporary roles, interconnections, and differential effects of human organizations and actions on global systems within the human and the natural worlds.	Identifies the basic role of some global and local institutions, ideas, and processes in the human and natural worlds.	Assignment not completed
MBA-5-E-Applying Knowledge to Contemporary Global Contexts	**Applying Knowledge to Contemporary Global Contexts**	Applies knowledge and skills to implement sophisticated, appropriate, and workable solutions to address complex global problems using interdisciplinary perspectives independently or with others.	Plans and evaluates more complex solutions to global challenges that are appropriate to their contexts using multiple disciplinary perspectives (such as cultural, historical, and scientific).	Formulates practical yet elementary solutions to global challenges that use at least two disciplinary perspectives (such as cultural, historical, and scientific).	Defines global challenges in basic ways, including a limited number of perspectives and solutions.	Assignment not completed

ORU MASTER OUTCOME RUBRIC

Academic Department: Business

Program Name: (Major, Major/Concentration) Master Business Administration

Program Outcome Number: 6

Program Outcome Description: Information Literacy

Outcome Criteria	Criterion Description/Name	Level 4 Description	Level 3 Description	Level 2 Description	Level 1 Description	Level 0 Description
MBA-6-A-Determine the Extent of Information Needed	**Determine the Extent of Information Needed**	Effectively defines the scope of the research question or thesis. Effectively determines key concepts. Types of information (sources) selected directly relate to concepts or answer research question.	Defines the scope of the research question or thesis completely. Can determine key concepts. Types of information (sources) selected relate to concepts or answer research question.	Defines the scope of the research question or thesis completely. Can determine key concepts. Types of information (sources) selected relate to concepts or answer research question.	Has difficulty defining the scope of the research question or thesis. Has difficulty determining key concepts. Types of information (sources) selected do not relate to concepts or answer research question.	Assignment not completed
MBA-6-B-Access the Needed Information	**Access the Needed Information**	Accesses information using effective, well-designed search strategies and most appropriate information sources.	Accesses information using variety of search strategies and some relevant information sources. Demonstrates ability to refine search.	Accesses information using simple search strategies, retrieves information from limited and similar sources.	Accesses information randomly, retrieves information that lacks relevance and quality.	Assignment not completed
MBA-6-C-Evaluate Information and Sources Critically	**Evaluate Information and its Sources Critically***	Chooses a variety of information sources appropriate to the scope and discipline of the research question. Selects sources after considering the importance (to the researched topic) of the multiple criteria used (such as relevance to the research question, currency, authority, audience, and bias or point of view).	Chooses a variety of information sources appropriate to the scope and discipline of the research question. Selects sources using multiple criteria (such as relevance to the research question, currency, and authority).	Chooses a variety of information sources. Selects sources using basic criteria (such as relevance to the research question and currency).	Chooses a few information sources. Selects sources using limited criteria (such as relevance to the research question).	Assignment not completed
MBA-6-D-Use Information Effectively to Accomplish a Specific Purpose	**Use Information Effectively to Accomplish a Specific Purpose**	Communicates, organizes and synthesizes information from sources to fully achieve a specific purpose, with clarity and depth	Communicates, organizes and synthesizes information from sources. Intended purpose is achieved.	Communicates and organizes information from sources. The information is not yet synthesized, so the intended purpose is not fully achieved.	Communicates information from sources. The information is fragmented and/or used inappropriately (misquoted, taken out of context, or incorrectly paraphrased, etc.), so the intended purpose is not achieved.	Assignment not completed
MBA-6-E-Access and Use Information Ethically and Legally	**Access and Use Information Ethically and Legally**	Students use correctly all of the following information use strategies (use of citations and references; choice of paraphrasing, summary, or quoting; using information in ways that are true to original context; distinguishing between common knowledge and ideas requiring attribution) and demonstrate a full understanding of the ethical and legal restrictions on the use of published, confidential, and/or proprietary information.	Students use correctly three of the following information use strategies (use of citations and references; choice of paraphrasing, summary, or quoting; using information in ways that are true to original context; distinguishing between common knowledge and ideas requiring attribution) and demonstrates a full understanding of the ethical and legal restrictions on the use of published, confidential, and/or proprietary information.	Students use correctly two of the following information use strategies (use of citations and references; choice of paraphrasing, summary, or quoting; using information in ways that are true to original context; distinguishing between common knowledge and ideas requiring attribution) and demonstrates a full understanding of the ethical and legal restrictions on the use of published, confidential, and/or proprietary information.	Students use correctly one of the following information use strategies (use of citations and references; choice of paraphrasing, summary, or quoting; using information in ways that are true to original context; distinguishing between common knowledge and ideas requiring attribution) and demonstrates a full understanding of the ethical and legal restrictions on the use of published, confidential, and/or proprietary information.	Assignment not completed

ORU MASTER OUTCOME RUBRIC

Academic Department: Business

Program Name: (Major, Major/Concentration) Master Business Administration

Program Outcome Number: 7

Program Outcome Description: Written Communication

Outcome Criteria	Criterion Description/Name	Level 4 Description	Level 3 Description	Level 2 Description	Level 1 Description	Level 0 Description
MBA-7-A-Context of and Purpose for Writing	**Context of and Purpose for Writing**	Demonstrates a thorough understanding of context, audience, and purpose that is responsive to the assigned task(s) and focuses all elements of the work.	Demonstrates adequate consideration of context, audience, and purpose and a clear focus on the assigned task(s) (e.g., the task aligns with audience, purpose, and context).	Demonstrates awareness of context, audience, purpose, and to the assigned tasks(s) (e.g., begins to show awareness of audience's perceptions and assumptions).	Demonstrates minimal attention to context, audience, purpose, and to the assigned tasks(s) (e.g., expectation of instructor or self as audience).	Assignment not completed
MBA-7-B-Content Development	**Content Development**	Uses appropriate, relevant, and compelling content to illustrate mastery of the subject, conveying the writer's understanding, and shaping the whole work.	Uses appropriate, relevant, and compelling content to explore ideas within the context of the discipline and shape the whole work.	Uses appropriate and relevant content to develop and explore ideas through most of the work.	Uses appropriate and relevant content to develop simple ideas in some parts of the work.	Assignment not completed
MBA-7-C-Genre and Disciplinary Conventions	**Genre and Disciplinary Conventions**	Demonstrates detailed attention to and successful execution of a wide range of conventions particular to a specific discipline and/or writing task (s) including organization, content, presentation, formatting, and stylistic choices	Demonstrates consistent use of important conventions particular to a specific discipline and/or writing task(s), including organization, content, presentation, and stylistic choices	Follows expectations appropriate to a specific discipline and/or writing task(s) for basic organization, content, and presentation	Attempts to use a consistent system for basic organization and presentation.	Assignment not completed
MBA-7-D-Sources and Evidence	**Sources and Evidence**	Demonstrates skillful use of high-quality, credible, relevant sources to develop ideas that are appropriate for the discipline and genre of the writing	Demonstrates consistent use of credible, relevant sources to support ideas that are situated within the discipline and genre of the writing.	Demonstrates an attempt to use credible and/or relevant sources to support ideas that are appropriate for the discipline and genre of the writing.	Demonstrates an attempt to use sources to support ideas in the writing.	Assignment not completed
MBA-7-E-Control of Syntax and Mechanics	**Control of Syntax and Mechanics**	Uses graceful language that skillfully communicates meaning to readers with clarity and fluency, and is virtually error-free.	Uses straightforward language that generally conveys meaning to readers. The language in the portfolio has few errors.	Uses language that generally conveys meaning to readers with clarity, although writing may include some errors.	Uses language that sometimes impedes meaning because of errors in usage.	Assignment not completed
MBA-7-F-APA Format	**APA Format**	APA Format is correctly used in both in-text citations and reference page	Maximum of 3 errors noted in APA formatting	Maximum of 5 errors noted in APA formatting	6 or more errors are noted in APA formatting	Assignment not completed