

Rubric for Ethical Issues & Ethics Based Reasoning – Undergraduate [May 2016]¹
Student Name or Initials: _____

Date: _____ **Instructor/Rater:** _____ **Rating Total:** _____

Criteria	Unsatisfactory 1	Below Expectations 2	Meets Expectations 3	Above Expectations 4	Outstanding 5	Score
Identifies ethical issues and ethical dimensions of behavior	Does not identify ethical issues or dimensions of behavior	Barely identifies ethical issues or dimensions of behavior	Identifies ethical issues and dimensions of behavior	Clearly identifies ethical issues or dimensions of behavior	Unequivocally identifies ethical issues and dimensions of behavior	
Identifies and critically evaluates cultural assumptions underlying ethical norms, principles, and ideals	Neither identifies nor critically evaluates cultural assumptions underlying ethical norms, principles, and ideals	Barely identifies or critically evaluates cultural assumptions underlying ethical norms, principles, and ideals	Identifies and critically evaluates cultural assumptions underlying ethical norms, principles, and ideals	Clearly identifies and critically evaluates cultural assumptions underlying ethical norms, principles, and ideals	Unequivocally identifies and critically evaluates cultural assumptions underlying ethical norms, principles, and ideals	
Thoughtfully reflects on personal organizational experiences and identifies the roles played by one's ethical values and implicit biases in these experiences	Neither thoughtfully reflects on personal organizational experiences nor identifies the roles played by one's ethical values and implicit biases in these experiences	Barely thoughtfully reflects on personal organizational experiences nor identifies the roles played by one's ethical values and implicit biases in these experiences	Thoughtfully reflects on personal organizational experiences and identifies the roles played by one's ethical values and implicit biases in these experiences	Clearly thoughtfully reflects on personal organizational experiences and identifies the roles played by one's ethical values and implicit biases in these experiences	Unequivocally thoughtfully reflects on personal organizational experiences and identifies the roles played by one's ethical values and implicit biases in these experiences	
Recognizes ethical responsibilities and implications of leadership and organizational behavior (OB) for various stakeholders	Does not recognize ethical responsibilities and implications of leadership and OB for various stakeholders	Barely recognizes ethical responsibilities and implications of leadership and OB for various stakeholders	Recognizes ethical responsibilities and implications of leadership and OB for various stakeholders	Clearly recognizes ethical responsibilities and implications of leadership and OB for various stakeholders	Unequivocally recognizes ethical responsibilities and implications of leadership and OB for various stakeholders	
Makes ethical judgments based on well-reasoned arguments and ethical standards	Does not make ethical judgments based on well-reasoned arguments and ethical standards	Barely makes ethical judgments based on well-reasoned arguments and ethical standards	Makes ethical judgments based on well-reasoned arguments and ethical standards	Clearly makes ethical judgments based on well-reasoned arguments and ethical standards	Unequivocally makes ethical judgments based on well-reasoned arguments and ethical standards	