

ORU MASTER OUTCOME RUBRIC

Academic Department: *Business*

Program Name: (Major, Major/Concentration) *Finance*

Program Outcome Number: *1*

Program Outcome Description: *Graduates will be able to identify appropriate business behaviors for Christian business practitioners. [Christian Worldview; Professionalism]*

Outcome Criteria	Criterion Description/Name	Level 4 Description	Level 3 Description	Level 2 Description	Level 1 Description	Level 0 Description
FIN-1-A-Christian Values	Christian Values	Uses appropriate content to illustrate mastery in understanding of Christian values	Uses appropriate content to illustrate a solid understanding of Christian values	Uses appropriate content to illustrate an adequate understanding of Christian values	Uses appropriate content to illustrate a superficial awareness of Christian values	No understanding of Christian values
FIN-1-B-Biblical Support	Biblical Support	Demonstrates skillful use of Biblical references to support value conclusions	Demonstrates consistent use of Biblical references to support value conclusions	Demonstrates some use of Biblical references to support value conclusions	Demonstrates minimal use of Biblical references to support value conclusions	No Biblical references evident

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Academic Department: Business

Program Name: (Major, Major/Concentration) Finance

Program Outcome Number: 2

Program Outcome Description: *Graduates will apply business theories and concepts of the core functional areas of business (accounting, marketing, management, finance, and economics) in an integrated manner [Core Business Knowledge and Application].*

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

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Academic Department:

Program Name: (Major, Major/Concentration)

Program Outcome Number:

Program Outcome Description: *Graduates will use effective oral communication skills in the context of business through formal or informal oral presentations and/or other business-related projects requiring oral communication [Oral Communication]*

Outcome Criteria	Criterion Description/Name	Level 4 Description	Level 3 Description	Level 2 Description	Level 1 Description	Level 0 Description
FIN-3-A-Organization	Organization	Organizational pattern (sequenced material with transitions) is clearly and consistently observable and is skillful in making the content of the presentation cohesive.	Organizational pattern (sequenced material with transitions) is clearly and consistently observable within the presentation.	Organizational pattern (sequenced material with transitions) is intermittently observable within the presentation.	Organizational pattern (sequenced material with transitions) is rarely observable within the presentation.	Assignment not completed
FIN-3-B-Language	Language	Language was always articulated due to volume and rate; language choices were always professional.	Language was often articulated due to volume and rate; language choices were often professional.	Language was seldom articulated due to volume and rate; language choices were seldom professional.	Language was not articulated due to volume and rate; language choices were unprofessional.	Assignment not completed
FIN-3-C-Delivery	Delivery	Delivery techniques (posture, gestures, eye contact) make the speaker appear polished and confident and delivery enhances the presentation.	Delivery techniques (posture, gestures, eye contact) make the speaker appear comfortable.	Delivery techniques (posture, gestures, eye contact) make the speaker appear tentative.	Delivery techniques (posture, gestures, eye contact) make the speaker appear uncomfortable and detract from the presentation.	Assignment not completed

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Academic Department: Business

Program Name: (Major, Major/Concentration) Finance

Program Outcome Number: 4

Program Outcome Description: Graduates will demonstrate ability to collaborate as part of a team in order to solve business problems or achieve a common goal [Teamwork].

Outcome Criteria	Criterion Description/Name	Level 4 Description	Level 3 Description	Level 2 Description	Level 1 Description	Level 0 Description
FIN-4-A-Attendance/Engagement	Attendance/Engagement	Always attended group meetings	Frequently attended group meetings	Seldom attended group meetings	Attended 1 or 2 group meetings	Never attended group meetings
FIN-4-B-Quality of Ideas/Work	Quality of Ideas/Work	Always contributed high quality ideas and high quality work	Frequently contributed high quality ideas and high quality work	Seldom contributed high quality ideas and high quality work	Rarely contributed high quality ideas and high quality work	Never contributed
FIN-4-C-Timeliness	Timeliness	Always met group deadlines	Frequently met group deadlines	Seldom met group deadlines	Rarely met group deadlines	Never met deadlines
FIN-4-D-Fosters Team Climate	Fosters Team Climate	Supports a constructive team climate by doing all of the following: Treats team members respectfully by being polite and open; Actively engaged without distractions (cell phones, texting); Helps to resolve conflict in a way that strengthens the team; Provides assistance and/or encouragement to team members.	Supports a constructive team climate by doing any three of the following: Treats team members respectfully by being polite and open; Actively engaged without distractions (cell phones, texting); Helps to resolve conflict in a way that strengthens the team; Provides assistance and/or encouragement to team members.	Supports a constructive team climate by doing any two of the following: Treats team members respectfully by being polite and open; Actively engaged without distractions (cell phones, texting); Helps to resolve conflict in a way that strengthens the team; Provides assistance and/or encouragement to team members.	Supports a constructive team climate by doing any one of the following: Treats team members respectfully by being polite and open; Actively engaged without distractions (cell phones, texting); Helps to resolve conflict in a way that strengthens the team; Provides assistance and/or encouragement to team members.	Did not support a constructive team climate

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Academic Department: Business

Program Name: (Major, Major/Concentration) Finance

Program Outcome Number: 5

Program Outcome Description: *Graduates will use effective written communication skills in the context of business through formal or informal written reports, papers, or other written business-related projects [Written Communication].*

Outcome Criteria	Criterion Description/Name	Level 4 Description	Level 3 Description	Level 2 Description	Level 1 Description	Level 0 Description
FIN-5-A-Grammar and Spelling	Grammar and Spelling	Correct grammar and spelling are flawless. The paper is of publishable quality.	Correct grammar and spelling are frequently evident with a few minor punctuation or spelling errors.	Correct grammar and spelling are evident at times with several mistakes in punctuation or spelling.	Correct grammar and spelling are rarely evident with continual mistakes in punctuation and spelling.	No attempt was made to use accurate grammar and spelling.
FIN-5-B-Organization	Organization	Organizational pattern (sequenced material with transitions) is clearly and consistently observable and is skillful in making the content cohesive.	Organizational pattern (sequenced material with transitions) is clearly and consistently observable.	Organizational pattern (sequenced material with transitions) is intermittently observable.	Organizational pattern (sequenced material with transitions) is disjointed and rarely observable.	No attempt was made to sequence material with transitions.
FIN-5-C-Content	Content	Uses appropriate content to illustrate mastery of the subject matter	Uses appropriate content to illustrate a solid understanding of the subject matter	Uses appropriate content to illustrate an adequate understanding of the subject matter	Uses appropriate content to illustrate a superficial awareness of the subject matter	No understanding of the content or subject matter
FIN-5-D-Vocabulary	Vocabulary	Language was always professional, objective, and written in 3 rd person.	Language was often professional, objective, and written in 3 rd person.	Language was seldom professional, objective, or not written in 3 rd person.	Language was unprofessional (using slang terms and exaggerations) with informal opinionated statements and constant use of first person.	Language was unintelligible.
FIN-5-E-Sources and Evidence	Sources and Evidence	Demonstrates skillful use of high-quality, credible, sources to develop ideas	Demonstrates consistent use of credible sources	Demonstrates some use of credible sources	Demonstrates minimal use of credible sources	No sources evident
FIN-5-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.	APA format was not attempted.

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Academic Department:

Program Name: (Major, Major/Concentration)

Program Outcome Number:

Program Outcome Description: *graduates will assess the financial condition of a firm through the analysis of financial ratios, cost of capital, dividend policies, additional funds needed, and sources and uses of funds*

Outcome Criteria	Criterion Description/Name	Level 4 Description	Level 3 Description	Level 2 Description	Level 1 Description	Level 0 Description
FIN-6-A-Demonstration of Quantitative Calculations	Demonstration of Quantitative Calculations	Excellent demonstration. The quantitative calculations are at least 80% correct, and the calculations are clearly presented in an understandable format with appropriate methodological explanations.	Good demonstration. The quantitative calculations are at least 70% correct (but less than 80%), and the calculations are mostly presented in an understandable format with most of the appropriate methodological explanations.	Adequate demonstration. The quantitative calculations are at least 60% correct (but less than 70%), and the calculations are only somewhat presented in an understandable format with some of the appropriate methodological explanations.	Poor demonstration. The quantitative calculations are less than 60% correct, and the calculations are generally presented in an unclear format or the calculations are absent altogether, and very few of the appropriate methodological explanations are included.	No demonstration. No calculations were attempted.