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Papers will be evaluated based on the rubric below:

SPECIFIC CRITERIA for Research Paper	Excellent The student consistently meets the expected criteria.	Good The student meets the expected criteria most of the time.	Satisfactory The student meets the expected criteria some of the time.	Unsatisfactory The student meets the expected criteria at least once.	Unacceptable The student's submission does not meet the expected criteria.
Foundation: Clear, descriptive statement of topic. Provides rationale and support for advocating such a program and choices in designing the plan	20	16	14	12	0
Structure and content: Incorporates all three components (training & development, organization development, career development), approaches or processes to be used for each component and rationale for those approaches/processes.	30	27	24	21	0
Format: The actual body and content of the paper includes a title page, introduction, conclusion, transitional paragraphs and reference page.	15	13	12	10	0
Evaluation: The student effectively accesses and utilizes resources for results by practicing awareness of system dynamics for	35	28	21	18	0



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