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Papers will be evaluated based on the rubric below:

| SPECIFIC CRITERIA for Research Paper  |    | Excellent<br>The student consistently meets the expected criteria | Good<br>The student meets the expected criteria most of the time. | Satisfactory<br>The student meets the expected criteria some of the time. | Unsatisfactory<br>The student meets the expected criteria at least once. | Unacceptable<br>The student's submission does not meet the expected criteria. |
|---|----|---|---|---|--|---|
| <b>Foundation:</b> 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  |   |
| <b>Structure and content:</b> 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  |   |
| <b>Format:</b> The actual body and content of the paper includes a title page, introduction, conclusion, transitional paragraphs and reference page.  | 15 | 13  | 12  | 10  | 0  |   |
| <b>Evaluation:</b> 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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