

ONU General Education Learning Outcome Rubric



An understanding of diverse cultures and their effects on human interaction:

Students recognize, appreciate and understand the complexities of different cultures, as well as recognize, appreciate and understand how they affect human interactions.

Dimensions	Does Not Meet Expectations	Developing	Meets Expectations	Proficient
Knowledge Cultural self-awareness	Unaware of own cultural norms or contexts or uncomfortable with the analysis of possible cultural differences with others; rarely shifts self-description	Able to identify own cultural norms with a strong bias/preference for those norms shared with own cultural groups and to seeking the same in others; considers shifting self-description	Frequently demonstrates openness in gaining new perspectives about own cultural norms or contexts. Comfortable with the complexities that new perspectives offer; not looking for sameness; occasionally shifts self description	Consistently demonstrates openness in gaining new insights into own cultural context or norms; how experiences have shaped these norms; and how to recognize and respond to cultural biases; frequently shifts self description
Knowledge Knowledge of cultural worldview frameworks through comparison and contrast	Demonstrates a limited understanding of how to analyze salient identities and power asymmetry by comparing and contrasting (limited to cultural, historical, political, economic, or structural perspectives). Unaware of the existence of cultural worldview and resists theoretical constructs for understanding culture; confused about the definitions of culture, and salient identity and the impact on intergroup relations.	Demonstrates a partially developed understanding of how to analyze salient identities and power asymmetry by comparing and contrasting (from cultural, historical, political, economic, structural, and other perspectives). Demonstrates understanding of both the existence of cultural worldview and of theoretical constructs for understanding culture with occasional over generalizing; has understanding of definitions of culture, salient identities and the impact on intergroup relations	Demonstrates an adequately developed understanding of how to analyze salient identities and power asymmetry by comparing and contrasting (from cultural, historical, political, economic, structural, and other perspectives). Sometimes uses cultural worldview and theoretical constructs for analysis without stereotyping; Sometimes applies fully developed knowledge of salient identities to intergroup relations, and other social situations	Consistently demonstrates a fully developed understanding of how to analyze salient identities and power asymmetry by comparing and contrasting (from cultural, historical, political, economic, structural, and other perspectives). Consistently uses cultural worldview and theoretical constructs for analysis without stereotyping; Consistently applies fully developed knowledge of salient identities to intergroup relations, and other social situations

Skills Empathy	Consistently views the experience of others through own cultural worldview	Demonstrates knowledge of basic components of other cultural perspectives with responses predicated on own cultural worldview	Demonstrates recognition of both cognitive and affective dimensions of other cultural perspectives; develops limited responses in interactions requiring adaptation or cultural synthesis	Consistently interprets intercultural experience from the perspectives of both own and other's worldviews; develops appropriate responses in interactions requiring adaptation or cultural synthesis
Skills Ability to gather appropriate information	Demonstrates a basic information source base, including interacting with others, with a lack of awareness of the implicit and explicit assumptions of the information, sources, and cultures.	Demonstrates a limited information source base, including interacting with others, with a partially developed awareness of the implicit or explicit assumptions of the information, sources, and cultures.	Demonstrates an adequate and varied information source base, including interacting with others, with an adequately developed awareness of the implicit and explicit assumptions of the information, sources, and cultures	Consistently demonstrates a broad and highly varied information source base, including interacting with others, with a fully developed awareness of the implicit and explicit assumptions of the information, sources, and cultures.
Attitudes Cultural curiosity with cognitive flexibility	Rarely interested in exploring intercultural issues. Demonstrates resistance in cultural frame shifting.	Explores intercultural issues seeking similarity between differing cultural contexts. Demonstrates a discomfort with cultural complexity and frame shifting	Frequently explores intercultural issues. Often makes observations that reflect an understanding of the complexity of cultural issues, demonstrating instances of cultural frame shifting	Consistently explores intercultural issues in depth; makes observations that reflect an understanding of the complexity of cultural issues, demonstrative flexibility in shifting cultural frames
Attitudes Tolerance of Ambiguity with respect to cultural differences	Seldom able to complete intercultural tasks with general instructions. May or may not articulate or show non-verbal discomfort or uncertainty. Seldom open to entering unknown intercultural interactions. Avoids risk.	Sometimes able to complete intercultural tasks with general instructions in spite of articulated or non-verbal discomfort and uncertainty. Sometimes open to entering unknown intercultural interactions	Demonstrates frequent ability to complete intercultural tasks with general instructions in spite of articulated discomfort and uncertainty. Frequently open to entering unknown intercultural interactions	Consistently demonstrates the ability to complete intercultural tasks with general instructions in spite of articulated discomfort and uncertainty. Consistently open to entering unknown intercultural interactions.