## ​ Rubric Name: MBA/MSHRM/MSL Discussion Grading Rubric - Timeliness v1

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| **Criteria** | **Level 4 - Excellent** | **Level 3 - Proficient** | **Level 2 - Developing** | **Level 1 - Emerging** |
| Quality of Initial Posting (first discussion only) | 4 pointsInitial posting reveals a clear understanding of all aspects of the threaded discussion question; uses factual and relevant information; and demonstratesfull development of concepts. | 3 pointsInitial posting demonstrates legitimate reflection and answers most aspects of the threaded discussion question; full development of concepts is not evidenced. | 2 pointsInitial posting demonstrates some reflection and answers some aspects of the threaded discussion question; Limited development of concepts is evident. | 1 pointInitial posting was not on topic; the response was unrelated to threaded discussion question; and post demonstrated only superficial thought and poor preparation. |
| Quality of Responses to Classmates | 6 pointsResponded to the required number of students and to the professor, if appropriate, for every discussion. Demonstrated analysis of others’ posts; extends meaningful discussions by building on previous peer posts and offering alternative perspectives. | 5 pointsResponded to almost all of the required students and to the professor, if appropriate, for every discussion. Provided comments and new information to other posts; not all responses promote further discussion of the topic. | 4 pointsResponded to some students and to the professor, if appropriate, for every discussion. Little depth in response; agreed or acknowledged one other classmate’s initial posting. | 3 pointsDid not respond to any student or the professor. |
| Reference to Supporting Readings/Information Literacy | 3 pointsRefers to and properly cites either course and/or outside readings in both initial posting and responses to peers. | 2 pointsRefers to and properly cites course and/or outside reading in initial posting only. | 1 pointMakes some reference to assigned readings with some citations or cites questionable sources.  | 0 pointsMakes no reference to assigned readings without citations or cites questionable sources. |
| Critical Thinking | 4 pointsDemonstrates mastery conceptualizing the problem; viewpoints and assumptions of experts are analyzed, synthesized, and evaluated; and conclusions are logically presented with appropriate rationale. | 3 pointsDemonstrates considerable proficiency conceptualizing the problem; viewpoints and assumptions of experts are analyzed, synthesized, and evaluated; and conclusions are presented with necessary rationale. | 2 pointsDemonstrates partial proficiency conceptualizing the problem; viewpoints and assumptions of experts are analyzed, synthesized, and evaluated; and conclusions are somewhat consistent with the analysis and findings. | 1 pointDemonstrates limited or poor proficiency conceptualizing the problem; viewpoints and assumptions of experts are analyzed, synthesized, and evaluated; and conclusions are either absent or poorly conceived and supported. |
| Timeliness | 3 pointsInitial post occurs in a timely manner (1 – 3 days into module) allowing ample time for classmates to respond and engage. | 2 pointsInitial post occurs later (4 – 5 days into module) allowing limited time for classmates to respond and engage. | 1 pointInitial post occurs substantially late (6-7 days into module) allowing minimal to no time for classmates to respond and engage.  | 0 pointsInitial post occurs after the first week of the module.  |
| **Overall Score** | **Level 418 or more** | **Level 316 or more** | **Level 214 or more** | **Level 10 or more** |
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