**Environment of Organizations Test Rubric William Frey (Instr.)**

**Question 1: Problem Specification**

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| **Skill Area** | **Description** | **Needs Improvement** | **Meets Expectations** | **Exceeds Expectations** | **Comments/**  **Score (50/100)** |
| **Ethical Awareness**  The ability to uncover the ethical relevance of a given situation. | Answer identifies moral problems in a situation, classifies them, and structures them in terms of multiple frames. | Problem statement and justification…  a. Does not uncover ethical relevance in situation  b. Does not correctly classify the problem(s) in the situation. | Problem statement and justification…  a. uncover ethical relevance in a situation  b. correctly classify the problem(s) | Problem statement shows unusual proficiency in identifying ethical relevance and problem classification. |  |
| Problem statement and justification fails to show more than one framing. | Problem statement and justification show at least two framings. | Problem statement and justification show at least two framings and lead to a highly creative view of the situation at hand. |

**Question 2: Solution Evaluation**

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| **Skill Area** | **Description** | **Needs Improvement** | **Meets Expectations** | **Exceeds Expectations** | **Comments/**  **Score (50/100)** |
| **Ethical Evaluation**  *The ability to rank and compare solutions to an ethical problem using ethics tests that encapsulate moral theory.* | Students correctly use the reversibility and public identification tests to evaluate, compare, and rank solution alternatives. | 1. Problems with the set up or execution of reversibility test | 1. Reversibility test properly set up and executed | 1. clearly and insightfully sets up and executes the reversibility test |  |
| 3. Problems with the set up or the execution of the P-ID test (Fails to identify and associate values with agent) | 3. P-ID test properly set up and executed. (Identifies and associates values with agent) | 3. clearly and insightfully sets up and executes the P-ID test |

**Set Up Errors**

1. Inadequate description of action

2. Inadequate description of agent or agent-switching

3. Incomplete consequence or stakeholder description

**Reversibility**

1. Too much immersion into perspective of other (Reversing with Hitler)

2. Too little immersion into perspective of others

3. Reducing reversibility to listing consequences

4. Not addressing, weighing, and balancing inconsistent reversibility results

**Harm/Beneficence**

1. Paralysis of Analysis—Identifying too many consequences, including trivial ones

2. Superficial Analysis—Identifying too few consequences, including leaving out important ones.

3. Omitting Justice Audit—Not properly attending to distribution of harms and benefits

**Public Identification or Value Test**

1. Reducing test to viewing the consequences of bad publicity

2. Not associating values embedded in the action with the agent

3. Not identifying, weighing, and balancing conflicting test results