

RUBRIC - Institutional Competencies - Activities

Updated 8/5/2026

Students must be engaged in an activity for a minimum of 45 hours per semester for that activity to be eligible for consideration for Institutional Competencies.

Leadership & Collaboration:

The capacity to engage in the relational process of optimizing personal and collective strengths toward a common goal.

Learning Outcomes:

1. Engage and motivate others toward a shared goal through encouragement and trust
2. Plan, initiate, manage, complete, and evaluate a project or process as a group or group leader
3. Address conflict directly and constructively to strengthen team cohesion and effectiveness
4. Consider and incorporate perspectives and feedback from group members and other collaborators

Must meet each of the following standards:

	Meets	Does Not Meet
Leadership & Collaboration is an essential element of the activity.		
Leadership & Collaboration is practiced explicitly and directly through the activity.		
The Student Learning Outcomes include evidence that details how a supervisor, leader, or mentor guides, trains, or instructs students in Leadership & Collaboration.		
The activity includes opportunities for feedback, revisions, and improvement over time.		

Creativity & Innovation:

The capacity to combine or synthesize existing ideas, images, or expertise in original ways and the experience of thinking, reacting, and working in an imaginative way characterized by innovation, divergent thinking, and risk taking.

Learning Outcomes:

1. Experiment and take appropriate risks to creatively solve problems and advance knowledge
2. Synthesize and/or transform ideas in original ways
3. Consider and incorporate alternative or contradictory perspectives in designing solutions
4. Develop imaginative or original response(s) to a need or inspiration

Must meet each of the following standards:

	Meets	Does Not Meet
Creativity & Innovation is an essential element of the activity.		
Creativity & Innovation is practiced explicitly and directly through the activity.		
The Student Learning Outcomes include evidence that details how a supervisor, leader, or mentor guides, trains, or instructs students in Creativity & Innovation.		
Students in the activity produce a tangible project or product.		

Social Awareness & Responsibility:

The capacity to understand the interdependence of people, communities, and self in a global society.

Learning Outcomes:

1. Recognize ethical issues and apply different ethical perspectives to ethical dilemmas in a variety of settings
2. Analyze the impact of human behavior(s) on the physical, organizational, and/or social environment
3. Reflect upon how one's social identities and roles shape one's worldview and interactions
4. Develop an awareness, appreciation, and knowledge of cultures and communities beyond one's own

Must meet each of the following standards:

	Meets	Does Not Meet
Social Awareness & Responsibility is an essential element of the activity.		
Social Awareness & Responsibility is practiced explicitly and directly through the activity.		
The Student Learning Outcomes include evidence that details how a supervisor, leader, or mentor guides, trains, or instructs students in Social Awareness & Responsibility.		
The activity assists students in developing Social Awareness & Responsibility skills by teaching them to reflect on and describe their place in the world, their impact on it, and the perspectives of others.		

NOTE: The activity Student Learning Outcomes should feature contemporary implications or applications of Social Awareness & Responsibility. This IC is about students understanding the social implications of the issues conveyed in the IC Learning Outcomes.

Communication:		
The ability to effectively develop, express, and exchange ideas in written, oral, interpersonal, or visual form.		
Learning Outcomes:		
1. (Written Communication) Develop, support, and effectively express ideas in written form using language with clarity and precision		
2. (Written Communication) Tailor communication strategy, style, and convention appropriately for various audiences and/or contexts		
3. (Oral Communication) Develop, support, and effectively express ideas in oral form using language with clarity and precision		
4. (Oral Communication) Tailor communication strategy, style, and convention appropriately for various audiences and/or contexts		
5. (Interpersonal Communication) Navigate interpersonal communication with respect, maturity, and/or awareness of cultural differences		
6. (Interpersonal Communication) Tailor communication strategy, style, and convention appropriately for various audiences and/or contexts		
7. (Visual Communication) Develop, support, and effectively express ideas in visual form with clarity and precision		
8. (Visual Communication) Tailor communication strategy, style, and convention appropriately for various audiences and/or contexts		
Must meet each of the following standards:	Meets	Does Not Meet
Communication is an essential element of the activity.		
Communication is practiced explicitly and directly through the activity.		
The Student Learning Outcomes include evidence that details how a supervisor, leader, or mentor guides, trains, or instructs students in Communication.		
The activity includes opportunities for feedback, revisions, and improvement over time.		

NOTE: The activity Student Learning Outcomes should explicitly describe the feedback and revision process.

Analytical Thinking:		
The ability to reason, interpret, analyze, and solve problems from a wide array of authentic contexts.		
Learning Outcomes:		
1. Express and manipulate quantitative information, concepts, and thoughts in verbal, numeric, graphical, computational, and symbolic forms		
2. Identify and apply appropriate methodology or theoretical frameworks to inquiry		
3. Organize and synthesize evidence to reveal insightful patterns, differences, or similarities		
4. Support, evaluate, and communicate conclusions based on quantitative or qualitative data		
Must meet each of the following standards:	Meets	Does Not Meet
Analytical Thinking is an essential element of the activity.		
Analytical Thinking is practiced explicitly and directly through the activity.		
The Student Learning Outcomes include evidence that details how a supervisor, leader, or mentor guides, trains, or instructs students in Analytical Thinking.		
The activity assists students in developing skills such as breaking down information into parts to understand its structure, identifying patterns, drawing conclusions based on evidence (e.g., textual, numerical, etc.), or solving problems by interpreting data.		

NOTE: Critical Thinking and Analytical Thinking are complementary skills. While Critical Thinking can help assess the validity of analytical findings, Analytical Thinking can provide the data and insights needed for Critical Thinking.

Critical Thinking:		
The ability to pursue and comprehensively evaluate information before accepting or establishing a conclusion, decision, or action.		
Learning Outcomes:		
1. Consider, engage, and analyze opposing viewpoints or arguments		
2. Evaluate the credibility of information		
3. Support one's own conclusion, decision, or action with sound reasoning and judgment		
4. Interpret inferences and develop subtleties of symbolic and indirect discourse		
Must meet each of the following standards:	Meets	Does Not Meet
Critical Thinking is an essential element of the activity.		
Critical Thinking is practiced explicitly and directly through the activity.		
The Student Learning Outcomes include evidence that details how a supervisor, leader, or mentor guides, trains, or instructs students in Critical Thinking.		
The activity assists students in developing skills such as evaluating information to make reasoned judgments, questioning assumptions, considering different perspectives, contexts, and implications, or assessing the validity/credibility of arguments using reasoning and logic.		

NOTE: Critical Thinking and Analytical Thinking are complementary skills. While Critical Thinking can help assess the validity of analytical findings, Analytical Thinking can provide the data and insights needed for Critical Thinking.