

SMGT 847 – Internship  
 Internship Reflection Paper – Grading Rubric

Evaluation of Learning Objectives	Unacceptable	Acceptable	Target	Points Possible / Section Criteria
General Evaluation	Fails to identify all stated learning objectives and/or address attainment of goals (0-3 pts.)	Identifies all stated learning objectives and adequately addresses attainment of goals (4 pts.)	Identifies all stated learning objectives and thoroughly addresses attainment of goals (5 pts.)	Total Points Possible: 25  Section Criteria: Unacceptable: 0-18 Acceptable: 19-22 Target: 23-25
Degree of Attainment	Fails to demonstrate a majority of the stated learning objectives were achieved (0-6 pts.)	Demonstrates a clear majority of the stated learning objectives were achieved (7-8 pts.)	Demonstrates all of the stated learning objectives were achieved (9-10 pts.)	
Support Information	Fails to cite specific outcomes or provide work samples in support (0-6 pts.)	Adequately cites specific outcomes or provide work samples in support (7-8 pts.)	Thoroughly cites specific outcomes or provide work samples in support (9-10 pts.)	
Connection Between Internship Experience and Course Subject Matter	Unacceptable	Acceptable	Target	Points Possible / Section Criteria
Selection of Course Subject Matter	Fails to identify theory/concepts that relate to internship experience (0-3 pts.)	Adequately identifies theory/concepts that relate to internship experience (4 pts.)	Fully identifies theory/concepts that relate to internship experience (5 pts.)	Total Points Possible: 25  Section Criteria: Unacceptable: 0-18 Acceptable: 19-22 Target: 23-25
Breadth of Discussion	Fails to address theory/concepts from three sport management courses (0-6 pts.)	Addresses theory/concepts from three sport management courses (7-8 pts.)	Addresses theory/concepts from more than three sport management courses (9-10 pts.)	
Depth of Understanding	Fails to display an understanding of relevant theory/concepts and their relationship to work experiences (0-6 pts.)	Displays an adequate understanding of relevant theory/concepts and their relationship to work experiences (7-8 pts.)	Displays a thorough understanding of relevant theory/concepts and their relationship to work experiences (9-10 pts.)	

Ethical Decision Making	Unacceptable	Acceptable	Target	Points Possible / Section Criteria
Issue Identification	Fails to identify issue of an ethical nature (0-1 pts.)	Identifies issue with some ethical dimensions (2 pts.)	Identifies decision that is primarily of an ethical nature (3 pts.)	Total Points Possible: 10
Decision Process	Fails to describe the decision and related rationale (0-1 pts.)	Describes the decision; rationale limited (2 pts.)	Fully describes the decision and rationale (3 pts.)	Section Criteria: Unacceptable: 0-6 Acceptable: 7-8 Target: 9-10
Ethical Framework	Fails to identify and discuss related ethical framework (0-2 pts.)	Identifies related ethical framework; some discussion (3 pts.)	Identifies and adequately discusses related ethical framework (4 pts.)	
Critical Thinking Skills	Unacceptable	Acceptable	Target	Points Possible / Section Criteria
Problem Statement	Fails to identify problem (0-1 pts.)	Adequately describes problem (2 pts.)	Thoroughly describes problem (3 pts.)	Total Points Possible: 10
Solution and Rationale	Fails to describe the chosen solution and related rationale (0-1 pts.)	Describes the chosen solution; rationale limited (2 pts.)	Fully describes the chosen solution and rationale (3 pts.)	Section Criteria: Unacceptable: 0-6 Acceptable: 7-8 Target: 9-10
Reflection on Solution	Fails to reflect on quality of decision (0-2 pts.)	Reflects on quality of decision with some rationale to support assessment (3 pts.)	Reflects on quality of decision with strong rationale to support assessment (4 pts.)	
Diversity	Unacceptable	Acceptable	Target	Points Possible / Section Criteria
Recognition of Diversity	Fails to recognize diversity as encountered in internship (0-1 pts.)	Some recognition of diversity as encountered in internship (2 pts.)	Substantial recognition of diversity as encountered in internship (3 pts.)	Total Points Possible: 10
Description of Diversity Management	Fails to describe how organization managed diversity (0-2 pts.)	Some description of how organization managed diversity (3 pts.)	Thorough description of how organization managed diversity (4 pts.)	Section Criteria: Unacceptable: 0-6 Acceptable: 7-8 Target: 9-10
Diversity Management Recommendations	Fails to make recommendations and/or demonstrate insight (0-1 pts.)	Makes recommendations with some evidence of insight (2 pts.)	Makes recommendations with strong evidence of insight (3 pts.)	

Research	Unacceptable	Acceptable	Target	Points Possible / Section Criteria
Description of Relevant Experience	Fails to adequately describe topic of research-related experience (0-1 pts.)	Adequately describe research-related experiences (2 pts.)	Thoroughly describes research-related experiences (3 pts.)	Total Points Possible: 10
Learning Reflection	Fails to offer adequately reflect on learning related to research experiences (0-1 pts.)	Adequately reflects on learning related to research experiences (3 pts.)	Thoroughly reflects on learning related to research experiences (3 pts.)	Section Criteria: Unacceptable: 0-6
Research Recommendations	Fails to offer good recommendations regarding organizational research; limited understanding conveyed (0-2 pts.)	Offers good recommendations regarding organizational research; some understanding conveyed (3 pts.)	Offers good recommendations regarding organizational research; substantial understanding conveyed (4 pts.)	Acceptable: 7-8 Target: 9-10
Communication Skills	Unacceptable	Acceptable	Target	Points Possible / Section Criteria
Self Evaluation of Skill	Fails to list relevant communication skills and provide evaluation (0-1 pts.)	Lists relevant communication skills; some evaluation (2 pts.)	Lists relevant communication skills with thorough evaluation (3 pts.)	Total Points Possible: 10
Improvement Tools	Fails to describe how communication skills may be improved (0-1 pts.)	Some description of how communication skills may be improved (3 pts.)	Thorough description of how communication skills may be improved (3 pts.)	Section Criteria: Unacceptable: 0-6
Evidence of Skill Based on Quality of Paper	Paper is unorganized and/or poorly written (0-2 pts.)	Paper is well organized; good quality of writing (3 pts.)	Paper is well organized; excellent quality of writing (4 pts.)	Acceptable: 7-8 Target: 9-10