

HRSM 497 Senior Seminar Grading Rubrics

Personal BAIS Statement: (50 points)

Your Personal BAIS Statement is an assignment that is meant to serve as a tool of reflection as to how the BAIS curriculum, your chosen area of concentrations or thematic approach, along with your work and life experiences, will impact your future career. This assignment also provides an opportunity for your peers and me to get to know each of you better. You will include the specific information as noted in the rubric. See the rubric below.

You will submit your work on the Blackboard Discussion Board. It is best to key your Personal BAIS Statement in Microsoft Word, check for spelling and grammatical errors, and then simply copy/paste your statement into the Discussion Board. That will ensure you have a saved copy of your statement. Use your name as the subject line in the Discussion Board. You will see a sample Personal BAIS Statement in the Discussion Board forum.

The Personal BAIS Statement rubric is as follows. **NOTE: Use each “Item” in the rubric as headings in your Personal BAIS Statement posted on the Discussion Board.**

Continued on the next page

**Personal BAIS Statement Rubric (on two pages)
To Be Submitted on Blackboard Discussion Board**

Connection to Learning Outcomes

- identify, evaluate and analyze personal and academic strengths;
- synthesize concepts, applications and theory from the BAIS curriculum;
- communicate ideas, issues, problems, solutions and/or research-based information clearly; and
- write at a level appropriate for a senior level, mastery course.

<u>Item</u> (HEADING)	<u>Mastery Level</u>	<u>Needs Improvement</u>	<u>Unsatisfactory</u>
Identifying Information	Name is used in the subject line on the Discussion Board and headings are used appropriately. (4 points)	Name is used in the subject line on the Discussion Board, but headings were not used appropriately. (2 points)	Name is not used in the subject line on the Discussion Board and headings are not used appropriately. (0 points)
BAIS Areas of Concentration or Thematic Approach	BAIS Areas of Concentration or Thematic Approach are completely listed and described. (4 points)	BAIS Areas of Concentration or Thematic Approach are listed, but not completely described. (2 points)	BAIS Areas of Concentration or Thematic Approach are not included. (0 points)
Reasoning for BAIS Areas of Concentration or Thematic Approach	Reason for choosing BAIS Areas of Concentration or Thematic Approach is completely explained in 1 paragraph. (5 points)	Reason for choosing BAIS Areas of Concentration or Thematic Approach is somewhat explained. (2.5 points)	Reason for choosing BAIS Areas of Concentration or Thematic Approach is not explained. (0 points)
Personal Strength	One personal strength is completely explained in 1 paragraph. (5 points)	One personal strength is somewhat explained. (2.5 points)	One personal strength is not included. (0 points)
Academic Expertise	Based on your BAIS Program and/or work experience, one area of your academic expertise is completely explained in 1 paragraph. (5 points)	Based on your BAIS Program and/or your work experience, one area of your academic expertise is somewhat explained. (2.5 points)	No academic expertise is explained. (0 points)

Career Path and Goal	Your career goal (within the next 5 years) is completely explained in 1 paragraph. (7 points)	Your career goal (within the next 5 years) is somewhat explained. (3.5 points)	No explanation of your career goal (within the next 5 years) was included. (0 points)
Explanation of BAIS and Connection to Career Goal	How the BAIS curriculum and degree will help you achieve your career goal is completely explained in 1 paragraph. (7 points)	How the BAIS curriculum and degree will help you achieve your career goal is somewhat explained. (3.5 points)	How the BAIS curriculum and degree will help you achieve your career goal is not explained. (0 points)
Spelling, Grammar, and Level of Writing	No grammatical or spelling errors are included and the information is written at a high level appropriate for a senior level, mastery course. (8 points)	A few grammatical or spelling errors are included and/or the information is written at a medium level appropriate for a senior level, mastery course. (4 points)	Several grammatical or spelling errors are included or the information is written at a low level and inappropriate for a senior level, mastery course. (0 points)
How To List Your BAIS Major and Concentrations or Theme on Your Resume	Major is listed as Interdisciplinary Studies and Concentrations or Theme are listed appropriately. (5 points)	It is not clear that the major is Interdisciplinary Studies or it is not clear what the concentrations/themes are. (2.5 points)	It is not clear that the major is Interdisciplinary Studies and it is not clear what the concentrations/theme are. (0 points)
			TOTAL: 50 points

Choose Problem and Problem Statement: (Draft 40 points; Final 40 points)

As you begin to identify and later solve a problem in your career field, you must first choose the problem. NOTE: Once you choose the problem for which to solve, ALL assignments will be based on that problem and working toward developing a research based solution for that problem. The problem need not be a complex one; however, it should be substantive enough that you can meet the requirements of the research project for this course. The problem statement should be focused, yet broad enough to be general to more than one specific situation or company.

The following are possible problems (separated by College of HRSM BAIS Concentration Areas) from which you can choose. If you are interested in another problem in your career field, you may choose another problem to investigate, but please have it approved by Dr. Bickle first.

HRTM	RETL	SPTA
<ul style="list-style-type: none">• Enhancing the Customer Experience• Labor shortages• Branding• Travel Restrictions• Guest Profiling• Social Media• Barriers to Event Planning• Web-based Meetings	<ul style="list-style-type: none">• Enhancing the Consumer Experience• Theft• Impact of Online Shopping on In-Store Purchases• Customer Rewards Programs• Communication Issues	<ul style="list-style-type: none">• Enhancing the Customer Experience• Ticket Scalping• Communication Issues• Ticket Pricing• Lack of Attendance at Events• Barriers in the Music/Event Industry

The Problem Statement will not be a formal hypothesis, but a statement similar to a thesis statement. Use the heading **Problem Statement** (centered) before you provide your statement followed by a few sentences (or paragraphs – depending on the issue/problem) to help substantiate the issue/problem. Your problem statement should be specific statement stating what you will be discussing in the manuscript. You must support your Problem Statement with evidence from the research (particularly your Research Annotated Bibliography and Literature Review).

The problem statement is the basis for your entire research project. Therefore, you will first submit a draft Problem Statement and then after interviewing a professional in the field about the problem, developing an annotated bibliography, and analyzing the literature and developing the literature review, you will submit the final Problem Statement.

An example of a **draft** Problem Statement might include:

An important issue facing convention managers is effective communication with all people involved in Web-based meetings. All people involved in Web-based meetings include food and beverage personnel, ticket managers, and other individuals. It is important that convention managers investigate effective ways to communicate with all of these stakeholders. Convention managers will need training to learn how to communicate better in Web-based meetings. Therefore, the problem that will be analyzed in this manuscript is the lack of training for convention managers to communicate effectively via Web-based meetings. Literature analyzing the problem and strategies to enhance convention managers' ability to communicate effectively via Web-based meetings will be discussed in the manuscript. Training solutions and associated costs will also be provided in the manuscript.

An example of a **final** Problem Statement might include:

As noted in the literature (Angel, 2000; Christian, 2010; & Zellers, 2014), a key issue facing convention managers is effective communication with all stakeholders through Web-based meetings. As Web-based meetings are increasing in the field (Jones, 2012), it is essential that convention managers investigate effective ways to communicate with food and beverage personnel, ticket managers, and other stakeholders. Training will be an essential component to assist convention managers in developing more effective communication in Web-based meetings (Lacey, 2014).

Therefore, the problem that will be analyzed in this manuscript is the lack of training for convention managers to communicate effectively via Web-based meetings. Literature analyzing the problem and strategies to enhance convention managers' ability to communicate effectively via Web-based meetings will be discussed in the manuscript. Associated costs for solving the problem will also be provided in the manuscript.

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Problem Statement Rubric

Connection to Learning Outcomes

- analyze specific workplace topics/trends;
- identify and/or analyze issues/problems in a chosen career field;
- communicate ideas, issues, problems, solutions, and/or research-based information clearly;
- synthesize research into appropriate written documents; and
- write at a level appropriate for a senior level, mastery course.

Category	Mastery Level	Needs Improvement	Not Demonstrated
Problem Statement Focus	The problem statement is focused, yet broad enough to be general to more than one specific situation/company. (8 points)	The problem statement is somewhat narrow. (4 points)	The problem statement is too narrow. (0 points)
Substantiated with Research (particularly from the Research Annotation Bibliography and Literature Review)	The problem statement is fully substantiated with research. (8 points)	The problem statement is somewhat substantiated with research, but more is necessary. (4 points)	The problem statement is not substantiated with research. (0 points)
What Will be Discussed in the Manuscript	The problem statement indicates exactly what will be discussed in the manuscript. (8 points)	The problem statement indicates some issues that will be discussed in the manuscript, but more is necessary. (4 points)	The problem statement does not indicate what will be discussed in the manuscript. (0 points)
APA Style Formatting	APA Style Formatting is used correctly for in-text references, layout, etc. (8 points)	APA Style Formatting is used somewhat correctly for in-text, refs, layout, etc. (4 points)	APA Style Formatting is not used. (0 points)
Spelling, Grammar, and Writing Style	Information does not have any spelling and/or grammatical errors and the information is written at a high level appropriate for a senior level mastery course. (8 points)	Information includes a few spelling and/or grammatical errors and the information is written at a medium level appropriate for a senior level mastery course. (4 points)	Information includes many spelling and/or grammatical errors or the information written at a low level and is inappropriate for a senior level mastery course. (0 points)
			Total: 40 points

Professional Interview: (50 points)

The purpose of this assignment is for you to gather additional information about your chosen problem in your career field through an interview of an industry professional. The industry professional may **NOT** be a faculty member at the University of South Carolina, but an industry professional within an area that aligns with the career goal you discussed in your Personal BAIS Statement. This is an informational interview that will provide a practical conversation and a better understanding of your chosen problem along with a possible solution or solutions. This interview should be conducted in a face-to-face (F2F) manner and not electronically.

Preferably you should interview a professional that has been in their career more than three years. Use the following questions during the interview. This is an opportunity to gather more information about your chosen problem and to discuss real-world examples and solutions.

Make sure you review the rubric **prior** to conducting the Professional Interview. Use the following information during your interview.

1. What is your position title?
2. What are the full responsibilities of your position?
3. I am researching this problem in the field: Tell him/her your chosen problem.
4. How has this problem impacted your business? NOTE: If this problem has not impacted their business, ask what problem has impacted their business. This may be an indication that you may need to choose another problem for your research.
5. What do you believe is a possible solution to this problem?
6. What words of advice would you give me as I prepare for a career in _____?
7. Any other question that you wish to ask.

This assignment has **TWO parts** that need to be submitted through the **Assignment Modules** in Blackboard.

- **Part ONE:** Key each question above in Microsoft Word and then key the answers provided by the industry professional to each question.
- **Part TWO:** Using the Professional Interview PowerPoint template provided in the **Assignment Modules**, enter the necessary information and save the completed template.
- **UPLOADING for Evaluation:** When you have completed **BOTH** parts, upload them **both** in the Assignment Modules **before** clicking on Submit.

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Professional Interview Rubric (on two pages)
Two Parts To Be Submitted Through the Assignment Modules in Blackboard

Connection to Learning Outcomes

- analyze specific workplace topics/trends;
- identify and/or analyze issues/problems in a chosen career field;
- communicate ideas, issues, problems, solutions, and/or research-based information clearly; and
- write at a level appropriate for a senior level, mastery course.

<u>Category</u>	<u>Mastery Level</u>	<u>Needs Improvement</u>	<u>Not Demonstrated</u>
Interview Questions and Answers	At least the information provided in #1-6 above are uploaded with complete answers in Microsoft Word format. (3 points)	Less information than provided in #1-6 above is uploaded with complete answers or information provided in #1-6 above is uploaded in Microsoft Word format, but complete answers are not provided. (1.5 points)	No questions and answers are uploaded. (0 points)
Heading (in Professional Interview PowerPoint Template)	Heading notes interviewee's name and interviewer's name. (1 points)	Heading notes either interviewee's name or interviewer's name, but not both. (.5 points)	Interviewee's and interviewer's name are not included. (0 points)
Job Title and Full Responsibilities (in Professional Interview PowerPoint Template)	Interviewee's complete job title and full responsibilities are included. (3 points)	Partial job title and/or responsibilities for the interviewee are included. (1.5 points)	Interviewee's job title and responsibilities are not included. (0 points)
Problem Impact (in Professional Interview PowerPoint Template)	Includes (in bulleted format) a complete list of how the problem has impacted the interviewee's business. (10 points)	Includes (in bulleted format) a partial list of how the problem has impacted the interviewee's business. (5 points)	Does not include a list of how the problem has impacted the interviewee's business. (0 points)
Possible Solution(s) (in Professional Interview PowerPoint template)	Complete description of possible solution(s) to the problem. (10 points)	Partial description of possible solution(s) to the problem. (5 points)	Does not include a description of the solution(s) to the problem. (0 points)
Words of Advice	Includes advice provided by the interviewee. (10 points)		Does not include advice provided by the interviewee.(0 points)

High Level of Writing	Information is written at a high level appropriate for a senior level mastery course. (7 points)	Information is written at a medium level appropriate for a senior level mastery course. (3.5 points)	Information is written at a low level appropriate for a senior level mastery course. (0 points)
Spelling, Grammar, and Writing Style	Information does not have any spelling and/or grammatical errors. (6 points)	Information includes a few spelling and/or grammatical errors. (3 points)	Information includes many spelling and/or grammatical errors. (0 points)
			TOTAL: 50 points

Research Annotated Bibliography for Chosen Problem in the Field: (200 points)

As you begin to develop your final manuscript for this course, it is imperative to first develop an Annotated Bibliography based on research as you investigate what has already been written about the problem. Use your research skills to find appropriate journal articles and books and then complete the Annotated Bibliography (See Example Annotated Bibliography in Blackboard) based on the problem you have chosen for your career field. It should be the same problem you discussed during the Professional Interview.

Include at least fifteen (15) references and annotations including your professional interview. Primarily use refereed journals (see the Journal articles link on Blackboard) and books. Websites should be used sparingly unless they are from viable sources such as .gov sites, Educause, etc. Blogs and personal websites are not viable sources and may not be used. Make sure you review the example provided and the APA Style Format Guidelines.

Your Annotated Bibliography should help provide an overall view of your chosen problem **and** possible solution(s). Your Annotated Bibliography may include previous solutions that were successful or unsuccessful. Your Professional Interview should be one of your references in your Annotated Bibliography.

Questions you may consider as you complete your research for the Annotated Bibliography are as follows.

- What has been written in the research about your chosen problem?
- Why is this problem important to the career field?
- How did this problem evolve?
- What methods can be used to solve the problem?
- What are the costs involved in solving the problem?
- How widespread is the problem (local or global)?
- What are the repercussions of this problems?
- Are there further ramifications if this problem is not resolved?
- Has little or much research been conducted on this problem?
- How could the success of the solution to this problem be assessed?
- What factors play a role in this problem?
- How will you give readers an idea of what the paper will be about?
- How will you develop your Research Annotated Bibliography into a Literature Review with appropriate transitions between paragraphs for appropriate flow?

All references in the Annotated Bibliography should be follow proper APA Style formatting. For specifics on APA Style formatting, review the information at <http://www.apastyle.org/> and review formatting guidelines in Blackboard.

Follow these guidelines when writing your Annotated Bibliography, Literature Review and other research manuscript components:

- do not use words such as we, their, them, they, us, he, she, I, our, it, etc.
- delete the word "that" when you can or replace it with another word to take your writing to a higher level.
 - Example: "Smith (2015) noted that technology had an impact. . ." should be written as "Smith (2015) noted technology had an impact. . ."
- explain what "this" or "it" is. When you start sentences with "This is. . ." it is not clear what "this" is. Also, if you state, "This is a result of it." – it is not clear what "it" is. Specify what "this" and "it" is.
- write numbers 10 and above as numbers if it is not the first word in a sentence. Spell out numbers nine and below. However, if a sentence as two numbers in it and 1 is 10 or above and the other is not, both should be written as numbers. All of the following examples are correct.
 - As noted by Ryan (2013), eight participants. . .
 - As noted by Ryan (2013), 8 out of 20 participants. . .
 - As noted by Ryan (2013), 20 participants. . .
- use phrases such as
 - "The objective of the study. . ."
 - "The manuscript focused on. . ."
 - "Findings indicated. . ."
 - "The data collected in this study indicated" when discussing the research study.
- Use past tense such as focused, indicated, noted, etc. The research is in the past – hence, use past tense.
- do not say "The study said. . ." or "The study discussed. . ." The "study" is not human-like and can't say or discuss anything. "The study provided an overview. . ." or "The study focused on. . ." would be correct.
- use spellcheck and grammar check.
- read what you wrote out loud to see if it makes sense. Write clearly.
- do not write "The authors said" or "Bill Smith said." You will reference authors in text according to APA Style Formatting such as: Smith (2014) noted. . .
- be consistent with capitalization of the word Web. If Web is used as one word, such as Web designer or Web page, it should be capitalized. It comes from World Wide Web in which each word is capitalized. If you are using website, it can be written with a small w and all one word. Internet is always capitalized.
- Only use et al. after the reference is written out completely the first time and the will be used later in the text and only use et al. if there are three or more authors.
 - The first time in the text

- Jones, Smith, Francis, & Jackson (2013) noted. . .
- Then, later in the text
 - Jones, et al. (2013) further discovered. . .
- Use past tense as the research has past. For example, Jamil & Frederick (2009) investigated. . .
- If you use a direct quote, make sure you include the page number (or paragraph number if no page numbers) in the text with the reference.
 - Bruce (1998) stated, “the data obviously noted a correlation between self-esteem and priority leadership” (p. 14).
 - Jasper (2014) noted, “customers expect reliable Internet and expect reliable service” (para. 4).

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**Research Annotated Bibliography Based on Problem in the Field
To Be Submitted Through the Assignment Modules in Blackboard**

Connection to Learning Outcomes

- analyze specific workplace topics/trends;
- communicate ideas, issues, problems, solutions, and/or research-based information clearly;
- synthesize research into appropriate written documents; and
- write at a level appropriate for a senior level, mastery course.

<u>Category</u>	<u>Mastery Level</u>	<u>Needs Improvement</u>	<u>Not Demonstrated</u>
Number of References	At least fifteen (15) references are included. (20 points)	1-14 references are included. (10 points)	No references are included. (0 points)
APA Style Formatting	All references are formatted completely and correctly in APA Style. (40 points)	Most references are formatted in APA Style. (20 points)	Very few or no references are formatted in APA Style. (0 points)
Annotations	Annotations are complete and substantial. (80 points)	Annotations include somewhat adequate information, but could be more substantial. (40 points)	Annotations are minimal or non-existent. (0 points)
Writing Style	Information is written at a high level appropriate for a senior level, mastery course. (30 points)	Information is written at a medium level and is somewhat appropriate for a senior level, mastery course, but needs work. (15 points)	Information is not written at a low level and not appropriate for a senior level, mastery course. (0 points)
Spelling and Grammar	Information does not have any spelling and/or grammatical errors (30 points)	Information includes a few spelling and/or grammatical errors (15 points)	Information includes many spelling and/or grammatical errors (0 points)

Total: 200 points

Literature Review: (200 points)

This Literature Review will provide a culmination and summary of your research from your Annotated Bibliography. You will take the information provided in your Annotated Bibliography and expand upon it to develop the Literature Review. You should be able to integrate everything from your Annotated Bibliography into the literature review **or** solution component of your manuscript. The literature review should provide an overview of the research literature that is “out there” about your chosen problem. The information you have in your Annotated Bibliography about the solution, costs, repercussions, etc. should be placed in the solution section later and not your Literature Review.

You have chosen a problem in your career field and gathered more information through the professional interview. Now, you will be taking your Annotated Bibliography and expand upon it to create your Literature Review. Your Literature Review should provide an overview of the literature pertaining to your chosen problem. It should also provide the reader with an idea of the importance of the problem and what will be coming up in the rest of the manuscript.

The Literature Review is just the first part of your final manuscript. Information from the Annotated Bibliography will be incorporated along with additional information to assist in paragraph transitions and document flow. APA Style Formatting must be adhered to especially for in-text references and layout. Use the heading **Literature Review** (centered) for this section. A sample Literature Review is provided in Blackboard.

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Literature Review Rubric (on two pages)

Connection to Learning Outcomes

- analyze specific workplace topics/trends;
- communicate ideas, issues, problems, solutions, and/or research-based information clearly;
- synthesize research into appropriate written documents; and
- write at a level appropriate for a senior level, mastery course.

Category	Mastery Level	Needs Improvement	Not Demonstrated
Overview of Literature	Provides a complete review of the literature of the problem. (30 points)	Provides somewhat of a complete review of the literature of the problems. (15 points)	Does not provide an appropriate level of a review of the literature of the problem. (0 points)
Importance of the Problem	Importance of Problem is appropriately described. (30 points)	Importance Problem is somewhat described. (15 points)	Importance of Problem is not provided. (0 points)
Annotated Bibliography Information Incorporated	Annotated Bibliography information is appropriately incorporated. (30 points)	Annotated Bibliography information is somewhat incorporated. (15 points)	Annotated Bibliography information is not provided. (0 points)
Readers Given Idea of What Paper Will be About	Readers are given a complete idea of what the paper will be about. (30 points)	Readers are given somewhat of an idea about what the paper will be about. (15 points)	Readers are not given an idea about what the paper will be about. (0 points)
Paragraph Transitions and Flow	Paragraphs transitions are appropriately used to develop an excellent flow for the reader. (20 points)	Paragraphs transitions are appropriately used to develop somewhat of a flow for the reader. (10 points)	Paragraphs transitions are not appropriately used and the flow is not appropriate. (0 points)
APA Style Formatting	APA Style Formatting is used correctly for in-text references, layout, etc. (20 points)	APA Style Formatting is used somewhat correctly for in-text references, layout, etc. (10 points)	APA Style Formatting is not used. (0 points)
Writing Style	Information is written at a high level appropriate for a senior level, mastery course. (20 points)	Information is written at a medium level and is somewhat appropriate for a senior level, mastery course, but needs work. (10 points)	Information is not written at a low level and is inappropriate for a senior level, mastery course. (0 points)

Spelling and Grammar	Information does not have any spelling and/or grammatical errors (20 points)	Information includes a few spelling and/or grammatical errors (10 points)	Information includes many spelling and/or grammatical errors (0 points)
			Total: 200 points

Solution Development: (not for points but please look at the guidelines)

Through your research and professional interview, you have already researched your chosen problem, completed an Annotated Bibliography, Literature Review and Problem Statement. The Solution development component of the manuscript provides an opportunity for you to provide a possible solution (supported by research – you should have references in your Annotated Bibliography) to the problem.

The solution should include methods to utilize to solve the problem. The result of implementing the solution will incur costs. These costs may include human capital, technology, training, or other items. However, actual costs (in dollar amounts) must be included. Refer to these costs along with the solution. With the research in mind, you may note other companies that have solved similar problems or tried to solve the problem but failed to do so. It will also be important to include information about the repercussions if the problem is not solved. It is also important to discuss how to measure if your proposed solution is viable and successful. Use the heading **Solution Development** (centered) for this section.

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Complete Identification of an Industry Problem and Solution Development Manuscript with All Components: (100 points)

All Components Include:

- Title Page
- Structured Abstract
- Literature Review
- Problem Statement
- Solution to the Problem
- Conclusion
- Implications
- References

The items listed above will be the headings used within your final manuscript. These headings will be centered and keyed in Title Case (following APA Style Formatting). Including all components, your final manuscript will be 9-11 pages and follow all APA Style formatting guidelines.

At this point, each component in your manuscript has been evaluated except for the title page, structured abstract, conclusion, implications and final reference list. However, revisions were indicated through previous evaluations of the Literature Review, Problem Statement, and Solution. These revisions must be completed and included in this final manuscript. Information about the components that have not yet been evaluated is provided below.

STRUCTURED ABSTRACT

[NOTE: The abstract should be 100-200 words and provide a brief overview of the overall literature, purpose and solution(s) to the problem. The abstract is basically an overview of the entire manuscript. An example of a structured abstract is provided below.]

Structured Abstract

Overall Literature: The literature reviewed (Johnson, 2012; McIntyre & Jackson, 2014; Sampson, Gregg, & Lyle, 2010; Terrance & Miller, 2015) indicated a connection between subordinates' perceptions of supervisor's immediate communication and the methods of communication used by the supervisors. Methods of communication included text messaging, social media and the use of emoticons (Jasper, 2014).

Purpose: This manuscript analyzed subordinates' perceptions of supervisors' computer-mediated communication to determine whether supervisors who engaged in text messaging with subordinates, communicated with subordinates via social media, and used emoticons, would be perceived as more immediate than those who did not communicate through these means.

Solution: Supervisors should communicate via text messaging and social media and use emoticons to be perceived as more immediate communicators. Through supervisor training, this type of communication can be implemented in a short period of time. Training costs would be approximately \$1,050.00 per employee for a two-week training period (Jefferson & Nathan, 2012).

CONCLUSION

[NOTE: The conclusion should summarize the key findings in the manuscript including key topics from the literature review, the problem, solution(s), and other pertinent information.]

IMPLICATIONS

[NOTE: The implications should provide an overview of the implications of the research to the career field and society in general (if pertinent). The implications are basically the "so what?" factor. What does this research mean to your career field and how does it impact the field?

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Complete Manuscript with All Components

Connection to Learning Outcomes

- analyze specific workplace topics/trends;
- identify and/or analyze issues/problems in a chosen career field;
- develop logical and viable solutions to an issue/problem in a chosen career field;
- communicate ideas, issues, problems, solutions, and/or research-based information clearly;
- synthesize research into appropriate written documents; and
- write at a level appropriate for a senior level, mastery course.

<u>Category</u>	<u>Mastery Level</u>	<u>Needs Improvement</u>	<u>Not Demonstrated</u>
Title Page	Included and follows all APA Style formatting guidelines. (5 points)	Included but does not follow all APA Style formatting guidelines. (2.5 points)	Title page is not included. (0 points)
Structured Abstract	Structured abstract is included with all pertinent components and includes complete information. (10 points)	Abstract is included, but does not include all pertinent components or components are included, but lack complete information. (5 points)	Abstract is not included. (0 points)
Literature Review	Literature Review is updated with revisions. (10 points)		Literature Review is not updated or it is not included. (0 points)
Problem Statement	Problem Statement is updated with revisions and included. (10 points)		Problem Statement is not updated or it is not included. (0 points)
Solution to the Problem	Solution is updated with revisions and included. (10 points)		Solution is not updated or it is not included. (0 points)
Conclusion	Complete conclusion is provided and appropriately summarizes the manuscript. (10 points)	A conclusion is provided but it is not complete. (5 points)	Conclusion is not included. (0 points)
Implications	Implications for business and industry in this career field are noted for	Implications are provided but do not include both implications for	Implications are not included.

	implementing and not implementing the solution. (10 points)	implementing and not implementing the solution. (5 points)	(0 points)
Reference List	Complete list of references are included. (5 points)	A reference list is included, but is not complete. (3 points)	Reference list is not included. (0 points)
APA Style Formatting	APA Style Formatting is used correctly for in-text references, heading, layout, etc. (10 points)	APA Style Formatting is used somewhat correctly for in-text references, heading, layout, etc. (5 points)	APA Style Formatting is not used. (0 points)
Spelling and Grammar	Information does not have any spelling and/or grammatical errors. (10 points)	Information includes a few spelling and/or grammatical errors (5 points)	Information includes many spelling and/or grammatical errors. (0 points)
Writing Style	The information is written at a high level appropriate for a senior level mastery course. (10 points)	Information is written at a medium level appropriate for a senior level mastery course. (5 points)	The information is not written at a low level and is inappropriate for a senior level mastery course. (0 points)
			Total: 100 points