

This rubric was modified for instructors based on the 2009 VALUE rubric developed by AAC&U. Additional areas have been added to help instructors conceptualize how each competency area relates to the “To Be, To Know, To Do” concepts we’ll be using. It has also been modified so that instructors can tally student performance, to reflect the ideals of our institution, and to simplify it from its original form. For additional information please visit www.aacu.org

Cultural Competence: A set of cognitive, affective, and behavioral skills and characteristics that support effective and appropriate interaction in a variety of cultural contexts. (Bennett 2008)

		Developing (1)	Novice (2)	Full (3)	Outstanding (4)
To Know	<i>Cultural Self Awareness</i>	<ul style="list-style-type: none"> Shows minimal awareness of own cultural rules and biases, even within own cultural group. Uncomfortable with identifying cultural differences with others, and has trouble thinking about own world view. 	<ul style="list-style-type: none"> Identifies one’s own basic cultural rules and biases. Preference for rules of own cultural group, acknowledges that there are other cultural perspectives. 	<ul style="list-style-type: none"> Recognizes other’s perspectives about one’s own cultural rules and self biases. Not looking for sameness, comfortable with complexities that new perspectives offer, open to using other perspectives to enhance self experience. 	<ul style="list-style-type: none"> Articulates insights into own cultural rules, self biases, and shifts in self description. Seeks to enhance self experience and awareness by incorporating the complex perspectives of others.
	<i>Knowledge of cultural worldview frameworks</i>	<ul style="list-style-type: none"> Demonstrates surface understanding of the complexity of elements important to members of another culture in relation to its history, geography, values, politics, communication styles, economy, or beliefs & practices. 	<ul style="list-style-type: none"> Demonstrates partial understanding of the complexities of elements important to members of another culture in relation to its history, geography, values, politics, communication styles, economy, or beliefs & practices. 	<ul style="list-style-type: none"> Demonstrates adequate understanding of the complexity of elements important to members of another culture in relation to its history, geography, values, politics, communication styles, economy, or beliefs & practices. 	<ul style="list-style-type: none"> Demonstrates sophisticated understanding of the complexity of elements important to members of another culture in relation to its history, geography, values, politics, communication styles, economy, or beliefs & practices.
To Do	<i>Empathy</i>	<ul style="list-style-type: none"> Has trouble thinking about other’s world view. Views the other’s perspectives primarily through own cultural worldview. 	<ul style="list-style-type: none"> Responds to most situations with own worldview; acknowledges that other world views may impact how others feel. Identifies basic components of other cultural perspectives. 	<ul style="list-style-type: none"> Recognizes intellectual and emotional dimensions of more than one worldview. Sometimes able to recognize and respond to the feelings of another cultural group/perspective. 	<ul style="list-style-type: none"> Interprets cultural experiences from the perspectives of more than one worldview. Demonstrates ability to act in a supportive manner that recognizes the feelings of another cultural group/perspective.
	<i>Verbal and non-verbal conversation</i>	<ul style="list-style-type: none"> Has a minimal level of understanding of cultural differences in verbal and nonverbal communication. Unaware of cultural misunderstandings, does not see the importance of negotiating a shared understanding. 	<ul style="list-style-type: none"> Identifies some cultural differences in verbal and non-verbal communication. Aware that misunderstandings can occur based on differences, but unable to negotiate a shared understanding. 	<ul style="list-style-type: none"> Recognizes and participates in cultural differences in verbal and nonverbal communication. Begins to negotiate a shared understanding based on those differences. 	<ul style="list-style-type: none"> Articulates a complex understanding of cultural differences in verbal and non-verbal conversation. (Physical, Direct, Indirect). Able to skillfully negotiate a shared understanding based on those differences.
To Be	<i>Curiosity</i>	<ul style="list-style-type: none"> Has minimal interest in asking questions about other cultures. May have difficulty developing answers to those questions. 	<ul style="list-style-type: none"> Asks simple questions about other cultures that enrich knowledge. Sometimes seeks out answers to those questions. 	<ul style="list-style-type: none"> Asks developed questions about other cultures that enrich knowledge and understanding. Seeks out answers to those questions. 	<ul style="list-style-type: none"> Asks thought-provoking questions about other cultures that enrich knowledge, understanding, and own cultural perspective. Seeks out and articulates answers to those questions by reflecting on multiple cultural perspectives.
	<i>Openness</i>	<ul style="list-style-type: none"> Resistant to interacting with culturally different others. Has difficulty suspending judgment in interactions with culturally different others. Is aware of own judgments; does not feel the need to change. 	<ul style="list-style-type: none"> Open to most if not all interactions with culturally different others. Sometimes suspends judgment in interactions with culturally different others. Aware of own judgments; expresses a willingness to change. 	<ul style="list-style-type: none"> Begins to initiate and develop interactions with culturally different others. Begins to suspend judgment in valuing interactions with culturally different others. Aware of own judgments; slowly working to change. 	<ul style="list-style-type: none"> Initiates and develops interactions with culturally different others. Suspends judgments in valuing interactions with culturally different others. Consistently aware of own judgments; always working to change and improve.

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