



Assessment Plan

Module 4: Professional Level

Course 1: The Ethics of Volunteer Management

Short Assignment Descriptions

To evaluate the students, we use three summative assignments:

- 1. Summative 1:** Ethical Dilemma Analysis and Resolution: Analyzing and resolving a real-life ethical dilemma that commonly arises in volunteer management. Involves a written assignment and presentation. Done individually.
- 2. Summative 2:** Ethical Framework Development: A group assignment where students develop an ethical framework that addresses a specific volunteer management issue of their choice. Done individually.
- 3. Summative 3:** Ethical volunteering policy development: Students will, in groups analyze the activities of an organization, determine the ethical challenges, and write a policy document for it.

Assessment Matrix

Learning objectives per course (After following this course, the student is able to:)	Assessment formats			
	Summative I	Summative II	Summative III	
Understand the ethical dimensions of volunteer management	X			
Understand basic ethical dilemmas in volunteer management	X			
Apply ethical decision principles to decision making in volunteer management		X	X	
Apply ethical principles and frameworks to volunteer management issues		X	X	
Analyse ethical trade-offs in volunteer management		X	X	
Evaluate the outcomes of real-life ethical dilemmas in volunteer management		X	X	
				Total
Weighting	20%	40%	40%	100%
Form of examination (e.g. MC, Open ended questions, open-book, etc.)	Assignment	Assignment	Assignment	
Group / Individual	Individual	Individual	Group	

Detailed Assignment Descriptions

Summative assignment 1: Ethical Dilemma Analysis and Resolution

Learning objectives

- Understand the ethical dimensions of volunteer management.
- Understand basic ethical dilemmas in volunteer management.

Description

In this assignment, students will analyze and resolve a real-world ethical dilemma that commonly arises in volunteer management. They will select an ethical dilemma from a provided list or choose one based on their personal experiences or research. Students will analyze the ethical dimensions of the dilemma, considering the perspectives of volunteers, beneficiaries, and organizational stakeholders.

Deliverable

Students are expected to write a 1500-word essay and hold a 5-minute presentation in class.

Grading Criteria

- Clear description and contextualization of the selected ethical dilemma.
- Thorough analysis of the ethical dimensions and implications of the dilemma.
- Consideration of diverse perspectives and potential impacts on volunteers, beneficiaries, and stakeholders.
- Coherent and well-justified resolution strategy that aligns with ethical principles and promotes cultural sensitivity.
- Demonstration of critical thinking and creativity in proposing innovative solutions.
- Clarity, organization, and persuasiveness of the resolution strategy.
- Ability to anticipate and address potential challenges or limitations in the proposed resolution.

Summative Assignment 2: Ethical Framework Development

Learning Objective(s)

- Apply ethical decision principles to decision making in volunteer management.
- Apply ethical principles and frameworks to volunteer management issues.
- Analyse ethical trade-offs in volunteer management.
- Evaluate the outcomes of real-life ethical dilemmas in volunteer management.

Description

For this assignment, students will develop an ethical framework that addresses a specific volunteer management issue of their choice. They will research and analyze various ethical principles and frameworks discussed in the course and select the most relevant ones to inform their framework. The framework should outline guiding principles, decision-making processes, and strategies to address ethical considerations related to the chosen volunteer management issue. Students should provide rationale and evidence for their framework, demonstrating a comprehensive understanding of the ethical dimensions and their practical application in volunteer management.

Deliverable

A well-written academic report of around 2000 words.

Grading Criteria

- Clear articulation of the chosen volunteer management issue and its ethical implications.
- Thorough research and incorporation of diverse ethical principles and frameworks.
- Coherent and well-structured ethical framework, including guiding principles and decision-making processes.
- Deep analysis and consideration of potential challenges and trade-offs.
- Evidence-based rationale for the framework's effectiveness in addressing the chosen issue.
- Critical thinking and originality in developing innovative strategies within the framework.

Summative Assignment 3: Ethical volunteering policy

Learning objective(s)

- Apply ethical decision principles to decision making in volunteer management.
- Apply ethical principles and frameworks to volunteer management issues.
- Analyse ethical trade-offs in volunteer management.
- Evaluate the outcomes of real-life ethical dilemmas in volunteer management.

Description

For this summative assignment, students will analyze and evaluate the activities of an NGO. Students will be asked to identify and describe the ethical challenges that arise in their work, considering the values, principles, and potential conflicts involved. They will then create an ethical volunteering policy for this organization.

Deliverable

A 15-page policy document.

Guiding Questions

- What does the organization and its activities look like?
- Identify and evaluate the ethical challenges that arise as part of their activities.
- Analyze the potential consequences and impacts of different actions or decisions on volunteers, beneficiaries, and the organization.
- Come up with clear organizational and management measures the organization needs to take to address these ethical challenges.

Grading Criteria

- A concise but rich description of the organization and its activities.
- Clearly analyzed and evaluated the relevant ethical challenges.
- Thorough research and incorporation of diverse ethical principles and frameworks.
- Strong use and application of academic literature to the practical setting.
- Critical thinking and originality in developing innovative strategies within the policy.