

Scoring Rubric for Program Outcome
6) *The ability to function on (multidisciplinary) teams*
and demonstration of team skills in general

Level 5 performance characterized by:

- ❑ Routinely present at team meetings or work sessions
- ❑ Contributes a fair share to the project workload
- ❑ Is prepared for the group meeting with clearly formulated ideas
- ❑ Cooperates with others (outside of the discipline)
- ❑ Shares credit for success with others and accountability for team results
- ❑ Shares information with others and provides assistance to others
- ❑ Demonstrates the ability to assume a designated role in the group
- ❑ Values alternative perspectives and encourages participation among all team members
- ❑ Remains non-judgmental when disagreeing with others/seeking conflict resolution; does not "point fingers" or blame others when things go wrong
- ❑ Is a courteous group member
- ❑ Has knowledge of technical skills, issues and approaches germane to disciplines outside of chemical engineering

Level 3 performance characterized by:

- ❑ Absent occasionally, but does not inconvenience group
- ❑ Sometimes depends on others to complete the work; contributes less than fair share
- ❑ Prepares somewhat for group meetings, but ideas are not clearly formulated
- ❑ Occasionally works as a loner or interacts to a minor extent with extra-disciplinary team members
- ❑ Makes subtle references to other's poor performance or sometimes does not identify contributions of other team members
- ❑ Sometimes keeps information to himself/herself; not very willing to share
- ❑ Takes charge when not in the position to lead
- ❑ Persuades others to adopt only his/her ideas or grudgingly accepts the ideas of others
- ❑ Sometimes criticizes ideas of other team members or blames others for errors
- ❑ Is not always considerate or courteous towards team members
- ❑ Has some knowledge of other disciplines, but gets lost in discussions with extra-disciplinary team members

Level 1 performance characterized by:

- ❑ Is absent from team meetings or work sessions >50% of the time
- ❑ Does not contribute to group work at all or submits own work as the group's
- ❑ Routinely fails to prepare for meetings
- ❑ Does work on his/her own; does not value team work
- ❑ Claims work of group as own or frequently blames others
- ❑ Hides in the background; only participates if strongly encouraged
- ❑ Does not willingly assume team roles
- ❑ Does not consider the ideas of others
- ❑ Is openly critical of the performance of others
- ❑ Is discourteous to other group members
- ❑ Has no knowledge of disciplines outside of chemical engineering