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/seeks 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