**Peer Evaluations**

What you earn on the 100 team points will be subject to a multiplier based on peer evaluation of your team members. Twice in the semester you will be asked to evaluate the contribution of all the other members of your team.

Please rate each of the other members of your team for work done on the project. You will not be rating yourself in this assessment. To complete the evaluation you should:

1) List your team members by first and last name.
2) Assign a rating for each of the other members of your team using either integers or numbers with one decimal place.
3) Assign an average of ten points to the other members of your team (i.e., you should assign a total of 40 points in a five-member team and 50 points in a six-member team).
4) If you think everyone has worked equally well, you can give everyone a 10. You can give a score of 11, 12 or greater to team members who have done a really great job. You can give a score of 9, 8, or less to team members who have not done their share or who have performed badly. But, remember that the average rating MUST be 10.
5) Briefly describe your reasons for your ratings (1-2 sentences).

Basically, there is a “pool” of \( X \) amount of points, where \( X = 10*(\# \text{ team members} - 1) \). You must distribute the pool of points among your team members. Some factors you might consider when rating your teammates include, but are not limited to:
- Contribution – Did this person contribute productively to team discussion and work?
- Reliability – Did this person get the work done on time and as promised?
- Respect for others’ ideas – Did this person encourage others to contribute their ideas?
- Flexibility – Was this person flexible and helpful when disagreements occurred?

You will submit two such evaluations – by Monday, March 6 and by Monday, May 1. These deadlines must be met. Every day you are late will reduce your own multiplier by .05. This is a senseless way to lose points that you have earned in this class.

If you are on a team of 5 people, and your team members give you rankings of 11.2, 10, 9.4, 9.8 for the first evaluation, your first multiplier will be \((11.2+10+9.4+9.8)/4 = 1.01\). If your team members give you rankings of 10.2, 11.1, 10.6, 10.7 for the second evaluation, your second multiplier will be \((10.2+11.1+10.6+10.7)/4 = 1.07\). From this, we will compute an average multiplier \((1.01+1.07)/2 = 1.04\). So your multiplier will be 1.04. The final average multiplier will be capped at 1.15.

For a typical student this multiplier will be 1.0. For a high contributing student this will be greater than 1.0. For a low contributing student this will be less than 1.0. So, if your team earns 92 of the 100 team points and your multiplier is 1.05, you will receive 96.6 points. On the other hand, if your team earns 92 of the 100 team points and your multiplier is 0.9, you will receive 82.8 points.

Here is an example: Suppose that the following six students are a team. Suppose that the First Peer Evaluation looks like this...

<table>
<thead>
<tr>
<th></th>
<th>Rachel</th>
<th>Kurt</th>
<th>Will</th>
<th>Santana</th>
<th>Artie</th>
<th>Sue</th>
<th>Total</th>
<th>Multiplier</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rachel</td>
<td>-</td>
<td>11.7</td>
<td>12.5</td>
<td>10.0</td>
<td>11.8</td>
<td>12.2</td>
<td>58.2</td>
<td>1.164</td>
</tr>
<tr>
<td>Kurt</td>
<td>9.8</td>
<td>-</td>
<td>11.2</td>
<td>10.0</td>
<td>11.2</td>
<td>8.8</td>
<td>51.0</td>
<td>1.020</td>
</tr>
<tr>
<td>Will</td>
<td>10.0</td>
<td>10.1</td>
<td>-</td>
<td>10.0</td>
<td>11.1</td>
<td>9.1</td>
<td>50.3</td>
<td>1.006</td>
</tr>
</tbody>
</table>

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Across the top are the rankers and down the left side are the names of those being ranked. Note that no one ranks herself/himself. Each column totals 10*(# team members - 1) = 10*(6-1) = 50 points. Totals are computed and divided by 50 for each person. The Multiplier is on the far right. (Notice that Santana gave each team member a 10.)

At the end of the semester each student does a Second Peer Evaluation. Let's suppose that it leads to the multipliers shown in the “2nd Mult” column below. We will compute an “Average Multiplier” from these two. Let’s further suppose that this team earns 92 points on the project. We then multiply the “Average Multiplier” by 92 for each team member to get his/her “Project” score.

Rachel and Artie, who worked hard on the project, get high scores. Note that Rachel's multiplier is capped, per above, at 1.15. Kurt and Santana, who worked well, get scores a little higher than 92. Will slacked off a little in the second half of the semester and gets a score a little under 92. Sue, who did very little and was disruptive to the team, gets a score substantially below 92.

The Peer Evaluation system is a confidential process. You must be able to rank teammates and comment about them with no concern that they will ever learn your ranking or comments. For that reason, no rankings or comments will be released. At the end of the semester you will learn only your multiplier. If you feel that your multiplier is not appropriate, contact Prof. Turkstra. He will let you know why your multiplier is what it is without violating the confidentiality of any of your teammates.

IMPORTANT NOTE: If a member of your team drops the class (either officially or unofficially), the next Peer Evaluation will be done by the remaining members – ranking only the remaining members. No rankings from the student who dropped or rankings of the student who dropped will be allowed.