**GROUP MEMBER GRADING**

In a perfect world, all group members contribute an equal amount of work. However, we do not exist in a perfect world. As such, it is theoretically (and practically) possible that a group member (or several group members) may “free-ride” and benefit from other group members’ hard work. For each term, each group member will be required to divide an imaginary bonus pool of $300,000. Each bonus allocation must be rounded to the nearest thousand dollars. The following is an example of how a three-person group might be evaluated. The group members are Sarah, Pete, and Miles. If everyone contributes equally, the group will divide the pool equally and the group grade will be each person’s individual grade. However, as luck might have it, Miles is a slacker. Miles is always late to group meetings, and when Miles finally arrives, Miles babbles on and on about German Short-haired Pointers for some reason. Not only does Miles’ behavior make the meetings last too long, it also hurts work productivity. Miles divides the pool equally, but Sarah and Pete feel that they should receive larger salaries since they had to work harder to compensate for Miles’ poor work ethic. The following table exhibits the salary divisions that each group member proposed.

Each case will require a peer evaluation!

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Student: | **Sarah’s Pool (submitted)** | **Pete’s Pool (submitted)** | **Miles’s Pool (submitted)** | Totals |
| **Sarah** | **$115,000** | **$125,000** | **$100,000** | **$340,000** |
| **Pete** | **$120,000** | **$125,000** | **$100,000** | **$345,000** |
| **Miles** | **$65,000** | **$50,000** | **$100,000** | **$215,000** |
| **Totals** | **$300,000** | **$300,000** | **$300,000** | **$900,000** |

 Now assume that the group has been assigned an 83 from JG on the project. Half of the group grade will be the raw group score that will be averaged with the individual contribution score. Sarah will receive 83 x (340,000/300,000) or 94.07 for the individual contribution score. Pete will receive 83 x (345,000/300,000) or 95.45 Miles will receive 83 x (215,000/300,000) or 59.48. The final grade (on the group project) for Sarah is (83 + 94.07)/2 = 88.54. Pete’s final grade is 89.225 = (83 + 95.45)/2 and Miles receives a grade of 71.24, obtained as (83 + 59.48)/2. While this methodology seems complicated, hopefully this will mitigate free rider problems.

Group members are fictitious. Any resemblance to actual persons or animals is coincidental, including Dr. Garner’s dog (“Miles”).

**Instructions continued on next page**

**Please use the Excel template attached with the instructions.**

**Please place your Member\_ID, Group\_number, and Group Size in Cells B1, B2, and B3, respectively.**

**Please do not delete or add any rows/columns to the spreadsheet!!!!**

**Name your file as follows:**

**For case #1:**

**Case\_1\_Peer\_GroupNumber\_YourLastName.xlsx**

**So if I was in Group 3 (write as “Three”), my Case\_1\_Peer Evaluation file name would be:**

**Case\_1\_Peer\_GroupThree\_Garner.xlsx**

**For Cases 2, 3, and 4, you should change the Case #!**

**Final note: If one group member\* allocates more bonus to himself (herself) than to others, and other group members do not agree, I will assume this was done in order to positively impact the individual grade. You will then have a consultation with me. This should be avoided** at all cost **as it could hurt your grade in the end.**

**\*Or more than one group member, but less than all**