



**Course:** 21F\_MNGT475\_2T: 21F\_MNGT475\_2T - PERFORMANCE & COMPNSTN MNGT  
**Instructor:** Christopher Castille \*  
**Response Rate:** 20/30 (66.67 %)

**1 - 1. The instructor's explanation of course requirements**

**Christopher Castille**

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	9	45.00%													
Effective				(4)	4	20.00%													
Moderately Effective				(3)	4	20.00%													
Somewhat Effective				(2)	1	5.00%													
Ineffective				(1)	2	10.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
20/30 (66.67%)		3.85	1.35	4.00	575		4.28	1.05	5.00	1515		4.11	1.21	5.00	9457		4.32	1.04	5.00

**2 - 2. The instructor's preparation for each class period**

**Christopher Castille**

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	11	55.00%													
Effective				(4)	6	30.00%													
Moderately Effective				(3)	2	10.00%													
Somewhat Effective				(2)	1	5.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
20/30 (66.67%)		4.35	0.88	5.00	573		4.39	0.99	5.00	1500		4.22	1.15	5.00	9404		4.39	0.97	5.00

**3 - 3. The instructor's command of the subject matter**

**Christopher Castille**

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	10	50.00%													
Effective				(4)	6	30.00%													
Moderately Effective				(3)	2	10.00%													
Somewhat Effective				(2)	2	10.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
20/30 (66.67%)		4.20	1.01	4.50	574		4.38	0.97	5.00	1496		4.21	1.14	5.00	9371		4.38	0.99	5.00

**4 - 4. The instructor's use of class time**

**Christopher Castille**

Response Option				Weight	Frequency	Percent	Percent Responses	Means											
Very Effective				(5)	11	55.00%	<div><div></div></div>	<div><div>4.10</div><div>4.26</div><div>4.17</div><div>4.36</div></div>											
Effective				(4)	4	20.00%	<div><div></div></div>												
Moderately Effective				(3)	1	5.00%	<div><div></div></div>												
Somewhat Effective				(2)	4	20.00%	<div><div></div></div>												
Ineffective				(1)	0	0.00%	<div><div></div></div>												
Not Applicable				(0)	0	0.00%	<div><div></div></div>												
								0	25	50	100	Question		Department Mean		College Mean		University Mean	
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
20/30 (66.67%)		4.10	1.21	5.00	574		4.26	1.14	5.00	1499		4.17	1.21	5.00	9361		4.36	1.02	5.00



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**5 - 5. The instructor's way of summarizing or emphasizing important points in class**

**Christopher Castille**

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	10	50.00%													
Effective				(4)	4	20.00%													
Moderately Effective				(3)	3	15.00%													
Somewhat Effective				(2)	3	15.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
20/30 (66.67%)		4.05	1.15	4.50	574		4.22	1.09	5.00	1499		4.02	1.27	5.00	9346		4.24	1.12	5.00

**6 - 6. The instructor's ability to make clear and understandable presentations**

**Christopher Castille**

Response Option				Weight	Frequency	Percent	Percent Responses	Means											
Very Effective				(5)	10	50.00%		3.85		4.22		4.03		4.25					
Effective				(4)	3	15.00%													
Moderately Effective				(3)	2	10.00%													
Somewhat Effective				(2)	4	20.00%													
Ineffective				(1)	1	5.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
20/30 (66.67%)		3.85	1.39	4.50	574		4.22	1.12	5.00	1498		4.03	1.27	5.00	9333		4.25	1.12	5.00

**7 - 7. The instructor's command of spoken English (or the language used in the course)**

**Christopher Castille**

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	13	65.00%	<div><div></div></div>		4.50		4.65		4.52		4.64				
Effective				(4)	5	25.00%	<div><div></div></div>												
Moderately Effective				(3)	1	5.00%	<div><div></div></div>												
Somewhat Effective				(2)	1	5.00%	<div><div></div></div>												
Ineffective				(1)	0	0.00%	<div><div></div></div>												
Not Applicable				(0)	0	0.00%	<div><div></div></div>												
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
20/30 (66.67%)		4.50	0.83	5.00	573		4.65	0.73	5.00	1497		4.52	0.91	5.00	9329		4.64	0.76	5.00

**8 - 8. The instructor's use of examples or illustrations to clarify course material**

**Christopher Castille**

Response Option				Weight	Frequency	Percent	Percent Responses	Means											
Very Effective				(5)	9	45.00%		3.95		4.30		4.14		4.35					
Effective				(4)	5	25.00%													
Moderately Effective				(3)	3	15.00%													
Somewhat Effective				(2)	2	10.00%													
Ineffective				(1)	1	5.00%													
Not Applicable				(0)	0	0.00%													
								0	25	50	100	Question		Department Mean		College Mean		University Mean	
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
20/30 (66.67%)		3.95	1.23	4.00	571		4.30	1.01	5.00	1494		4.14	1.16	5.00	9305		4.35	1.01	5.00



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**Response Rate:** 20/30 (66.67 %)



**9 - 9. The instructor's use of challenging questions or problems**

**Christopher Castille**

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	10	50.00%	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>		<div><div>4.00</div></div>		<div><div>4.21</div></div>		<div><div>4.06</div></div>		<div><div>4.25</div></div>				
Effective				(4)	4	20.00%													
Moderately Effective				(3)	3	15.00%													
Somewhat Effective				(2)	2	10.00%													
Ineffective				(1)	1	5.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
20/30 (66.67%)		4.00	1.26	4.50	573		4.21	1.03	5.00	1498		4.06	1.18	4.00	9304		4.25	1.05	5.00

**10 - 10. The instructor's enthusiasm for the course material**

**Christopher Castille**

Response Option				Weight	Frequency	Percent	Percent Responses	Means											
Very Effective				(5)	10	50.00%													
Effective				(4)	5	25.00%													
Moderately Effective				(3)	4	20.00%													
Somewhat Effective				(2)	1	5.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
20/30 (66.67%)		4.20	0.95	4.50	571		4.42	0.99	5.00	1494		4.27	1.10	5.00	9302		4.42	0.98	5.00

**11 - 11. The instructor's helpfulness and responsiveness to students**

**Christopher Castille**

Response Option				Weight	Frequency	Percent	Percent Responses		Means											
Very Effective				(5)	11	55.00%														
Effective				(4)	3	15.00%														
Moderately Effective				(3)	2	10.00%														
Somewhat Effective				(2)	4	20.00%														
Ineffective				(1)	0	0.00%														
Not Applicable				(0)	0	0.00%														
							0	25	50	100	Question		Department Mean		College Mean		University Mean			
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median	
20/30 (66.67%)		4.05	1.23	5.00	574		4.31	1.05	5.00	1498		4.19	1.17	5.00	9308		4.37	1.05	5.00	

**12 - 12. The instructor's respect for students**

**Christopher Castille**

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	10	50.00%	<div><div></div></div>		<div><div>4.15</div><div>4.46</div><div>4.41</div><div>4.51</div></div>										
Effective				(4)	5	25.00%	<div><div></div></div>												
Moderately Effective				(3)	3	15.00%	<div><div></div></div>												
Somewhat Effective				(2)	2	10.00%	<div><div></div></div>												
Ineffective				(1)	0	0.00%	<div><div></div></div>												
Not Applicable				(0)	0	0.00%	<div><div></div></div>												
										02550100		Question		Department Mean		College Mean		University Mean	
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
20/30 (66.67%)		4.15	1.04	4.50	573		4.46	0.91	5.00	1496		4.41	1.00	5.00	9306		4.51	0.91	5.00



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**13 - 13. The instructor's concern for student progress**

**Christopher Castille**

Response Option	Weight	Frequency	Percent	Percent Responses	Means											
Very Effective	(5)	10	50.00%		<div>4.20</div> <div>4.34</div> <div>4.20</div> <div>4.37</div>											
Effective	(4)	6	30.00%													
Moderately Effective	(3)	3	15.00%													
Somewhat Effective	(2)	0	0.00%													
Ineffective	(1)	1	5.00%													
Not Applicable	(0)	0	0.00%													
					0	25	50	100	Question	Department Mean			College Mean		University Mean	
Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median	
20/30 (66.67%)	4.20	1.06	4.50	573	4.34	1.01	5.00	1496	4.20	1.14	5.00	9301	4.37	1.04	5.00	

**14 - 14. The availability of extra help for this class (taking into account the size of the class)**

**Christopher Castille**

Response Option	Weight	Frequency	Percent	Percent Responses	Means											
Very Effective	(5)	11	55.00%		<div>4.30</div> <div>4.26</div> <div>4.15</div> <div>4.32</div>											
Effective	(4)	5	25.00%													
Moderately Effective	(3)	3	15.00%													
Somewhat Effective	(2)	1	5.00%													
Ineffective	(1)	0	0.00%													
Not Applicable	(0)	0	0.00%													
					0	25	50	100	Question	Department Mean			College Mean		University Mean	
Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median	
20/30 (66.67%)	4.30	0.92	5.00	574	4.26	1.07	5.00	1496	4.15	1.17	5.00	9298	4.32	1.05	5.00	

**15 - 15. The instructor's willingness to listen to student questions and opinions**

**Christopher Castille**

Response Option	Weight	Frequency	Percent	Percent Responses	Means											
Very Effective	(5)	11	55.00%		<div>4.20</div> <div>4.41</div> <div>4.31</div> <div>4.45</div>											
Effective	(4)	4	20.00%													
Moderately Effective	(3)	3	15.00%													
Somewhat Effective	(2)	2	10.00%													
Ineffective	(1)	0	0.00%													
Not Applicable	(0)	0	0.00%													
					0	25	50	100	Question	Department Mean			College Mean		University Mean	
Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median	
20/30 (66.67%)	4.20	1.06	5.00	574	4.41	0.96	5.00	1495	4.31	1.08	5.00	9296	4.45	0.96	5.00	

**16 - 16. The information given to students about how they would be graded**

Response Option	Weight	Frequency	Percent	Percent Responses	Means											
Very Effective	(5)	10	50.00%		<div>4.05</div> <div>4.31</div> <div>4.19</div> <div>4.34</div>											
Effective	(4)	5	25.00%													
Moderately Effective	(3)	2	10.00%													
Somewhat Effective	(2)	2	10.00%													
Ineffective	(1)	1	5.00%													
Not Applicable	(0)	0	0.00%													
					0	25	50	100	Question	Department Mean			College Mean		University Mean	
Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median	
20/30 (66.67%)	4.05	1.23	4.50	559	4.31	1.02	5.00	1482	4.19	1.13	5.00	8037	4.34	1.02	5.00	



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**17 - 17. The clarity of exam questions**

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	8	40.00%													
Effective				(4)	6	30.00%													
Moderately Effective				(3)	3	15.00%													
Somewhat Effective				(2)	2	10.00%													
Ineffective				(1)	1	5.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
20/30 (66.67%)		3.90	1.21	4.00	558		4.11	1.16	5.00	1477		3.97	1.24	4.00	8025		4.16	1.12	5.00

**18 - 18. The exams' coverage of important aspects of the course**

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	9	45.00%			4.05		4.23		4.11		4.28				
Effective				(4)	7	35.00%													
Moderately Effective				(3)	1	5.00%													
Somewhat Effective				(2)	2	10.00%													
Ineffective				(1)	1	5.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
20/30 (66.67%)		4.05	1.19	4.00	559		4.23	1.07	5.00	1476		4.11	1.17	5.00	8009		4.28	1.03	5.00

**19 - 19. The instructor's comments on assignments and exams**

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	11	55.00%													
Effective				(4)	4	20.00%													
Moderately Effective				(3)	2	10.00%													
Somewhat Effective				(2)	3	15.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
20/30 (66.67%)		4.15	1.14	5.00	560		4.16	1.13	5.00	1482		4.00	1.25	4.00	8026		4.16	1.14	5.00

**20 - 20. The overall quality of the textbook(s)**

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	8	40.00%	<div><div></div></div>		<div><div>3.89</div></div>		<div><div>4.04</div></div>		<div><div>3.94</div></div>		<div><div>4.08</div></div>				
Effective				(4)	5	25.00%	<div><div></div></div>												
Moderately Effective				(3)	2	10.00%	<div><div></div></div>												
Somewhat Effective				(2)	1	5.00%	<div><div></div></div>												
Ineffective				(1)	2	10.00%	<div><div></div></div>												
Not Applicable				(0)	2	10.00%	<div><div></div></div>												
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
20/30 (66.67%)		3.89	1.37	4.00	559		4.04	1.13	4.00	1480		3.94	1.18	4.00	8020		4.08	1.14	4.00



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**21 - 21. The helpfulness of assignments in understanding course material**

Christopher Castille

Response Option	Weight	Frequency	Percent	Percent Responses	Means											
Very Effective	(5)	10	50.00%		<div> <div>3.95</div> <div>4.16</div> <div>4.03</div> <div>4.24</div> </div>											
Effective	(4)	4	20.00%													
Moderately Effective	(3)	2	10.00%													
Somewhat Effective	(2)	3	15.00%													
Ineffective	(1)	1	5.00%													
Not Applicable	(0)	0	0.00%													
					0	25	50	100	Question	Department Mean		College Mean		University Mean		
Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median	
20/30 (66.67%)	3.95	1.32	4.50	573	4.16	1.08	5.00	1494	4.03	1.21	4.00	9290	4.24	1.09	5.00	

**22 - 22. Problems or questions presented by the instructor for small group discussions**

Response Option	Weight	Frequency	Percent	Percent Responses	Means											
Very Effective	(5)	9	45.00%		<div> <div>3.95</div> <div>4.24</div> <div>4.05</div> <div>4.18</div> </div>											
Effective	(4)	6	30.00%													
Moderately Effective	(3)	1	5.00%													
Somewhat Effective	(2)	3	15.00%													
Ineffective	(1)	1	5.00%													
Not Applicable	(0)	0	0.00%													
					0	25	50	100	Question	Department Mean		College Mean		University Mean		
Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median	
20/30 (66.67%)	3.95	1.28	4.00	560	4.24	1.02	5.00	1479	4.05	1.20	4.00	7987	4.18	1.08	5.00	

**23 - 23. Term paper(s) or project(s)**

Response Option	Weight	Frequency	Percent	Percent Responses	Means											
Very Effective	(5)	8	40.00%		<div> <div>3.63</div> <div>4.16</div> <div>4.01</div> <div>4.16</div> </div>											
Effective	(4)	3	15.00%													
Moderately Effective	(3)	3	15.00%													
Somewhat Effective	(2)	3	15.00%													
Ineffective	(1)	2	10.00%													
Not Applicable	(0)	1	5.00%													
					0	25	50	100	Question	Department Mean		College Mean		University Mean		
Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median	
20/30 (66.67%)	3.63	1.46	4.00	558	4.16	1.07	4.00	1477	4.01	1.17	4.00	7969	4.16	1.08	5.00	

**24 - 24. Laboratory exercises for understanding important course concepts**

Response Option	Weight	Frequency	Percent	Percent Responses	Means											
Very Effective	(5)	3	15.00%		<div> <div>3.50</div> <div>4.32</div> <div>4.09</div> <div>4.22</div> </div>											
Effective	(4)	0	0.00%													
Moderately Effective	(3)	1	5.00%													
Somewhat Effective	(2)	1	5.00%													
Ineffective	(1)	1	5.00%													
Not Applicable	(0)	14	70.00%													
					0	25	50	100	Question	Department Mean		College Mean		University Mean		
Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median	
20/30 (66.67%)	3.50	1.76	4.00	558	4.32	0.95	5.00	1476	4.09	1.19	5.00	7942	4.22	1.07	5.00	



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**Instructor:** Christopher Castille \*  
**Response Rate:** 20/30 (66.67 %)

**25 - 25. Assigned projects in which students work together**

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	9	45.00%													
Effective				(4)	6	30.00%													
Moderately Effective				(3)	2	10.00%													
Somewhat Effective				(2)	3	15.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
20/30 (66.67%)		4.05	1.10	4.00	559		4.21	1.04	5.00	1478		4.04	1.21	4.00	7943		4.15	1.12	5.00

**26 - 26. Case studies, simulations or role playing**

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	5	25.00%													
Effective				(4)	1	5.00%													
Moderately Effective				(3)	2	10.00%													
Somewhat Effective				(2)	2	10.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	10	50.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
20/30 (66.67%)		3.90	1.29	4.50	559		4.23	1.08	5.00	1480		4.13	1.16	5.00	7940		4.19	1.09	5.00

**27 - 27. Course journals or logs required of students**

Response Option				Weight	Frequency	Percent	Percent Responses	Means											
Very Effective				(5)	1	5.00%													
Effective				(4)	1	5.00%													
Moderately Effective				(3)	1	5.00%													
Somewhat Effective				(2)	1	5.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	16	80.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
20/30 (66.67%)		3.50	1.29	3.50	559		4.26	1.04	5.00	1477		4.11	1.20	5.00	7930		4.19	1.11	5.00

**28 - 28. Instructor's use of computers as aids in instruction**

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	7	35.00%	<div><div></div></div>		<div><div>4.06</div></div>		<div><div>4.30</div></div>		<div><div>4.18</div></div>		<div><div>4.27</div></div>				
Effective				(4)	5	25.00%	<div><div></div></div>												
Moderately Effective				(3)	4	20.00%	<div><div></div></div>												
Somewhat Effective				(2)	1	5.00%	<div><div></div></div>												
Ineffective				(1)	0	0.00%	<div><div></div></div>												
Not Applicable				(0)	3	15.00%	<div><div></div></div>												
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
20/30 (66.67%)		4.06	0.97	4.00	558		4.30	0.96	5.00	1476		4.18	1.09	5.00	7958		4.27	1.00	5.00



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**Instructor:** Christopher Castille \*  
**Response Rate:** 20/30 (66.67 %)

**29 - 29. My learning increased in this course**

Response Option				Weight	Frequency	Percent	Percent Responses		Means									
Much More Than Most Courses				(5)	6	30.00%												
More Than Most Courses				(4)	6	30.00%												
About the Same as Others				(3)	6	30.00%												
Less Than Most Courses				(2)	0	0.00%												
Much Less Than Most Courses				(1)	2	10.00%												
Not Applicable				(0)	0	0.00%												
							0	25	50	100	Question		Department Mean		College Mean		University Mean	
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean	Mean	STD	Median
20/30 (66.67%)		3.70	1.22	4.00	560		3.64	1.05	4.00	1481		3.57	1.15	4.00	8025	3.65	1.08	4.00

**30 - 30. I made progress toward achieving course objectives**

Response Option				Weight	Frequency	Percent	Percent Responses			Means									
Much More Than Most Courses				(5)	7	35.00%													
More Than Most Courses				(4)	4	20.00%													
About the Same as Others				(3)	8	40.00%													
Less Than Most Courses				(2)	0	0.00%													
Much Less Than Most Courses				(1)	1	5.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
20/30 (66.67%)		3.80	1.11	4.00	559		3.62	1.01	4.00	1480		3.53	1.11	3.00	8018		3.64	1.04	4.00

**31 - 31. My interest in the subject area increased**

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Much More Than Most Courses				(5)	7	35.00%													
More Than Most Courses				(4)	3	15.00%													
About the Same as Others				(3)	7	35.00%													
Less Than Most Courses				(2)	1	5.00%													
Much Less Than Most Courses				(1)	2	10.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
20/30 (66.67%)		3.60	1.31	3.50	560		3.58	1.11	4.00	1481		3.45	1.22	3.00	8025		3.50	1.18	3.00

**32 - 32. This course helped me to think independently about the subject matter**

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Much More Than Most Courses				(5)	8	40.00%	<div><div></div></div>		<div><div>3.85</div><div>3.71</div><div>3.59</div><div>3.66</div></div>										
More Than Most Courses				(4)	3	15.00%	<div><div></div></div>												
About the Same as Others				(3)	8	40.00%	<div><div></div></div>												
Less Than Most Courses				(2)	0	0.00%	<div><div></div></div>												
Much Less Than Most Courses				(1)	1	5.00%	<div><div></div></div>												
Not Applicable				(0)	0	0.00%	<div><div></div></div>												
								0	25	50	100	Question		Department Mean		College Mean		University Mean	
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
20/30 (66.67%)		3.85	1.14	4.00	560		3.71	1.00	4.00	1482		3.59	1.10	4.00	8017		3.66	1.06	4.00





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**Instructor:** Christopher Castille \*  
**Response Rate:** 20/30 (66.67 %)

**33 - 33. This course actively involved me in what I was learning**

Response Option	Weight	Frequency	Percent	Percent Responses	Means										
Much More Than Most Courses	(5)	9	45.00%	<div><div></div></div>	<div> <div>3.95</div> <div>3.71</div> <div>3.60</div> <div>3.68</div> </div>										
More Than Most Courses	(4)	4	20.00%	<div><div></div></div>											
About the Same as Others	(3)	5	25.00%	<div><div></div></div>											
Less Than Most Courses	(2)	1	5.00%	<div><div></div></div>											
Much Less Than Most Courses	(1)	1	5.00%	<div><div></div></div>											
Not Applicable	(0)	0	0.00%	<div><div></div></div>											
					0	25	50	100	Question	Department Mean		College Mean		University Mean	
Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
20/30 (66.67%)	3.95	1.19	4.00	558	3.71	1.02	4.00	1478	3.60	1.12	4.00	8006	3.68	1.09	4.00

**34 - 34. I studied and put effort into this course**

Response Option	Weight	Frequency	Percent	Percent Responses	Means										
Much More Than Most Courses	(5)	14	70.00%	<div><div></div></div>	<div> <div>4.55</div> <div>3.60</div> <div>3.65</div> <div>3.64</div> </div>										
More Than Most Courses	(4)	3	15.00%	<div><div></div></div>											
About the Same as Others	(3)	3	15.00%	<div><div></div></div>											
Less Than Most Courses	(2)	0	0.00%	<div><div></div></div>											
Much Less Than Most Courses	(1)	0	0.00%	<div><div></div></div>											
Not Applicable	(0)	0	0.00%	<div><div></div></div>											
					0	25	50	100	Question	Department Mean		College Mean		University Mean	
Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
20/30 (66.67%)	4.55	0.76	5.00	558	3.60	0.94	3.00	1480	3.65	0.97	3.00	8022	3.64	1.01	4.00

**35 - 35. I was prepared for each class [writing and reading assignments]**

Response Option	Weight	Frequency	Percent	Percent Responses	Means										
Much More Than Most Courses	(5)	7	35.00%	<div><div></div></div>	<div> <div>3.85</div> <div>3.52</div> <div>3.51</div> <div>3.54</div> </div>										
More Than Most Courses	(4)	5	25.00%	<div><div></div></div>											
About the Same as Others	(3)	6	30.00%	<div><div></div></div>											
Less Than Most Courses	(2)	2	10.00%	<div><div></div></div>											
Much Less Than Most Courses	(1)	0	0.00%	<div><div></div></div>											
Not Applicable	(0)	0	0.00%	<div><div></div></div>											
					0	25	50	100	Question	Department Mean		College Mean		University Mean	
Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
20/30 (66.67%)	3.85	1.04	4.00	558	3.52	0.83	3.00	1479	3.51	0.93	3.00	8015	3.54	0.91	3.00

**36 - 36. I was challenged by this course**

Response Option	Weight	Frequency	Percent	Percent Responses	Means										
Much More Than Most Courses	(5)	11	55.00%	<div><div></div></div>	<div> <div>4.50</div> <div>3.55</div> <div>3.67</div> <div>3.60</div> </div>										
More Than Most Courses	(4)	8	40.00%	<div><div></div></div>											
About the Same as Others	(3)	1	5.00%	<div><div></div></div>											
Less Than Most Courses	(2)	0	0.00%	<div><div></div></div>											
Much Less Than Most Courses	(1)	0	0.00%	<div><div></div></div>											
Not Applicable	(0)	0	0.00%	<div><div></div></div>											
					0	25	50	100	Question	Department Mean		College Mean		University Mean	
Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
20/30 (66.67%)	4.50	0.61	5.00	560	3.55	0.93	3.00	1479	3.67	1.00	4.00	8016	3.60	1.07	4.00



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**Response Rate:** 20/30 (66.67 %)

**37 - 37. For my preparation and ability, the level of difficulty of this course was:**

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Difficult				(5)	4	20.00%			4.00				3.42		3.53		3.43		
Somewhat Difficult				(4)	12	60.00%													
About Right				(3)	4	20.00%													
Somewhat Elementary				(2)	0	0.00%													
Very Elementary				(1)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
20/30 (66.67%)		4.00	0.65	4.00	559		3.42	0.66	3.00	1476		3.53	0.75	3.00	8018		3.43	0.82	3.00

**38 - 38. The workload for this course in relation to other courses of equal credit was:**

Response Option				Weight	Frequency	Percent	Percent Responses		Means									
Much Heavier				(5)	12	60.00%	<div><div></div></div>		<div><div>4.40</div></div>									
Heavier				(4)	4	20.00%	<div><div></div></div>		<div><div>3.27</div></div>									
About the Same				(3)	4	20.00%	<div><div></div></div>		<div><div>3.22</div></div>									
Lighter				(2)	0	0.00%	<div><div></div></div>		<div><div>3.15</div></div>									
Much Lighter				(1)	0	0.00%	<div><div></div></div>											
							0	25	50	100	Question		Department Mean		College Mean		University Mean	
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median	
20/30 (66.67%)		4.40	0.82	5.00	558		3.27	0.77	3.00	1478	3.22	0.82	3.00	8017	3.15	0.89	3.00	

**39 - 39. For me, the pace at which the instructor covered the material during the term was:**

Response Option				Weight	Frequency	Percent	Percent Responses		Means									
Very Fast				(5)	3	15.00%	<div><div></div></div>		<div><div>3.60</div><div>3.18</div><div>3.25</div><div>3.29</div></div>									
Somewhat Fast				(4)	6	30.00%	<div><div></div></div>											
Just About Right				(3)	11	55.00%	<div><div></div></div>											
Somewhat Slow				(2)	0	0.00%	<div><div></div></div>											
Very Slow				(1)	0	0.00%	<div><div></div></div>											
							0	25	50	100	Question		Department Mean		College Mean		University Mean	
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median	
20/30 (66.67%)		3.60	0.75	3.00	558		3.18	0.60	3.00	1475	3.25	0.68	3.00	8010	3.29	0.67	3.00	

**40 - 40. Rate the quality of instruction in this course as it contributed to your learning. (Try to set aside your feelings about the course content.)**

Christopher Castille

Response Option				Weight	Frequency	Percent	Percent Responses			Means									
Very Effective				(5)	8	40.00%				3.95		4.17		4.04		4.22			
Effective				(4)	7	35.00%													
Moderately Effective				(3)	3	15.00%													
Somewhat Effective				(2)	0	0.00%													
Ineffective				(1)	2	10.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
20/30 (66.67%)		3.95	1.23	4.00	572		4.17	1.06	4.00	1494		4.04	1.18	4.00	9242		4.22	1.07	5.00



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**Instructor:** Christopher Castille \*  
**Response Rate:** 20/30 (66.67 %)

**41 - 41. Which of the following best describes this course for you?**

Response Option	Weight	Frequency	Percent	Percent Responses	Means
A Major/Minor Requirement	(1)	19	95.00%	<div><div></div></div>	
A College Requirement	(2)	0	0.00%		
An Elective	(3)	1	5.00%	<div><div></div></div>	
Other	(4)	0	0.00%		
				0 25 50 100	
Response Rate					
20/30 (66.67%)					

**42 - 42. What is your class level?**

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Freshman/1st Year	(1)	0	0.00%		
Sophomore/2nd Year	(2)	0	0.00%		
Junior/3rd Year	(3)	0	0.00%		
Senior/4th Year	(4)	19	95.00%	<div><div></div></div>	
Graduate	(5)	1	5.00%	<div><div></div></div>	
Other	(6)	0	0.00%		
				0 25 50 100	
Response Rate					
20/30 (66.67%)					

**43 - 43. Do you communicate better in English or in another language?**

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Better in English	(1)	20	100.00%	<div><div></div></div>	
Better in another language	(2)	0	0.00%		
Equally well in English and another language	(3)	0	0.00%		
				0 25 50 100	
Response Rate					
20/30 (66.67%)					

**44 - 44. Sex**

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Female	(1)	12	60.00%	<div><div></div></div>	
Male	(2)	8	40.00%	<div><div></div></div>	
				0 25 50 100	
Response Rate					
20/30 (66.67%)					

**45 - 45. What grade do you expect to receive in this course?**

Response Option	Weight	Frequency	Percent	Percent Responses	Means
A	(1)	9	45.00%	<div><div></div></div>	
A-	(2)	5	25.00%	<div><div></div></div>	
B+	(3)	2	10.00%	<div><div></div></div>	
B	(4)	3	15.00%	<div><div></div></div>	
B-	(5)	0	0.00%		
C	(6)	1	5.00%	<div><div></div></div>	
Below C	(7)	0	0.00%		
				0 25 50 100	
Response Rate					
20/30 (66.67%)					



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**Instructor:** Christopher Castille \*  
**Response Rate:** 20/30 (66.67 %)

**46 - If you would like to make additional comments about the course or instruction, please provide the feedback. You might elaborate on the particular aspects you liked most as well as those you liked least. Also, how can the course or the way it was taught be improved?46. Please provide your feedback.**

**Christopher Castille**

**Response Rate** 9/30 (30%)

- Dr. Castille's class has been like any other class I have taken before. he treats every student with respect. His class is very course load heavy but its helps you retain the material so well. He puts in so much effort into his class and you can always ask him questions or get assistance with the material. This class has broadened my interest in HR Management and I would recommend Dr. Castille's class to anyone. I look forward to taking more of his classes in the future.
- In this class we do a very big project in which we work in groups. The project is not an overwhelming amount of work and it is not necessarily "hard work". Most of the class agrees with me when I say that we have gotten nothing out of this project, but that probably stems from the type of semester we have all had (Covid and Ida). Most of us have just been "getting it done" and not actually diving as deep into the project as we would have hoped to. I personally think that based on the circumstances of the semester we should have just focused on the actual concepts being taught in class and had exams instead of the project. If the project was the only thing we would do, then I think the results would be a lot better.
- The simulation aspect of this course took away from the effectiveness of this course. His assignment are due with ridiculous due dates with the work required. I was unable to learn effectively from this course because i wasn't able to learn the material. I was doing the work just so i wouldn't get behind. i know i am not the online who felt this way because for each class period, he would constantly have to reexplain himself for 20 minutes before we can begin class. Because of this my other grades suffered drastically. I have worked extremely hard for the past year and a half to bring up my GPA for it to fall in my final semester. Other professors cut some material because of the hurricane, but not him. This was a waste of a class, a waste of money, and most importantly a waste of my time. With that being said, he is a nice and helpful person, but they way he designs his course is extremely ineffective.
- I appreciate you as a professor because you truly care and want your students to learn and succeed in your classes. I also appreciate you taking into consideration any of the suggestions we make for your classes. You were one of the best professors I had in my college career, the work load was a little heavy, but it helped me to actually retain the information you taught us. The only suggestion I have is that you not send attendance reminders. Sending out homework due dates are fine and are appreciated, but we, as young adults, know that we have to attend class daily, it's a part of our job as a student. Once again, I do appreciate you as a professor and I thank you for another awesome semester.
- He cares about his students
- It is obvious Dr. Castille is very intelligent about the course material; however, I did not enjoy the way he conducted class. I feel as though he does not explain information to students well. On many occasions groups in my class were confused on what he expected from us on the projects. When we asked him for help he made it seem we were a "bother" to him because we were preventing him from doing work in his office. He does not communicate information well, most of the time we have to look in the powerpoint to understand our responsibility for the project..Even in there, everything is worded complicated. I also felt as though I did not learn much in this class because I was worried about the project vs. learning the material Although I do appreciate the extra credit opportunities, as they have helped me... the workload in this class is much heavier than other 400 level classes I have.
- Professor Castille is a very knowledgeable professor on the subject matter and has helped me understand compensation systems in a detailed way. He just needs to explain things better when it comes to the compensation project, the math and graph parts, so that the students can understand it and show how to do it in class. Other than that, great teacher!
- Pertaining to the team project for the semester, I'd suggest to give a bit of time in between the phases so students can have a small break and focus on the other course material. I know that the hurricane this past semester had taken 3 weeks from us, so I understand that this was a certain circumstance.
- This will be my third and final time taking Dr. Castille. After three courses with him, I can honestly say that I have enjoyed each one of them more than the last! I can see differences in the way Dr. Castille is conducting his class and I am loving it! I feel like Dr. Castille is really taking students feedback into consideration altering his actions in certain areas. I honestly feel like in this class, I was able to meet my true potential and deeply apply myself to the curriculum. Dr. C just structured this course SO well. And I credit a lot of my own personal experience to him allowing us to choose our own groups. I placed myself with members who cared about their grade. In the past there were certain assignments I hated because I felt like I wasn't getting enough from them- like the team quizzes. A lot of students just don't care to learn, so how do I get the most out of an assignment when I'm the only one that cares. I have no one to bounce ideas off of and clarify things I am seeing improperly. This course however, my group and I discussed everything thoroughly! Honestly, multiple groups all mingled with one another and swapped ideas. We really tried to understand the material as much as possible, so I feel like I took so much from this class! There was honestly so many smart people in this class for us to bounce ideas and thoughts back and forth. I wish I could have had that in his other courses as well! And lastly, I just have to say, Dr. Castille is clearly SO passionate about what he studies and what he teaches us. He really goes into as much detail as possible to get us to fully grasp the topic. He will 100% be one of the most challenging professors and courses you will take in the college of business, but he is one of the top professors that is really preparing you for the real business world. This man wants everyone to succeed and meet their true potential!

Mean of Means Calculations	Mean	Department Mean	College Mean	University Mean
<b>A. Course Organization and Planning</b>	<b>4.11</b>	<b>4.31</b>	<b>4.15</b>	<b>4.34</b>
<b>B. Communication</b>	<b>4.09</b>	<b>4.35</b>	<b>4.20</b>	<b>4.38</b>
<b>C. Faculty/Student Interaction</b>	<b>4.18</b>	<b>4.36</b>	<b>4.25</b>	<b>4.40</b>
<b>D. Assignments, Exams, and Grading</b>	<b>3.99</b>	<b>4.14</b>	<b>4.01</b>	<b>4.18</b>
<b>E. Instructional Methods and Materials</b>	<b>3.79</b>	<b>4.17</b>	<b>4.02</b>	<b>4.13</b>
<b>F. Course Outcomes</b>	<b>3.95</b>	<b>3.64</b>	<b>3.56</b>	<b>3.62</b>