Nicholls State University
Spring 2021 - Full Term Evaluations

Course:	21S_MNGT425_2T: 21S_MNGT425_2T - HUMAN RESOURCE ANALYTICS
Instructor:	Christopher Castille *
Response Rate:	27/33 (81.82 %)

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

Christopher Castille

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Very Effective	(5)	15	55.56%		
Effective	(4)	4	14.81%		
Moderately Effective	(3)	4	14.81%		
Somewhat Effective	(2)	4	14.81%		
Ineffective	(1)	0	0.00%		
Not Applicable	(0)	0	0.00%		

Means: Question 4.11, Department Mean 4.33, College Mean 4.30, University Mean 4.33

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.11	1.15	5.00	656	4.33	1.00	5.00	1694	4.30	1.00	5.00	9560	4.33	1.00	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)	18	66.67%		
Effective	(4)	6	22.22%		
Moderately Effective	(3)	3	11.11%		
Somewhat Effective	(2)	0	0.00%		
Ineffective	(1)	0	0.00%		
Not Applicable	(0)	0	0.00%		

Means: Question 4.56, Department Mean 4.40, College Mean 4.40, University Mean 4.39

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.56	0.70	5.00	650	4.40	0.97	5.00	1683	4.40	0.94	5.00	9528	4.39	0.96	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)	18	66.67%		
Effective	(4)	6	22.22%		
Moderately Effective	(3)	3	11.11%		
Somewhat Effective	(2)	0	0.00%		
Ineffective	(1)	0	0.00%		
Not Applicable	(0)	0	0.00%		

Means: Question 4.56, Department Mean 4.38, College Mean 4.38, University Mean 4.40

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.56	0.70	5.00	648	4.38	1.00	5.00	1682	4.38	0.96	5.00	9520	4.40	0.96	5.00

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

Christopher Castille

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Very Effective	(5)	13	48.15%		
Effective	(4)	8	29.63%		
Moderately Effective	(3)	4	14.81%		
Somewhat Effective	(2)	1	3.70%		
Ineffective	(1)	1	3.70%		
Not Applicable	(0)	0	0.00%		

Means: Question 4.15, Department Mean 4.21, College Mean 4.31, University Mean 4.34

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.15	1.06	4.00	647	4.21	1.11	5.00	1681	4.31	1.04	5.00	9523	4.34	1.02	5.00

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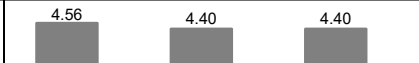**Instructor:** Christopher Castille *

Response Rate: 27/33 (81.82 %)

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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
Very Effective	(5)	15	55.56%
Effective	(4)	6	22.22%
Moderately Effective	(3)	3	11.11%
Somewhat Effective	(2)	1	3.70%
Ineffective	(1)	2	7.41%
Not Applicable	(0)	0	0.00%

Means: Question 4.15 | Department Mean 4.27 | College Mean 4.22 | University Mean 4.26

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.15	1.23	5.00	649	4.27	1.07	5.00	1680	4.22	1.08	5.00	9508	4.26	1.08	5.00

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

Christopher Castille

Response Option	Weight	Frequency	Percent
Very Effective	(5)	15	55.56%
Effective	(4)	5	18.52%
Moderately Effective	(3)	5	18.52%
Somewhat Effective	(2)	1	3.70%
Ineffective	(1)	1	3.70%
Not Applicable	(0)	0	0.00%

Means: Question 4.19 | Department Mean 4.29 | College Mean 4.23 | University Mean 4.28

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.19	1.11	5.00	648	4.29	1.09	5.00	1682	4.23	1.10	5.00	9514	4.28	1.07	5.00

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

Christopher Castille

Response Option	Weight	Frequency	Percent
Very Effective	(5)	23	85.19%
Effective	(4)	2	7.41%
Moderately Effective	(3)	2	7.41%
Somewhat Effective	(2)	0	0.00%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.78 | Department Mean 4.66 | College Mean 4.61 | University Mean 4.63

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.78	0.58	5.00	647	4.66	0.70	5.00	1680	4.61	0.77	5.00	9509	4.63	0.75	5.00

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

Christopher Castille

Response Option	Weight	Frequency	Percent
Very Effective	(5)	16	59.26%
Effective	(4)	6	22.22%
Moderately Effective	(3)	3	11.11%
Somewhat Effective	(2)	2	7.41%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.33 | Department Mean 4.37 | College Mean 4.34 | University Mean 4.37

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.33	0.96	5.00	648	4.37	0.99	5.00	1683	4.34	0.99	5.00	9509	4.37	0.98	5.00

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

Christopher Castille

Response Option	Weight	Frequency	Percent
Very Effective	(5)	13	48.15%
Effective	(4)	9	33.33%
Moderately Effective	(3)	3	11.11%
Somewhat Effective	(2)	2	7.41%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.22, Department Mean 4.25, College Mean 4.26, University Mean 4.30

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.22	0.93	4.00	645	4.25	1.05	5.00	1676	4.26	1.01	5.00	9501	4.30	1.00	5.00

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

Christopher Castille

Response Option	Weight	Frequency	Percent
Very Effective	(5)	21	77.78%
Effective	(4)	4	14.81%
Moderately Effective	(3)	2	7.41%
Somewhat Effective	(2)	0	0.00%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.70, Department Mean 4.51, College Mean 4.43, University Mean 4.42

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.70	0.61	5.00	645	4.51	0.88	5.00	1679	4.43	0.91	5.00	9500	4.42	0.98	5.00

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

Christopher Castille

Response Option	Weight	Frequency	Percent
Very Effective	(5)	15	55.56%
Effective	(4)	6	22.22%
Moderately Effective	(3)	4	14.81%
Somewhat Effective	(2)	2	7.41%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.26, Department Mean 4.36, College Mean 4.37, University Mean 4.39

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.26	0.98	5.00	646	4.36	1.05	5.00	1682	4.37	1.02	5.00	9504	4.39	1.02	5.00

12 - 12. The instructor's respect for students

Christopher Castille

Response Option	Weight	Frequency	Percent
Very Effective	(5)	18	66.67%
Effective	(4)	6	22.22%
Moderately Effective	(3)	3	11.11%
Somewhat Effective	(2)	0	0.00%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.56, Department Mean 4.49, College Mean 4.51, University Mean 4.53

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.56	0.70	5.00	645	4.49	0.94	5.00	1680	4.51	0.90	5.00	9505	4.53	0.89	5.00

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Instructor: Christopher Castille *

Response Rate: 27/33 (81.82 %)

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

Christopher Castille

Response Option	Weight	Frequency	Percent
Very Effective	(5)	21	77.78%
Effective	(4)	3	11.11%
Moderately Effective	(3)	3	11.11%
Somewhat Effective	(2)	0	0.00%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.67, Department Mean 4.41, College Mean 4.39, University Mean 4.41

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.67	0.68	5.00	647	4.41	0.97	5.00	1680	4.39	0.97	5.00	9505	4.41	0.98	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
Very Effective	(5)	18	66.67%
Effective	(4)	4	14.81%
Moderately Effective	(3)	2	7.41%
Somewhat Effective	(2)	2	7.41%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	1	3.70%

Means: Question 4.46, Department Mean 4.35, College Mean 4.33, University Mean 4.35

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.46	0.95	5.00	648	4.35	1.03	5.00	1680	4.33	1.01	5.00	9500	4.35	1.01	5.00

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

Christopher Castille

Response Option	Weight	Frequency	Percent
Very Effective	(5)	21	77.78%
Effective	(4)	3	11.11%
Moderately Effective	(3)	1	3.70%
Somewhat Effective	(2)	2	7.41%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.59, Department Mean 4.47, College Mean 4.48, University Mean 4.48

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.59	0.89	5.00	647	4.47	0.94	5.00	1679	4.48	0.89	5.00	9493	4.48	0.92	5.00

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

Response Option	Weight	Frequency	Percent
Very Effective	(5)	17	62.96%
Effective	(4)	6	22.22%
Moderately Effective	(3)	4	14.81%
Somewhat Effective	(2)	0	0.00%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.48, Department Mean 4.37, College Mean 4.37, University Mean 4.36

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.48	0.75	5.00	647	4.37	0.95	5.00	1677	4.37	0.94	5.00	8313	4.36	0.98	5.00

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Instructor: Christopher Castille *

Response Rate: 27/33 (81.82 %)

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17 - 17. The clarity of exam questions

Response Option	Weight	Frequency	Percent
Very Effective	(5)	13	48.15%
Effective	(4)	8	29.63%
Moderately Effective	(3)	4	14.81%
Somewhat Effective	(2)	1	3.70%
Ineffective	(1)	1	3.70%
Not Applicable	(0)	0	0.00%

Means: Question 4.15, Department Mean 4.13, College Mean 4.16, University Mean 4.18

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.15	1.06	4.00	646	4.13	1.11	5.00	1679	4.16	1.09	5.00	8311	4.18	1.10	5.00

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

Response Option	Weight	Frequency	Percent
Very Effective	(5)	15	55.56%
Effective	(4)	8	29.63%
Moderately Effective	(3)	3	11.11%
Somewhat Effective	(2)	1	3.70%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.37, Department Mean 4.25, College Mean 4.30, University Mean 4.30

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.37	0.84	5.00	645	4.25	1.03	5.00	1677	4.30	0.99	5.00	8298	4.30	1.02	5.00

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

Response Option	Weight	Frequency	Percent
Very Effective	(5)	13	48.15%
Effective	(4)	8	29.63%
Moderately Effective	(3)	4	14.81%
Somewhat Effective	(2)	1	3.70%
Ineffective	(1)	1	3.70%
Not Applicable	(0)	0	0.00%

Means: Question 4.15, Department Mean 4.16, College Mean 4.15, University Mean 4.18

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.15	1.06	4.00	648	4.16	1.10	5.00	1680	4.15	1.11	5.00	8304	4.18	1.12	5.00

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

Response Option	Weight	Frequency	Percent
Very Effective	(5)	4	14.81%
Effective	(4)	5	18.52%
Moderately Effective	(3)	2	7.41%
Somewhat Effective	(2)	1	3.70%
Ineffective	(1)	1	3.70%
Not Applicable	(0)	14	51.85%

Means: Question 3.77, Department Mean 4.01, College Mean 4.06, University Mean 4.17

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	3.77	1.24	4.00	646	4.01	1.12	4.00	1678	4.06	1.08	4.00	8310	4.17	1.06	5.00

Course: 21S_MNGT425_2T: 21S_MNGT425_2T - HUMAN RESOURCE ANALYTICS

Instructor: Christopher Castille *

Response Rate: 27/33 (81.82 %)

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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	37.04%		
Effective	(4)	12	44.44%		
Moderately Effective	(3)	3	11.11%		
Somewhat Effective	(2)	1	3.70%		
Ineffective	(1)	1	3.70%		
Not Applicable	(0)	0	0.00%		

Means: Question 4.07, Department Mean 4.17, College Mean 4.19, University Mean 4.25

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.07	1.00	4.00	648	4.17	1.09	5.00	1677	4.19	1.08	5.00	9489	4.25	1.06	5.00

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

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Very Effective	(5)	13	48.15%		
Effective	(4)	8	29.63%		
Moderately Effective	(3)	4	14.81%		
Somewhat Effective	(2)	1	3.70%		
Ineffective	(1)	1	3.70%		
Not Applicable	(0)	0	0.00%		

Means: Question 4.15, Department Mean 4.22, College Mean 4.18, University Mean 4.20

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.15	1.06	4.00	647	4.22	1.05	5.00	1678	4.18	1.07	5.00	8278	4.20	1.06	5.00

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

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Very Effective	(5)	10	37.04%		
Effective	(4)	9	33.33%		
Moderately Effective	(3)	5	18.52%		
Somewhat Effective	(2)	2	7.41%		
Ineffective	(1)	0	0.00%		
Not Applicable	(0)	1	3.70%		

Means: Question 4.04, Department Mean 4.18, College Mean 4.14, University Mean 4.18

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.04	0.96	4.00	647	4.18	1.03	5.00	1678	4.14	1.04	4.00	8271	4.18	1.06	5.00

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24 - 24. Laboratory exercises for understanding important course concepts

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Very Effective	(5)	6	22.22%		
Effective	(4)	3	11.11%		
Moderately Effective	(3)	3	11.11%		
Somewhat Effective	(2)	0	0.00%		
Ineffective	(1)	0	0.00%		
Not Applicable	(0)	15	55.56%		

Means: Question 4.25, Department Mean 4.15, College Mean 4.21, University Mean 4.26

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.25	0.87	4.50	646	4.15	1.06	4.00	1674	4.21	1.03	5.00	8268	4.26	1.05	5.00

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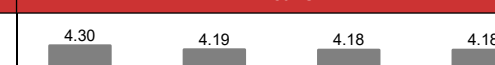**Instructor:** Christopher Castille *

Response Rate: 27/33 (81.82 %)

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25 - 25. Assigned projects in which students work together

Response Option	Weight	Frequency	Percent
Very Effective	(5)	13	48.15%
Effective	(4)	8	29.63%
Moderately Effective	(3)	4	14.81%
Somewhat Effective	(2)	2	7.41%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.19 | Department Mean 4.12 | College Mean 4.11 | University Mean 4.14

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.19	0.96	4.00	646	4.12	1.10	4.00	1677	4.11	1.11	4.00	8267	4.14	1.11	5.00

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26 - 26. Case studies, simulations or role playing

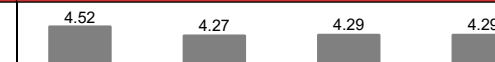| Response Option	Weight	Frequency	Percent
Very Effective	(5)	15	57.69%
Effective	(4)	8	30.77%
Moderately Effective	(3)	1	3.85%
Somewhat Effective	(2)	1	3.85%
Ineffective	(1)	1	3.85%
Not Applicable	(0)	0	0.00%

Means: Question 4.35 | Department Mean 4.21 | College Mean 4.19 | University Mean 4.20

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
26/33 (78.79%)	4.35	1.02	5.00	644	4.21	1.09	5.00	1671	4.19	1.09	5.00	8259	4.20	1.08	5.00

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27 - 27. Course journals or logs required of students

Response Option	Weight	Frequency	Percent
Very Effective	(5)	5	19.23%
Effective	(4)	3	11.54%
Moderately Effective	(3)	2	7.69%
Somewhat Effective	(2)	0	0.00%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	16	61.54%

Means: Question 4.30 | Department Mean 4.19 | College Mean 4.18 | University Mean 4.18

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
26/33 (78.79%)	4.30	0.82	4.50	645	4.19	1.14	5.00	1671	4.18	1.12	5.00	8257	4.18	1.10	5.00

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

Response Option	Weight	Frequency	Percent
Very Effective	(5)	15	55.56%
Effective	(4)	8	29.63%
Moderately Effective	(3)	2	7.41%
Somewhat Effective	(2)	0	0.00%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	2	7.41%

Means: Question 4.52 | Department Mean 4.27 | College Mean 4.29 | University Mean 4.29

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.52	0.65	5.00	646	4.27	1.02	5.00	1675	4.29	0.98	5.00	8280	4.29	0.98	5.00

Course:	21S_MNGT425_2T: 21S_MNGT425_2T - HUMAN RESOURCE ANALYTICS
Instructor:	Christopher Castille *
Response Rate:	27/33 (81.82 %)

29 - 29. My learning increased in this course

Response Option	Weight	Frequency	Percent
Much More Than Most Courses	(5)	6	22.22%
More Than Most Courses	(4)	11	40.74%
About the Same as Others	(3)	9	33.33%
Less Than Most Courses	(2)	0	0.00%
Much Less Than Most Courses	(1)	1	3.70%
Not Applicable	(0)	0	0.00%

Means: Question 3.78, Department Mean 3.68, College Mean 3.63, University Mean 3.65

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	3.78	0.93	4.00	646	3.68	1.02	4.00	1680	3.63	1.05	4.00	8312	3.65	1.05	4.00

30 - 30. I made progress toward achieving course objectives

Response Option	Weight	Frequency	Percent
Much More Than Most Courses	(5)	7	25.93%
More Than Most Courses	(4)	8	29.63%
About the Same as Others	(3)	12	44.44%
Less Than Most Courses	(2)	0	0.00%
Much Less Than Most Courses	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 3.81, Department Mean 3.62, College Mean 3.59, University Mean 3.62

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	3.81	0.83	4.00	646	3.62	0.97	3.00	1679	3.59	1.00	3.00	8305	3.62	1.01	3.00

31 - 31. My interest in the subject area increased

Response Option	Weight	Frequency	Percent
Much More Than Most Courses	(5)	4	14.81%
More Than Most Courses	(4)	9	33.33%
About the Same as Others	(3)	11	40.74%
Less Than Most Courses	(2)	2	7.41%
Much Less Than Most Courses	(1)	1	3.70%
Not Applicable	(0)	0	0.00%

Means: Question 3.48, Department Mean 3.58, College Mean 3.48, University Mean 3.51

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	3.48	0.98	3.00	644	3.58	1.08	3.00	1674	3.48	1.14	3.00	8294	3.51	1.13	3.00

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

Response Option	Weight	Frequency	Percent
Much More Than Most Courses	(5)	7	25.93%
More Than Most Courses	(4)	9	33.33%
About the Same as Others	(3)	10	37.04%
Less Than Most Courses	(2)	0	0.00%
Much Less Than Most Courses	(1)	1	3.70%
Not Applicable	(0)	0	0.00%

Means: Question 3.78, Department Mean 3.68, College Mean 3.65, University Mean 3.67

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	3.78	0.97	4.00	644	3.68	1.01	4.00	1676	3.65	1.02	4.00	8304	3.67	1.03	4.00

Course: 21S_MNGT425_2T: 21S_MNGT425_2T - HUMAN RESOURCE ANALYTICS

Instructor: Christopher Castille *

Response Rate: 27/33 (81.82 %)

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

Response Option	Weight	Frequency	Percent
Much More Than Most Courses	(5)	11	40.74%
More Than Most Courses	(4)	6	22.22%
About the Same as Others	(3)	10	37.04%
Less Than Most Courses	(2)	0	0.00%
Much Less Than Most Courses	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.04 | Department Mean 3.70 | College Mean 3.66 | University Mean 3.68

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.04	0.90	4.00	647	3.70	1.02	4.00	1676	3.66	1.02	4.00	8296	3.68	1.06	4.00

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

Response Option	Weight	Frequency	Percent
Much More Than Most Courses	(5)	7	25.93%
More Than Most Courses	(4)	7	25.93%
About the Same as Others	(3)	11	40.74%
Less Than Most Courses	(2)	2	7.41%
Much Less Than Most Courses	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 3.70 | Department Mean 3.57 | College Mean 3.60 | University Mean 3.66

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	3.70	0.95	4.00	646	3.57	0.91	3.00	1679	3.60	0.92	3.00	8303	3.66	0.98	4.00

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

Response Option	Weight	Frequency	Percent
Much More Than Most Courses	(5)	5	18.52%
More Than Most Courses	(4)	8	29.63%
About the Same as Others	(3)	13	48.15%
Less Than Most Courses	(2)	0	0.00%
Much Less Than Most Courses	(1)	1	3.70%
Not Applicable	(0)	0	0.00%

Means: Question 3.59 | Department Mean 3.49 | College Mean 3.48 | University Mean 3.52

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	3.59	0.93	3.00	643	3.49	0.83	3.00	1675	3.48	0.86	3.00	8304	3.52	0.90	3.00

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36 - 36. I was challenged by this course

Response Option	Weight	Frequency	Percent
Much More Than Most Courses	(5)	9	33.33%
More Than Most Courses	(4)	7	25.93%
About the Same as Others	(3)	10	37.04%
Less Than Most Courses	(2)	1	3.70%
Much Less Than Most Courses	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 3.89 | Department Mean 3.54 | College Mean 3.61 | University Mean 3.66

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	3.89	0.93	4.00	646	3.54	0.91	3.00	1677	3.61	0.95	3.00	8303	3.66	1.01	4.00

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Instructor: Christopher Castille *

Response Rate: 27/33 (81.82 %)

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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)	2	7.41%		
Somewhat Difficult	(4)	12	44.44%		3.59 (Question), 3.39 (Department Mean), 3.46 (College Mean), 3.46 (University Mean)
About Right	(3)	13	48.15%		
Somewhat Elementary	(2)	0	0.00%		
Very Elementary	(1)	0	0.00%		

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	3.59	0.64	4.00	645	3.39	0.70	3.00	1675	3.46	0.75	3.00	8305	3.46	0.77	3.00

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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)	7	25.93%		
Heavier	(4)	11	40.74%		3.89 (Question), 3.32 (Department Mean), 3.26 (College Mean), 3.26 (University Mean)
About the Same	(3)	8	29.63%		
Lighter	(2)	1	3.70%		
Much Lighter	(1)	0	0.00%		

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	3.89	0.85	4.00	645	3.32	0.78	3.00	1675	3.26	0.81	3.00	8295	3.26	0.86	3.00

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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)	2	7.41%		
Somewhat Fast	(4)	7	25.93%		3.41 (Question), 3.19 (Department Mean), 3.24 (College Mean), 3.29 (University Mean)
Just About Right	(3)	18	66.67%		
Somewhat Slow	(2)	0	0.00%		
Very Slow	(1)	0	0.00%		

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	3.41	0.64	3.00	645	3.19	0.61	3.00	1673	3.24	0.63	3.00	8296	3.29	0.66	3.00

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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)	17	62.96%		
Effective	(4)	4	14.81%		4.30 (Question), 4.24 (Department Mean), 4.23 (College Mean), 4.25 (University Mean)
Moderately Effective	(3)	4	14.81%		
Somewhat Effective	(2)	1	3.70%		
Ineffective	(1)	1	3.70%		

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
27/33 (81.82%)	4.30	1.10	5.00	646	4.24	1.02	5.00	1676	4.23	1.01	5.00	9469	4.25	1.03	5.00

Course: 21S_MNGT425_2T: 21S_MNGT425_2T - HUMAN RESOURCE ANALYTICS

Instructor: Christopher Castille *

Response Rate: 27/33 (81.82 %)

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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)	24	88.89%		
A College Requirement	(2)	1	3.70%		
An Elective	(3)	2	7.41%		
Other	(4)	0	0.00%		
				0 25 50 100	
Response Rate					
27/33 (81.82%)					

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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)	3	11.11%		
Senior/4th Year	(4)	23	85.19%		
Graduate	(5)	0	0.00%		
Other	(6)	1	3.70%		
				0 25 50 100	
Response Rate					
27/33 (81.82%)					

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

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Better in English	(1)	26	96.30%		
Better in another language	(2)	0	0.00%		
Equally well in English and another language	(3)	1	3.70%		
				0 25 50 100	
Response Rate					
27/33 (81.82%)					

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44 - 44. Sex

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Female	(1)	17	65.38%		
Male	(2)	9	34.62%		
				0 25 50 100	
Response Rate					
26/33 (78.79%)					

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

Response Option	Weight	Frequency	Percent	Percent Responses	Means
A	(1)	13	48.15%		
A-	(2)	8	29.63%		
B+	(3)	2	7.41%		
B	(4)	2	7.41%		
B-	(5)	2	7.41%		
C	(6)	0	0.00%		
Below C	(7)	0	0.00%		
				0 25 50 100	
Response Rate					
27/33 (81.82%)					

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Instructor:	Christopher Castille *
Response Rate:	27/33 (81.82 %)

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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	13/33 (39.39%)

• Dr. Castille has concepts that could help the other faculty to have better success in their class rooms. I feel that if "some" of my other teachers could take into practice a few of his concepts of structuring class and groups that they would have higher ratings from their students.

• I enjoyed you class a lot this semester, but one thing that has stuck with me is how you reached out to me after one of my close friends died. That meant a lot to me!

• I feel like too much material was covered, causing the course to be very fast-paced / a little too much.

• Dr. Castille was extremely helpful when we encountered issues with a group member for a group project. He sat us all down together and made sure every member of the group felt heard in their frustrations with the situation.

• I think you have had the biggest learning impact to my education out of my four years of college. I am very glad I've taken 2 of your HR classes. Great Work!

• Please for the sake of future students, lighten the workload a bit more. The implementation of more work done in class helped a lot.

• Work load is heavy and the power points are a hard to understand at times. The power points are very complex and don't help too much when it comes to quizzes because of how complex they are.

• Dr. Castille's enthusiasm for the course keeps students engaged

• The content that is taught in this course is interesting and valuable. However, I feel like because there are so many assignments I am just turning assignments in blindly to get the credit. I really liked the simulation because I thought that it was good exposure to an HR Budget.

• I understand that you want us to learn things on our own; however, it can be pretty confusing and frustrating when we come to you with a question and you don't give a straight forward answer. If we don't understand something, we can't really tell you why we don't understand it if we don't understand what we don't understand. That being said, I do think you are trying your best to help us and I appreciate that. Thank you for being a great teacher and being willing to be accommodating.

• I enjoyed all of the extra help posted on Moodle, especially the PPA's. The PPA's really provided insight for me because it helped me understand the class material.

• This was the most intensive course work I have had in a class ever. I wasn't interested in the course content. Even though Castille went through the lectures in record speed, there was still too much material that we would have to learn on our own, even though we already had hours of assignments to complete for the week. The points for each assignment were not worth the hours of time each assignment took to do. The only reason I took the course is because it was mandatory for HR majors. I didn't learn anything from the course.

• This is my second time taking Dr. Castille and my second time leaving his class with so much new found knowledge and interests. I truthfully feel like Dr. Castille is the most intellectual and complex professor I have ever had. He will challenge each of his students to rise to the expectations stated in order to become a stronger and more knowledgeable student. His course material is not immediately understandable and his assignments are not always easy. But with time and effort it builds out education and make us stronger students in the end. I believe out of every course, and many of the professors I have had, Dr. Castille is giving us the most realistic real world knowledge we need to bring into the workforce. He is preparing us for employment, and giving us the ability to bring the knowledge of strategy as a competitive advantage against other candidates on the job market. Lastly, I have seen quite the improvement in his persona. I have seen him take feedback and alter the course he has laid out for us by figuring out what really works and what really doesn't. He constantly wants to hear what we have to say and always encourages us to approach him with any questions or concerns. I honestly wish more professors would do this! I don't know about other students, but it makes me feel like students are valued and acknowledged for being human too. Sometimes being a student isn't always easy to keep up with! Overall, excellent professor, who I believe to be one of the most valuable this college has in terms of preparing us for the real world. I will continue to recommend him to people who want true knowledge and academic challenge.

Mean of Means Calculations	Mean	Department Mean	College Mean	University Mean
A. Course Organization and Planning	**4.31**	**4.32**	**4.32**	**4.34**
B. Communication	**4.41**	**4.41**	**4.37**	**4.40**
C. Faculty/Staff Interaction	**4.55**	**4.42**	**4.42**	**4.43**
D. Assignments, Exams, and Grading	**4.10**	**4.14**	**4.17**	**4.22**
E. Instructional Methods and Materials	**4.20**	**4.13**	**4.12**	**4.14**
F. Course Outcomes	**3.76**	**3.63**	**3.60**	**3.63**