Nicholls State University
Spring 2021 - Full Term Evaluations

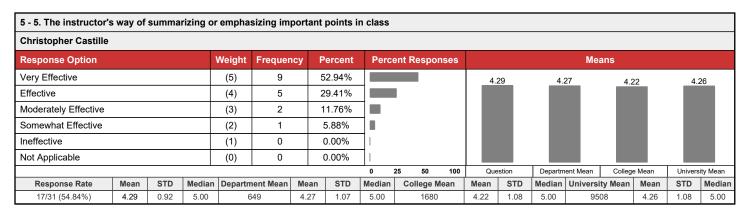**Course:** 21S_MNGT502_EW: 21S_MNGT502_EW - MANAGING HUMAN CAPITAL

Instructor: Christopher Castille *

Response Rate: 17/31 (54.84 %)

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

Christopher Castille

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Very Effective	(5)	8	47.06%		
Effective	(4)	7	41.18%		
Moderately Effective	(3)	1	5.88%		
Somewhat Effective	(2)	1	5.88%		
Ineffective	(1)	0	0.00%		
Not Applicable	(0)	0	0.00%		

Means: Question 4.29, 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
17/31 (54.84%)	4.29	0.85	4.00	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)	12	70.59%		
Effective	(4)	5	29.41%		
Moderately Effective	(3)	0	0.00%		
Somewhat Effective	(2)	0	0.00%		
Ineffective	(1)	0	0.00%		
Not Applicable	(0)	0	0.00%		

Means: Question 4.71, 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
17/31 (54.84%)	4.71	0.47	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)	13	76.47%		
Effective	(4)	4	23.53%		
Moderately Effective	(3)	0	0.00%		
Somewhat Effective	(2)	0	0.00%		
Ineffective	(1)	0	0.00%		
Not Applicable	(0)	0	0.00%		

Means: Question 4.76, 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
17/31 (54.84%)	4.76	0.44	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)	7	41.18%		
Effective	(4)	6	35.29%		
Moderately Effective	(3)	3	17.65%		
Somewhat Effective	(2)	1	5.88%		
Ineffective	(1)	0	0.00%		
Not Applicable	(0)	0	0.00%		

Means: Question 4.12, 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
17/31 (54.84%)	4.12	0.93	4.00	647	4.21	1.11	5.00	1681	4.31	1.04	5.00	9523	4.34	1.02	5.00

Course:	21S_MNGT502_EW: 21S_MNGT502_EW - MANAGING HUMAN CAPITAL
Instructor:	Christopher Castille *
Response Rate:	17/31 (54.84 %)

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

Christopher Castille

Response Option	Weight	Frequency	Percent
Very Effective	(5)	9	52.94%
Effective	(4)	5	29.41%
Moderately Effective	(3)	2	11.76%
Somewhat Effective	(2)	1	5.88%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.29, Department Mean 4.27, College Mean 4.22, University Mean 4.26

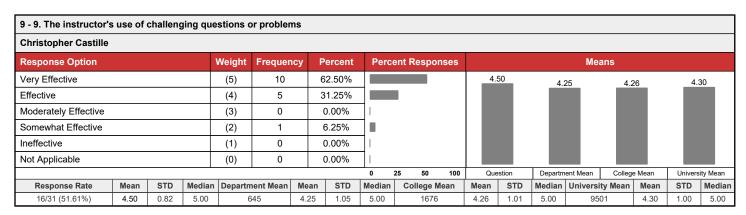| Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
17/31 (54.84%)	4.29	0.92	5.00	649	4.27	1.07	5.00	1680	4.22	1.08	5.00	9508	4.26	1.08	5.00

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

Christopher Castille

Response Option	Weight	Frequency	Percent
Very Effective	(5)	12	70.59%
Effective	(4)	2	11.76%
Moderately Effective	(3)	3	17.65%
Somewhat Effective	(2)	0	0.00%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.53, 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
17/31 (54.84%)	4.53	0.80	5.00	648	4.29	1.09	5.00	1682	4.23	1.10	5.00	9514	4.28	1.07	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
Very Effective	(5)	15	88.24%
Effective	(4)	2	11.76%
Moderately Effective	(3)	0	0.00%
Somewhat Effective	(2)	0	0.00%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.88, 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
17/31 (54.84%)	4.88	0.33	5.00	647	4.66	0.70	5.00	1680	4.61	0.77	5.00	9509	4.63	0.75	5.00

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

Christopher Castille

Response Option	Weight	Frequency	Percent
Very Effective	(5)	10	58.82%
Effective	(4)	4	23.53%
Moderately Effective	(3)	2	11.76%
Somewhat Effective	(2)	1	5.88%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.35, 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
17/31 (54.84%)	4.35	0.93	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	Percent Responses	Means
Very Effective	(5)	10	62.50%		4.50
Effective	(4)	5	31.25%		4.25
Moderately Effective	(3)	0	0.00%		4.26
Somewhat Effective	(2)	1	6.25%		4.30
Ineffective	(1)	0	0.00%		
Not Applicable	(0)	0	0.00%		

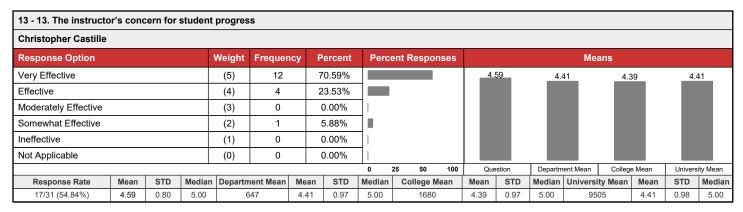| Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
16/31 (51.61%)	4.50	0.82	5.00	645	4.25	1.05	5.00	1676	4.26	1.01	5.00	9501	4.30	1.00	5.00

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

Christopher Castille

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Very Effective	(5)	14	82.35%		4.82
Effective	(4)	3	17.65%		4.51
Moderately Effective	(3)	0	0.00%		4.43
Somewhat Effective	(2)	0	0.00%		4.42
Ineffective	(1)	0	0.00%		
Not Applicable	(0)	0	0.00%		

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
17/31 (54.84%)	4.82	0.39	5.00	645	4.51	0.88	5.00	1679	4.43	0.91	5.00	9500	4.42	0.98	5.00

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

Christopher Castille

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Very Effective	(5)	11	64.71%		4.24
Effective	(4)	3	17.65%		4.36
Moderately Effective	(3)	1	5.88%		4.37
Somewhat Effective	(2)	0	0.00%		4.39
Ineffective	(1)	2	11.76%		
Not Applicable	(0)	0	0.00%		

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
17/31 (54.84%)	4.24	1.35	5.00	646	4.36	1.05	5.00	1682	4.37	1.02	5.00	9504	4.39	1.02	5.00

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12 - 12. The instructor's respect for students

Christopher Castille

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Very Effective	(5)	12	70.59%		4.41
Effective	(4)	3	17.65%		4.49
Moderately Effective	(3)	0	0.00%		4.51
Somewhat Effective	(2)	1	5.88%		4.53
Ineffective	(1)	1	5.88%		
Not Applicable	(0)	0	0.00%		

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
17/31 (54.84%)	4.41	1.18	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: 17/31 (54.84 %)

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

Christopher Castille

Response Option	Weight	Frequency	Percent
Very Effective	(5)	12	70.59%
Effective	(4)	4	23.53%
Moderately Effective	(3)	0	0.00%
Somewhat Effective	(2)	1	5.88%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.59 | 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
17/31 (54.84%)	4.59	0.80	5.00	647	4.41	0.97	5.00	1680	4.39	0.97	5.00	9505	4.41	0.98	5.00

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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)	11	64.71%
Effective	(4)	4	23.53%
Moderately Effective	(3)	1	5.88%
Somewhat Effective	(2)	1	5.88%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.47 | 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
17/31 (54.84%)	4.47	0.87	5.00	648	4.35	1.03	5.00	1680	4.33	1.01	5.00	9500	4.35	1.01	5.00

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

Christopher Castille

Response Option	Weight	Frequency	Percent
Very Effective	(5)	12	70.59%
Effective	(4)	3	17.65%
Moderately Effective	(3)	1	5.88%
Somewhat Effective	(2)	1	5.88%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.53 | 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
17/31 (54.84%)	4.53	0.87	5.00	647	4.47	0.94	5.00	1679	4.48	0.89	5.00	9493	4.48	0.92	5.00

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

Response Option	Weight	Frequency	Percent
Very Effective	(5)	9	52.94%
Effective	(4)	6	35.29%
Moderately Effective	(3)	1	5.88%
Somewhat Effective	(2)	1	5.88%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.35 | 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
17/31 (54.84%)	4.35	0.86	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: 17/31 (54.84 %)

17 - 17. The clarity of exam questions

Response Option	Weight	Frequency	Percent
Very Effective	(5)	5	29.41%
Effective	(4)	5	29.41%
Moderately Effective	(3)	4	23.53%
Somewhat Effective	(2)	2	11.76%
Ineffective	(1)	1	5.88%
Not Applicable	(0)	0	0.00%

Means: Question 3.65, 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
17/31 (54.84%)	3.65	1.22	4.00	646	4.13	1.11	5.00	1679	4.16	1.09	5.00	8311	4.18	1.10	5.00

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

Response Option	Weight	Frequency	Percent
Very Effective	(5)	7	41.18%
Effective	(4)	8	47.06%
Moderately Effective	(3)	1	5.88%
Somewhat Effective	(2)	1	5.88%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.24, 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
17/31 (54.84%)	4.24	0.83	4.00	645	4.25	1.03	5.00	1677	4.30	0.99	5.00	8298	4.30	1.02	5.00

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

Response Option	Weight	Frequency	Percent
Very Effective	(5)	8	47.06%
Effective	(4)	7	41.18%
Moderately Effective	(3)	0	0.00%
Somewhat Effective	(2)	2	11.76%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.24, 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
17/31 (54.84%)	4.24	0.97	4.00	648	4.16	1.10	5.00	1680	4.15	1.11	5.00	8304	4.18	1.12	5.00

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

Response Option	Weight	Frequency	Percent
Very Effective	(5)	3	17.65%
Effective	(4)	4	23.53%
Moderately Effective	(3)	1	5.88%
Somewhat Effective	(2)	1	5.88%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	8	47.06%

Means: Question 4.00, 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
17/31 (54.84%)	4.00	1.00	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_MNGT502_EW: 21S_MNGT502_EW - MANAGING HUMAN CAPITAL

Instructor: Christopher Castille *

Response Rate: 17/31 (54.84 %)

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

Christopher Castille

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Very Effective	(5)	10	58.82%		4.41
Effective	(4)	5	29.41%		4.17
Moderately Effective	(3)	1	5.88%		4.19
Somewhat Effective	(2)	1	5.88%		4.25
Ineffective	(1)	0	0.00%		
Not Applicable	(0)	0	0.00%		

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
17/31 (54.84%)	4.41	0.87	5.00	648	4.17	1.09	5.00	1677	4.19	1.08	5.00	9489	4.25	1.06	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	52.94%		4.25
Effective	(4)	4	23.53%		4.22
Moderately Effective	(3)	2	11.76%		4.18
Somewhat Effective	(2)	0	0.00%		4.20
Ineffective	(1)	1	5.88%		
Not Applicable	(0)	1	5.88%		

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
17/31 (54.84%)	4.25	1.13	5.00	647	4.22	1.05	5.00	1678	4.18	1.07	5.00	8278	4.20	1.06	5.00

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

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Very Effective	(5)	6	35.29%		4.00
Effective	(4)	8	47.06%		4.18
Moderately Effective	(3)	0	0.00%		4.14
Somewhat Effective	(2)	3	17.65%		4.18
Ineffective	(1)	0	0.00%		
Not Applicable	(0)	0	0.00%		

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
17/31 (54.84%)	4.00	1.06	4.00	647	4.18	1.03	5.00	1678	4.14	1.04	4.00	8271	4.18	1.06	5.00

24 - 24. Laboratory exercises for understanding important course concepts

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Very Effective	(5)	3	17.65%		4.33
Effective	(4)	6	35.29%		4.15
Moderately Effective	(3)	0	0.00%		4.21
Somewhat Effective	(2)	0	0.00%		4.26
Ineffective	(1)	0	0.00%		
Not Applicable	(0)	8	47.06%		

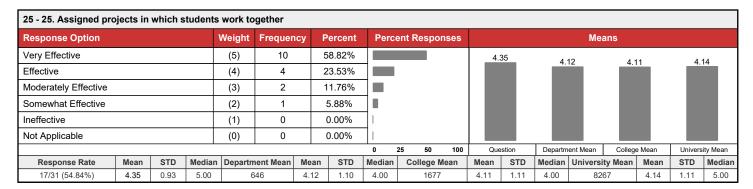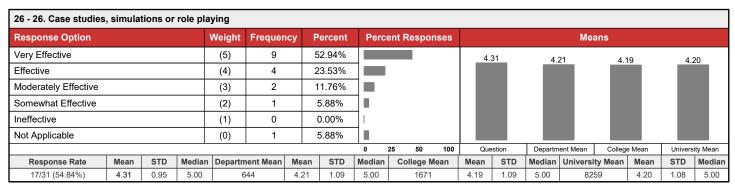| Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
17/31 (54.84%)	4.33	0.50	4.00	646	4.15	1.06	4.00	1674	4.21	1.03	5.00	8268	4.26	1.05	5.00

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Instructor: Christopher Castille *

Response Rate: 17/31 (54.84 %)

25 - 25. Assigned projects in which students work together

Response Option	Weight	Frequency	Percent
Very Effective	(5)	10	58.82%
Effective	(4)	4	23.53%
Moderately Effective	(3)	2	11.76%
Somewhat Effective	(2)	1	5.88%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.35, 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
17/31 (54.84%)	4.35	0.93	5.00	646	4.12	1.10	4.00	1677	4.11	1.11	4.00	8267	4.14	1.11	5.00

26 - 26. Case studies, simulations or role playing

Response Option	Weight	Frequency	Percent
Very Effective	(5)	9	52.94%
Effective	(4)	4	23.53%
Moderately Effective	(3)	2	11.76%
Somewhat Effective	(2)	1	5.88%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	1	5.88%

Means: Question 4.31, 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
17/31 (54.84%)	4.31	0.95	5.00	644	4.21	1.09	5.00	1671	4.19	1.09	5.00	8259	4.20	1.08	5.00

27 - 27. Course journals or logs required of students

Response Option	Weight	Frequency	Percent
Very Effective	(5)	3	17.65%
Effective	(4)	3	17.65%
Moderately Effective	(3)	0	0.00%
Somewhat Effective	(2)	0	0.00%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	11	64.71%

Means: Question 4.50, 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
17/31 (54.84%)	4.50	0.55	4.50	645	4.19	1.14	5.00	1671	4.18	1.12	5.00	8257	4.18	1.10	5.00

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

Response Option	Weight	Frequency	Percent
Very Effective	(5)	12	70.59%
Effective	(4)	4	23.53%
Moderately Effective	(3)	1	5.88%
Somewhat Effective	(2)	0	0.00%
Ineffective	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.65, 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
17/31 (54.84%)	4.65	0.61	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_MNGT502_EW: 21S_MNGT502_EW - MANAGING HUMAN CAPITAL
Instructor:	Christopher Castille *
Response Rate:	17/31 (54.84 %)

29 - 29. My learning increased in this course

Response Option	Weight	Frequency	Percent
Much More Than Most Courses	(5)	7	41.18%
More Than Most Courses	(4)	6	35.29%
About the Same as Others	(3)	2	11.76%
Less Than Most Courses	(2)	2	11.76%
Much Less Than Most Courses	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.06 | 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
17/31 (54.84%)	4.06	1.03	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)	6	35.29%
More Than Most Courses	(4)	7	41.18%
About the Same as Others	(3)	3	17.65%
Less Than Most Courses	(2)	1	5.88%
Much Less Than Most Courses	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.06 | 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
17/31 (54.84%)	4.06	0.90	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)	6	35.29%
More Than Most Courses	(4)	5	29.41%
About the Same as Others	(3)	4	23.53%
Less Than Most Courses	(2)	2	11.76%
Much Less Than Most Courses	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 3.88 | 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
17/31 (54.84%)	3.88	1.05	4.00	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)	8	47.06%
More Than Most Courses	(4)	6	35.29%
About the Same as Others	(3)	2	11.76%
Less Than Most Courses	(2)	1	5.88%
Much Less Than Most Courses	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Means: Question 4.24 | 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
17/31 (54.84%)	4.24	0.90	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_MNGT502_EW: 21S_MNGT502_EW - MANAGING HUMAN CAPITAL
Instructor:	Christopher Castille *
Response Rate:	17/31 (54.84 %)

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

Response Option	Weight	Frequency	Percent
Much More Than Most Courses	(5)	8	47.06%
More Than Most Courses	(4)	5	29.41%
About the Same as Others	(3)	3	17.65%
Less Than Most Courses	(2)	1	5.88%
Much Less Than Most Courses	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
17/31 (54.84%)	4.18	0.95	4.00	647	3.70	1.02	4.00	1676	3.66	1.02	4.00	8296	3.68	1.06	4.00

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

Response Option	Weight	Frequency	Percent
Much More Than Most Courses	(5)	6	35.29%
More Than Most Courses	(4)	6	35.29%
About the Same as Others	(3)	2	11.76%
Less Than Most Courses	(2)	2	11.76%
Much Less Than Most Courses	(1)	1	5.88%
Not Applicable	(0)	0	0.00%

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
17/31 (54.84%)	3.82	1.24	4.00	646	3.57	0.91	3.00	1679	3.60	0.92	3.00	8303	3.66	0.98	4.00

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

Response Option	Weight	Frequency	Percent
Much More Than Most Courses	(5)	6	35.29%
More Than Most Courses	(4)	6	35.29%
About the Same as Others	(3)	3	17.65%
Less Than Most Courses	(2)	2	11.76%
Much Less Than Most Courses	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
17/31 (54.84%)	3.94	1.03	4.00	643	3.49	0.83	3.00	1675	3.48	0.86	3.00	8304	3.52	0.90	3.00

36 - 36. I was challenged by this course

Response Option	Weight	Frequency	Percent
Much More Than Most Courses	(5)	5	29.41%
More Than Most Courses	(4)	6	35.29%
About the Same as Others	(3)	4	23.53%
Less Than Most Courses	(2)	2	11.76%
Much Less Than Most Courses	(1)	0	0.00%
Not Applicable	(0)	0	0.00%

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
17/31 (54.84%)	3.82	1.01	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:	17/31 (54.84 %)

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)	1	5.88%		
Somewhat Difficult	(4)	6	35.29%		
About Right	(3)	9	52.94%		
Somewhat Elementary	(2)	1	5.88%		
Very Elementary	(1)	0	0.00%		

Means: Question 3.41, Department Mean 3.39, College Mean 3.46, University Mean 3.46

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
17/31 (54.84%)	3.41	0.71	3.00	645	3.39	0.70	3.00	1675	3.46	0.75	3.00	8305	3.46	0.77	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)	3	17.65%		
Heavier	(4)	7	41.18%		
About the Same	(3)	7	41.18%		
Lighter	(2)	0	0.00%		
Much Lighter	(1)	0	0.00%		

Means: Question 3.76, Department Mean 3.32, College Mean 3.26, University Mean 3.26

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
17/31 (54.84%)	3.76	0.75	4.00	645	3.32	0.78	3.00	1675	3.26	0.81	3.00	8295	3.26	0.86	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)	1	5.88%		
Somewhat Fast	(4)	5	29.41%		
Just About Right	(3)	11	64.71%		
Somewhat Slow	(2)	0	0.00%		
Very Slow	(1)	0	0.00%		

Means: Question 3.41, Department Mean 3.19, College Mean 3.24, University Mean 3.29

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
17/31 (54.84%)	3.41	0.62	3.00	645	3.19	0.61	3.00	1673	3.24	0.63	3.00	8296	3.29	0.66	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)	10	58.82%		
Effective	(4)	6	35.29%		
Moderately Effective	(3)	1	5.88%		
Somewhat Effective	(2)	0	0.00%		
Ineffective	(1)	0	0.00%		

Means: Question 4.53, Department Mean 4.24, College Mean 4.23, University Mean 4.25

Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
17/31 (54.84%)	4.53	0.62	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_MNGT502_EW: 21S_MNGT502_EW - MANAGING HUMAN CAPITAL

Instructor: Christopher Castille *

Response Rate: 17/31 (54.84 %)

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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)	13	76.47%		
A College Requirement	(2)	2	11.76%		
An Elective	(3)	0	0.00%		
Other	(4)	2	11.76%		
				Response Rate	
				17/31 (54.84%)	

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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)	0	0.00%		
Senior/4th Year	(4)	0	0.00%		
Graduate	(5)	17	100.00%		
Other	(6)	0	0.00%		
				Response Rate	
				17/31 (54.84%)	

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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)	15	88.24%		
Better in another language	(2)	1	5.88%		
Equally well in English and another language	(3)	1	5.88%		
				Response Rate	
				17/31 (54.84%)	

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44 - 44. Sex

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Female	(1)	9	52.94%		
Male	(2)	8	47.06%		
				Response Rate	
				17/31 (54.84%)	

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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)	8	47.06%		
A-	(2)	7	41.18%		
B+	(3)	2	11.76%		
B	(4)	0	0.00%		
B-	(5)	0	0.00%		
C	(6)	0	0.00%		
Below C	(7)	0	0.00%		
				Response Rate	
				17/31 (54.84%)	

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Instructor: Christopher Castille *

Response Rate: 17/31 (54.84 %)

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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	7/31 (22.58%)

• Initially, I was amazed by Dr. Castille's command of the subject matter. His enthusiasm made me excited to attend class and engage with peers during lectures. There are videos of lectures at Harvard Business School and his class reminded me of that. However, I was extremely disappointed in the discriminatory email that Dr. Castille sent to me and another student. None of our peers received this email, we even asked previous students. This email contained language that instituted bias and discrimination. Dr. Castille refused to meet during his office hours to discuss the email and said he was only available during class time. As a HR professional, Dr. Castille should have been aware of the language he used and how it affects women of color. It affected me so much that I spent a week crying to my mom and asking other women of color how they navigate these situations. I'm not sure if that was Dr. Castille's intent, but it became a traumatizing experience for me. I hope that Dr.Castille learns to acknowledge his bias and amend it in future courses.

• Dr. Castille is an great professor. His enthusiasm for this course made me much more interested in the material. Dr. Castille is very passionate about teaching this material and makes sure that his students are understanding all concepts. The course-load in this course was extremely heavy, but it was workable. Even though the work in the course was heavy, Dr. Castille was very understandable and was always willing to help out anywhere he could. The class was heavily based around groupwork. I was never a fan of working in groups, but Dr. Castille made sure to reach out to each group in class to make sure everyone is on track and the workload was evenly distributed. Overall, I really enjoyed this course with Dr. Castille. He is very knowledgeable about the material and excited to teach each class, which made learning enjoyable.

• Please consider how to approach students with conflicts before you actually do. Be sure to hear all sides of the story because it can be taken as an offense when you approach one student differently from others. Do not assume things about a student based off of what you've heard!!!!!!!!

• I think that at first the course was quite challenging, because I was being taught things that I've never saw previously on any courses I took. But Dr. Castille gave us enough resources to gain knowledge on those, and the way he taught the course by assigning some work prior to the classes helped me to go over the theory twice and facilitated the learning. Overall I think it was a very dynamic way of learning which I highly recommend to other business students. The professor was always very enthusiastic about teaching, and also always willing to help students.

• The best teacher I have had in my college career. He was willing to work with students and made the material practical through projects and useful assignments.

• As a student who has had this professor twice before as an undergrad I would like to complement him on how much I believe he has improved as a teacher. I never had any doubts about his knowledge of the material, but now that knowledge is paired with a very natural and conversational teaching style that make class that much more enjoyable. He is very willing to talk to and help students. He has respect for MBA level students and it genuinely seems like he wants to learn from us as much as teach us. I think his method of having us talk first with our simulation group before having a class-wide discussion is a brilliant way to break the ice and encourage class participation. I think other teachers who want to get more student involvement should consider adopting this strategy.

• It has been a pleasure to be in your class. Thanks for always being available to help. I learned that HR is so much more than I originally thought coming into the class. The simulation was very effective at showing what happens behind the scenes in running the typical HR department in a fairly realistic, real world scenario. It put what we were learning into actual practice, which is something very few, if any, other courses are able to do.

Mean of Means Calculations	Mean	Department Mean	College Mean	University Mean
A. Course Organization and Planning	4.43	4.32	4.32	4.34
B. Communication	4.55	4.41	4.37	4.40
C. Faculty/Staff Interaction	4.47	4.42	4.42	4.43
D. Assignments, Exams, and Grading	4.11	4.14	4.17	4.22
E. Instructional Methods and Materials	4.31	4.13	4.12	4.14
F. Course Outcomes	4.04	3.63	3.60	3.63

(in response to the first student comment) I deeply regret that this student felt what they did in response to my tactics. I did not mean to say anything that a student would see as discriminatory. However, I can explain what I think gave rise to this particular comment and what I am doing about it.

In my course, students compete in a team-based competitive business simulation that grades them on their performance on key outcomes (e.g., productivity, turnover, absenteeism, female and minority representation). To prepare for the simulation, students must complete assignments. One involves a "Demographic Analysis" of female and minority representation of the firm and surrounding community. Another involves "Diversity Management", which concerns the activities that are required by the firm to raise female and minority representation. In virtually every class I teach, these assignments are completed by token minorities (or female minorities).

In this class, I wanted to learn more about what these particular students saw as their struggles in encouraging their teammates to take diversity management more seriously. I reached out to these students directly and asked that they meet with me to discuss their work in my class. I genuinely wanted to learn from their perspective. Unfortunately, the students and I never met and I did not think to follow up (I should have).

Moving forward, I now teach the diversity content much more intentionally, highlighting what does and does not work to promote a more inclusive workplace as well as what can cause diversity efforts to backfire. For instance, this article from The Economist became a discussion point in my online course in the beginning of F22 (https://www.economist.com/graphic-detail/2022/08/25/workplace-diversity-programmes-often-fail-or-backfire).