

Num	Rank						No Resp	Mean			Standard Deviation			%ile	QuestionDescription									
	5-Very Effic	4-Effective	3-Mod Effic	2-Some Ineff	1-Ineffective	0-N/A		Class	Dept	Col	Univ	Class	Dept	Col	Univ									
A. Course Organization and Planning																								
1	9	45%	8	40%	3	15%	0	0%	0	0%	0	0%	0	0%	4.30	4.32	4.29	4.43	0.73	0.95	0.98	0.87	31	Expl of Requirements
2	11	55%	8	40%	1	5%	0	0%	0	0%	0	0%	0	0%	4.50	4.47	4.38	4.49	0.61	0.86	0.91	0.81	41	Prep for Class
3	12	60%	6	30%	1	5%	1	5%	0	0%	0	0%	0	0%	4.45	4.50	4.41	4.50	0.83	0.86	0.92	0.82	32	Command of Subj
4	11	55%	6	30%	1	5%	1	5%	1	5%	0	0%	0	0%	4.25	4.34	4.27	4.43	1.12	0.99	1.04	0.89	26	Use of Class Time
5	11	55%	7	35%	1	5%	0	0%	1	5%	0	0%	0	0%	4.35	4.36	4.26	4.38	0.99	0.94	1.02	0.94	36	Sum Important Pts
<i>Weighted Average for A. Course Organization and Planning</i>																4.37								
B. Communication																								
6	10	50%	8	40%	1	5%	0	0%	1	5%	0	0%	0	0%	4.30	4.41	4.29	4.40	0.98	0.94	1.00	0.92	32	Presentations
7	12	60%	7	35%	1	5%	0	0%	0	0%	0	0%	0	0%	4.55	4.53	4.56	4.67	0.60	0.84	0.80	0.69	22	Command of Lang
8	11	55%	6	30%	2	10%	1	5%	0	0%	0	0%	0	0%	4.35	4.46	4.35	4.47	0.88	0.88	0.96	0.86	29	Use of Examples
9	8	40%	9	45%	1	5%	2	10%	0	0%	0	0%	0	0%	4.15	4.40	4.32	4.40	0.93	0.86	0.94	0.89	22	Challenging Probs
10	13	65%	6	30%	1	5%	0	0%	0	0%	0	0%	0	0%	4.60	4.58	4.48	4.54	0.60	0.79	0.87	0.82	44	Enthusiasm
<i>Weighted Average for B. Communication</i>																4.39								
C. Faculty/Student Interaction																								
11	11	55%	6	30%	3	15%	0	0%	0	0%	0	0%	0	0%	4.40	4.42	4.41	4.50	0.75	0.99	0.96	0.87	31	Helpfulness
12	12	60%	5	25%	2	10%	1	5%	0	0%	0	0%	0	0%	4.40	4.57	4.53	4.60	0.88	0.84	0.85	0.78	21	Respect for Stds
13	10	50%	9	45%	1	5%	0	0%	0	0%	0	0%	0	0%	4.45	4.44	4.39	4.50	0.60	0.93	0.95	0.86	35	Concern-Progress
14	11	55%	7	35%	2	10%	0	0%	0	0%	0	0%	0	0%	4.45	4.42	4.35	4.45	0.69	0.91	0.97	0.90	40	Avail for Extra Help
15	12	60%	6	30%	2	10%	0	0%	0	0%	0	0%	0	0%	4.50	4.51	4.47	4.55	0.69	0.90	0.89	0.82	35	Listen to Std Ideas
<i>Weighted Average for C. Faculty/Student Interaction</i>																4.44								
D. Assignment, Exams and Grading																								
16	9	45%	8	40%	2	10%	0	0%	0	0%	1	5%	0	0%	4.37	4.41	4.36	4.47	0.68	0.92	0.97	0.88	32	Inform How Graded
17	4	20%	12	60%	3	15%	1	5%	0	0%	0	0%	0	0%	3.95	4.17	4.16	4.33	0.76	1.09	1.06	0.98	18	Clarity of Exam
18	5	25%	11	55%	3	15%	1	5%	0	0%	0	0%	0	0%	4.00	4.35	4.32	4.44	0.79	0.93	0.95	0.90	16	Exam Coverage
19	8	40%	9	45%	2	10%	0	0%	0	0%	1	5%	0	0%	4.32	4.27	4.21	4.37	0.67	1.02	1.06	0.96	36	Comments on Work
20	0	0%	5	25%	1	5%	0	0%	0	0%	14	70%	0	0%	3.83	4.20	4.16	4.35	0.41	1.03	1.05	0.97	13	Quality of Text
21	5	25%	10	50%	5	25%	0	0%	0	0%	0	0%	0	0%	4.00	4.23	4.23	4.36	0.73	1.04	1.06	0.97	22	Assignment Helpful
<i>Weighted Average for D. Assignment, Exams and Grading</i>																4.11								
E. Supplementary Instruction Methods																								
22	6	30%	13	65%	0	0%	0	0%	0	0%	1	5%	0	0%	4.32	4.30	4.23	4.37	0.48	0.91	0.97	0.88	38	Small Group Discuss
23	8	40%	11	55%	1	5%	0	0%	0	0%	0	0%	0	0%	4.35	4.16	4.11	4.30	0.59	1.01	1.06	0.95	47	Term Paper/Project
24	4	20%	3	15%	1	5%	0	0%	0	0%	12	60%	0	0%	4.38	4.26	4.20	4.42	0.74	0.97	1.03	0.90	41	Lab Exercises
25	8	40%	11	55%	1	5%	0	0%	0	0%	0	0%	0	0%	4.35	4.22	4.18	4.35	0.59	1.00	1.05	0.94	43	Group Projects
26	9	45%	10	50%	0	0%	0	0%	0	0%	1	5%	0	0%	4.47	4.23	4.24	4.41	0.51	0.99	1.00	0.91	48	Case Studies, ...
27	3	15%	3	15%	0	0%	0	0%	0	0%	14	70%	0	0%	4.50	4.21	4.22	4.39	0.55	1.01	1.02	0.92	53	Course Journals
28	8	40%	9	45%	1	5%	1	5%	0	0%	1	5%	0	0%	4.26	4.39	4.35	4.44	0.81	0.84	0.92	0.86	27	Use of Computers
<i>Weighted Average for E. Supplementary Instruction Methods</i>																4.36								

Nicholls State University

Spring 2019 Student Instructional Report

Faculty: Castille/Christopher
 College: BA Department: MNMK
 Course: MNGT 502 EW (10218)

Course Enrollment: 20
 Evaluations Processed: 20

Num	Rank							No Resp	Mean				Standard Deviation				%ile	QuestionDescription								
	5-Much More	4-More	3-Same	2-Less	1-Much Less	0-N/A			Class	Dept	Col	Univ	Class	Dept	Col	Univ										
F. Course Outcomes																										
29	5	25%	8	40%	5	25%	2	10%	0	0%	0	0%		0	0%	3.80	3.78	3.67	3.87	0.95	1.04	1.09	1.04	41	Learning Increased	
30	4	20%	9	45%	6	30%	1	5%	0	0%	0	0%		0	0%	3.80	3.81	3.69	3.88	0.83	0.95	1.03	1.01	43	Achieved Objectives	
31	7	35%	6	30%	5	25%	1	5%	1	5%	0	0%		0	0%	3.85	3.77	3.59	3.79	1.14	1.09	1.15	1.13	51	Interest in Subject	
32	5	25%	9	45%	5	25%	1	5%	0	0%	0	0%		0	0%	3.90	3.86	3.72	3.91	0.85	0.99	1.06	1.04	47	Think Independently	
33	6	30%	8	40%	4	20%	1	5%	1	5%	0	0%		0	0%	3.85	3.91	3.75	3.93	1.09	1.00	1.07	1.05	40	Actively Involved	
Weighted Average for F. Course Outcomes																		3.84								
34	4	20%	10	50%	6	30%	0	0%	0	0%	0	0%		0	0%	3.90	3.85	3.78	3.94	0.72	0.90	0.98	1.00	48	Effort Put In	
35	4	20%	9	45%	7	35%	0	0%	0	0%	0	0%		0	0%	3.85	3.74	3.68	3.86	0.75	0.91	0.94	0.97	55	Prepared for Class	
36	3	16%	7	37%	8	42%	0	0%	1	5%	0	0%		1	5%	3.58	3.76	3.78	3.90	0.96	0.97	1.01	1.04	28	Challenged by Crs	
Num 5-Very Diff 4-Some Diff 3-About Right 2-Some Elem 1-Very Elem																		QuestionDescription								
37	2	10%	9	45%	8	40%	1	5%	0	0%				0	0%	3.60	3.42	3.44	3.43	0.75	0.70	0.72	0.74		Level of Difficulty	
Num 5-Much Heav 4-Heavier 3-About Same 2-Lieghter 1-Much Light																		QuestionDescription								
38	10	50%	6	30%	3	15%	1	5%	0	0%				0	0%	4.25	3.40	3.27	3.28	0.91	0.80	0.79	0.84		Work Load	
Num 5-Very Fast 4-Some Fast 3-About Right 2-Some Slow 1-Very Slow																		QuestionDescription								
39	2	10%	4	20%	13	65%	0	0%	1	5%				0	0%	3.30	3.23	3.26	3.30	0.86	0.58	0.63	0.66		Pace of Course	
Num 5-Very Effec 4-Effective 3-Mod Effec 2-Some Ineff 1-Ineffective																		QuestionDescription								
40	10	50%	6	30%	3	15%	1	5%	0	0%	0	0%		0	0%	4.25	4.09	3.95	4.09	0.91	0.98	1.01	0.93	57	Quality of Instruct	
Num 1-Mai/Minor 2-College Rea 3-Elective 4-Other																		QuestionDescription								
41	14	70%	6	30%	0	0%	0	0%						0	0%	1.30	1.30	1.30	1.36	0.47	0.65	0.64	0.68		Description of Crs	
Num 1-Freshman 2-Sophomore 3-Junior 4-Senior 5-Graduate 6-Other																		QuestionDescription								
42	0	0%	0	0%	0	0%	0	0%	19	95%	1	5%		0	0%	5.05	3.73	3.05	2.57	0.22	0.67	1.08	1.20		Class Level	
Num 1-Better Engl 2-Better Other 3-Equal																		QuestionDescription								
43	16	80%	3	15%	1	5%								0	0%	1.25	1.08	1.08	1.06	0.55	0.35	0.35	0.31		Comm in English	
Num 1-Female 2-Male																		QuestionDescription								
44	8	42%	11	58%										1	5%	1.58	1.49	1.54	1.34	0.51	0.51	0.50	0.48		Gender	
Num 1-A 2-A- 3-B+ 4-B 5-B- 6-C 7-Below C																		QuestionDescription								
45	11	55%	3	15%	1	5%	5	25%	0	0%	0	0%	0	0%	0	0%	2.00	3.08	3.14	2.91	1.30	1.71	1.80	1.77		Grade Expected

Footnotes

1. Percentile specifies the percentage of means that were less than or equal to your mean. For example, if you have a percentile of 45 for question 3, then 45 percent of the other courses evaluated had a class mean less than or equal to your class mean for question 3.
2. Standard Deviation is a measure of the dispersion of the students' responses. Lower standard deviation indicates more agreement among responses, and higher standard deviation indicates less agreement among responses.
3. N/A and missing responses were not included in the computation of means or percentiles.

Nicholls State University

Spring 2019 Faculty Evaluations Percentile Table

Courses with Less Than 15 Evaluations

Quest Num	Question Mean Percentile																				
	Percentile																				
	0%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%	90%	95%	100%
1	2.10	3.33	3.73	3.86	4.09	4.21	4.33	4.40	4.46	4.50	4.57	4.67	4.75	4.80	4.83	4.90	4.92	5.00	5.00	5.00	5.00
2	2.00	3.54	3.78	4.00	4.17	4.25	4.33	4.45	4.50	4.57	4.64	4.70	4.77	4.80	4.85	4.91	5.00	5.00	5.00	5.00	5.00
3	2.00	3.67	3.85	4.09	4.25	4.38	4.50	4.54	4.62	4.67	4.71	4.75	4.80	4.83	4.88	4.91	5.00	5.00	5.00	5.00	5.00
4	1.88	3.43	3.67	4.00	4.17	4.27	4.40	4.44	4.50	4.55	4.58	4.67	4.71	4.80	4.83	4.88	4.92	5.00	5.00	5.00	5.00
5	2.10	3.36	3.67	3.89	4.07	4.21	4.29	4.42	4.50	4.54	4.60	4.67	4.71	4.78	4.82	4.89	4.93	5.00	5.00	5.00	5.00
6	2.00	3.25	3.71	3.91	4.08	4.18	4.33	4.44	4.50	4.57	4.63	4.70	4.75	4.78	4.80	4.86	4.90	5.00	5.00	5.00	5.00
7	2.71	3.93	4.25	4.40	4.55	4.67	4.70	4.75	4.78	4.80	4.83	4.86	4.89	4.91	5.00	5.00	5.00	5.00	5.00	5.00	5.00
8	2.00	3.56	3.78	4.00	4.21	4.33	4.44	4.50	4.57	4.67	4.71	4.75	4.80	4.83	4.86	4.90	5.00	5.00	5.00	5.00	5.00
9	1.90	3.44	3.78	4.00	4.17	4.27	4.30	4.36	4.40	4.50	4.55	4.62	4.67	4.75	4.80	4.86	4.91	5.00	5.00	5.00	5.00
10	2.60	3.71	4.00	4.18	4.36	4.46	4.50	4.58	4.64	4.71	4.77	4.82	4.86	4.89	4.92	5.00	5.00	5.00	5.00	5.00	5.00
11	1.80	3.42	3.80	4.00	4.18	4.36	4.43	4.50	4.60	4.67	4.69	4.75	4.80	4.86	4.90	5.00	5.00	5.00	5.00	5.00	5.00
12	2.22	3.71	4.00	4.29	4.40	4.50	4.57	4.63	4.69	4.75	4.79	4.83	4.86	4.89	4.93	5.00	5.00	5.00	5.00	5.00	5.00
13	1.78	3.63	3.88	4.08	4.23	4.30	4.40	4.50	4.57	4.63	4.71	4.75	4.80	4.83	4.88	5.00	5.00	5.00	5.00	5.00	5.00
14	1.44	3.56	3.82	4.00	4.17	4.29	4.38	4.45	4.56	4.60	4.67	4.70	4.75	4.80	4.83	4.89	5.00	5.00	5.00	5.00	5.00
15	1.89	3.67	3.92	4.13	4.33	4.42	4.46	4.57	4.64	4.70	4.75	4.80	4.86	4.88	4.92	5.00	5.00	5.00	5.00	5.00	5.00
16	2.00	3.40	3.77	4.00	4.13	4.27	4.33	4.43	4.50	4.58	4.62	4.67	4.75	4.80	4.83	4.92	5.00	5.00	5.00	5.00	5.00
17	2.50	3.33	3.67	4.00	4.00	4.23	4.33	4.38	4.50	4.50	4.57	4.64	4.69	4.75	4.80	4.86	4.93	5.00	5.00	5.00	5.00
18	2.25	3.62	3.83	4.00	4.17	4.25	4.33	4.46	4.50	4.60	4.67	4.71	4.75	4.80	4.83	4.92	5.00	5.00	5.00	5.00	5.00
19	1.57	3.38	3.75	3.86	4.00	4.17	4.25	4.33	4.40	4.46	4.55	4.62	4.67	4.75	4.78	4.83	4.90	5.00	5.00	5.00	5.00
20	2.00	3.38	3.67	3.92	4.00	4.11	4.21	4.33	4.40	4.50	4.56	4.67	4.75	4.80	4.86	5.00	5.00	5.00	5.00	5.00	5.00
21	2.11	3.44	3.62	3.85	4.00	4.17	4.29	4.38	4.43	4.50	4.57	4.60	4.67	4.75	4.80	4.83	4.90	5.00	5.00	5.00	5.00
22	2.30	3.50	3.83	4.00	4.00	4.17	4.25	4.33	4.40	4.45	4.50	4.60	4.67	4.71	4.78	4.80	4.90	5.00	5.00	5.00	5.00
23	2.00	3.60	3.75	3.89	4.00	4.08	4.20	4.31	4.33	4.45	4.50	4.60	4.67	4.75	4.78	4.83	4.90	5.00	5.00	5.00	5.00
24	1.14	3.17	3.63	3.86	4.00	4.10	4.33	4.40	4.50	4.56	4.67	4.71	4.80	4.83	5.00	5.00	5.00	5.00	5.00	5.00	5.00
25	2.00	3.38	3.63	3.86	4.00	4.10	4.14	4.33	4.40	4.50	4.57	4.64	4.73	4.80	4.88	5.00	5.00	5.00	5.00	5.00	5.00
26	1.50	3.00	3.67	3.83	4.00	4.00	4.25	4.33	4.50	4.50	4.64	4.67	4.75	4.83	5.00	5.00	5.00	5.00	5.00	5.00	5.00
27	1.50	3.00	3.67	3.83	4.00	4.00	4.20	4.33	4.40	4.50	4.60	4.67	4.75	4.83	5.00	5.00	5.00	5.00	5.00	5.00	5.00
28	1.00	3.42	3.86	4.00	4.13	4.25	4.33	4.42	4.50	4.50	4.60	4.67	4.70	4.75	4.82	4.90	5.00	5.00	5.00	5.00	5.00
29	1.78	3.00	3.29	3.38	3.50	3.64	3.75	3.83	3.92	4.00	4.00	4.13	4.17	4.25	4.33	4.43	4.50	4.67	4.73	4.92	5.00
30	2.22	3.00	3.25	3.44	3.50	3.63	3.75	3.83	3.90	4.00	4.00	4.09	4.13	4.20	4.29	4.38	4.50	4.60	4.71	5.00	5.00
31	2.00	2.93	3.11	3.29	3.43	3.57	3.64	3.75	3.83	3.90	4.00	4.00	4.18	4.25	4.33	4.43	4.50	4.60	4.73	5.00	5.00
32	2.11	3.00	3.33	3.50	3.63	3.67	3.75	3.83	4.00	4.00	4.07	4.14	4.25	4.31	4.43	4.50	4.60	4.67	4.75	5.00	5.00
33	1.78	3.14	3.33	3.50	3.67	3.75	3.80	3.92	4.00	4.00	4.11	4.20	4.29	4.36	4.50	4.60	4.67	4.73	5.00	5.00	5.00
34	2.33	3.14	3.36	3.43	3.56	3.64	3.75	3.83	3.89	4.00	4.00	4.00	4.13	4.18	4.23	4.30	4.40	4.50	4.67	4.80	5.00
35	2.71	3.21	3.33	3.42	3.50	3.60	3.62	3.67	3.71	3.79	3.86	3.92	4.00	4.08	4.14	4.20	4.31	4.43	4.50	4.80	5.00
36	1.67	2.86	3.21	3.36	3.50	3.60	3.70	3.78	3.86	3.92	4.00	4.00	4.10	4.20	4.25	4.33	4.45	4.57	4.64	4.83	5.00
37	1.60	3.22	3.50	3.64	3.79	3.88	4.00	4.08	4.20	4.25	4.31	4.38	4.42	4.50	4.50	4.60	4.67	4.73	4.80	4.90	5.00

Nicholls State University

Spring 2019 Faculty Evaluations Percentile Table

Courses with 15 or Greater Evaluations

Quest Num	Question Mean Percentile																				
	Percentile																				
	0%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%	90%	95%	100%
1	2.19	3.38	3.84	3.98	4.09	4.18	4.26	4.35	4.41	4.48	4.52	4.59	4.61	4.65	4.69	4.71	4.75	4.79	4.83	4.88	5.00
2	2.25	3.50	3.95	4.10	4.18	4.26	4.38	4.44	4.47	4.54	4.57	4.63	4.67	4.71	4.74	4.76	4.79	4.82	4.85	4.89	5.00
3	3.00	3.64	3.93	4.09	4.17	4.27	4.38	4.44	4.50	4.55	4.60	4.64	4.67	4.70	4.74	4.78	4.81	4.83	4.87	4.90	5.00
4	2.05	3.41	3.76	4.00	4.12	4.20	4.29	4.36	4.43	4.46	4.50	4.56	4.60	4.65	4.69	4.73	4.76	4.78	4.82	4.87	5.00
5	2.38	3.35	3.67	3.84	4.00	4.11	4.18	4.26	4.35	4.41	4.46	4.52	4.59	4.64	4.67	4.71	4.74	4.79	4.83	4.87	5.00
6	2.58	3.31	3.64	3.87	4.00	4.12	4.20	4.30	4.38	4.43	4.48	4.53	4.60	4.64	4.69	4.73	4.76	4.83	4.86	4.89	5.00
7	2.42	3.85	4.20	4.40	4.48	4.56	4.61	4.67	4.70	4.73	4.77	4.80	4.81	4.84	4.86	4.88	4.90	4.92	4.94	4.96	5.00
8	2.55	3.53	3.75	4.01	4.14	4.23	4.28	4.37	4.44	4.50	4.57	4.60	4.65	4.71	4.74	4.77	4.80	4.83	4.87	4.92	5.00
9	2.72	3.59	3.83	4.00	4.09	4.14	4.21	4.26	4.33	4.40	4.44	4.50	4.53	4.58	4.61	4.68	4.72	4.76	4.81	4.88	5.00
10	2.45	3.71	3.96	4.09	4.23	4.29	4.40	4.45	4.53	4.57	4.62	4.67	4.71	4.77	4.80	4.82	4.84	4.88	4.90	4.95	5.00
11	2.65	3.48	3.93	4.11	4.23	4.28	4.34	4.43	4.48	4.53	4.60	4.64	4.69	4.73	4.76	4.80	4.82	4.87	4.89	4.94	5.00
12	2.76	3.83	4.16	4.30	4.40	4.43	4.48	4.56	4.60	4.65	4.70	4.73	4.76	4.79	4.82	4.85	4.87	4.90	4.93	4.95	5.00
13	2.86	3.60	3.95	4.07	4.19	4.23	4.38	4.43	4.47	4.53	4.58	4.65	4.69	4.71	4.75	4.78	4.80	4.83	4.88	4.93	5.00
14	2.88	3.56	3.76	4.00	4.14	4.21	4.28	4.35	4.42	4.47	4.51	4.58	4.61	4.67	4.71	4.74	4.77	4.80	4.85	4.90	5.00
15	2.60	3.64	4.05	4.19	4.29	4.35	4.43	4.49	4.55	4.60	4.63	4.67	4.71	4.74	4.80	4.82	4.85	4.87	4.90	4.95	5.00
16	2.53	3.41	3.88	4.10	4.19	4.26	4.33	4.41	4.45	4.50	4.56	4.61	4.63	4.67	4.71	4.73	4.76	4.81	4.84	4.88	5.00
17	2.10	3.20	3.65	3.85	3.95	4.08	4.13	4.22	4.29	4.36	4.41	4.45	4.50	4.59	4.63	4.68	4.72	4.77	4.80	4.87	5.00
18	2.57	3.43	3.81	4.00	4.13	4.19	4.29	4.36	4.43	4.45	4.50	4.56	4.61	4.66	4.70	4.73	4.77	4.81	4.86	4.91	5.00
19	2.30	3.35	3.77	3.88	4.00	4.08	4.19	4.28	4.33	4.38	4.44	4.50	4.54	4.59	4.63	4.67	4.72	4.78	4.82	4.87	5.00
20	2.50	3.42	3.83	3.91	4.00	4.08	4.19	4.25	4.30	4.35	4.38	4.42	4.48	4.52	4.57	4.63	4.66	4.71	4.76	4.83	5.00
21	2.50	3.21	3.66	3.88	4.00	4.07	4.17	4.26	4.33	4.39	4.45	4.50	4.55	4.57	4.63	4.70	4.74	4.77	4.84	4.90	5.00
22	1.75	3.36	3.69	3.88	4.00	4.13	4.18	4.26	4.32	4.37	4.41	4.44	4.50	4.56	4.59	4.64	4.68	4.75	4.80	4.87	5.00
23	2.43	3.27	3.59	3.86	3.95	4.00	4.09	4.17	4.23	4.28	4.33	4.40	4.46	4.50	4.57	4.60	4.67	4.71	4.77	4.86	5.00
24	2.33	3.33	3.75	4.00	4.00	4.13	4.19	4.26	4.33	4.39	4.45	4.50	4.56	4.60	4.64	4.68	4.75	4.80	4.87	5.00	5.00
25	2.17	3.29	3.69	3.87	4.00	4.05	4.16	4.24	4.29	4.35	4.40	4.46	4.53	4.59	4.63	4.67	4.70	4.76	4.81	4.88	5.00
26	2.50	3.29	3.67	3.86	4.00	4.08	4.18	4.29	4.33	4.39	4.43	4.50	4.55	4.60	4.67	4.73	4.75	4.80	4.85	4.93	5.00
27	2.00	3.20	3.64	3.83	4.00	4.08	4.17	4.25	4.33	4.41	4.47	4.50	4.57	4.66	4.70	4.73	4.78	4.82	4.86	5.00	5.00
28	2.81	3.55	3.80	4.00	4.11	4.21	4.29	4.37	4.41	4.44	4.48	4.52	4.57	4.62	4.67	4.71	4.73	4.77	4.80	4.89	5.00
29	2.00	2.81	3.15	3.29	3.39	3.47	3.55	3.64	3.68	3.76	3.83	3.87	3.94	4.04	4.10	4.19	4.25	4.33	4.40	4.56	4.81
30	2.40	2.95	3.24	3.36	3.45	3.50	3.58	3.65	3.70	3.75	3.80	3.85	3.94	4.03	4.10	4.17	4.23	4.27	4.35	4.50	4.81
31	2.19	2.72	2.96	3.14	3.21	3.30	3.41	3.50	3.59	3.67	3.73	3.80	3.87	3.94	4.00	4.07	4.20	4.30	4.41	4.57	4.88
32	2.53	2.94	3.18	3.37	3.43	3.50	3.56	3.64	3.70	3.78	3.86	3.90	3.95	4.05	4.10	4.20	4.27	4.33	4.41	4.60	4.88
33	2.43	3.00	3.14	3.30	3.44	3.53	3.61	3.71	3.75	3.83	3.89	3.98	4.05	4.09	4.14	4.25	4.30	4.36	4.48	4.63	4.94
34	2.76	3.17	3.35	3.47	3.55	3.62	3.65	3.74	3.78	3.81	3.87	3.93	3.96	4.03	4.09	4.17	4.22	4.33	4.44	4.56	4.88
35	2.81	3.25	3.33	3.43	3.50	3.57	3.62	3.67	3.70	3.74	3.77	3.83	3.86	3.90	3.98	4.04	4.12	4.21	4.27	4.43	4.69
36	2.64	3.09	3.22	3.32	3.43	3.51	3.57	3.65	3.72	3.76	3.82	3.88	3.95	4.03	4.12	4.19	4.27	4.40	4.52	4.62	5.00
37	2.10	3.08	3.44	3.63	3.73	3.79	3.88	3.94	4.00	4.04	4.10	4.17	4.21	4.26	4.31	4.40	4.45	4.48	4.55	4.62	4.88

OPEN COMMENTS:

1) I BELIEVE THE MOST EFFECTIVE PART OF THIS COURSE WAS:

I think the youtube videos/interviews were very insightful & I enjoyed the simulation a lot

2) TO IMPROVE THIS COURSE IN FUTURE SEMESTERS, THE PROFESSOR:

Not sure, I enjoyed the course.

3) I WOULD LIKE MY PROFESSOR TO KNOW THAT:

I learned valuable information throughout this course that I can apply for my job today.

OPEN COMMENTS:

- 1) I BELIEVE THE MOST EFFECTIVE PART OF THIS COURSE WAS:**

Having Dr Castille really care about us learning the material, without any pressure.

- 2) TO IMPROVE THIS COURSE IN FUTURE SEMESTERS, THE PROFESSOR:**

- 3) I WOULD LIKE MY PROFESSOR TO KNOW THAT:**

Keep up the great work, and willingness to help us.

OPEN COMMENTS:

1) I BELIEVE THE MOST EFFECTIVE PART OF THIS COURSE WAS:

the simulation

2) TO IMPROVE THIS COURSE IN FUTURE

SEMESTERS, THE PROFESSOR:

should spread out the workload, it is kinda difficult to balance w/ 2 jobs & 2 other classes

↳ No...

3) I WOULD LIKE MY PROFESSOR TO KNOW THAT:

Overall, I learned plenty in this class. I enjoyed your lectures & the simulation the most.

OPEN COMMENTS:

1) I BELIEVE THE MOST EFFECTIVE PART OF THIS COURSE WAS:

You are a great teacher and I learned a lot in your class

2) TO IMPROVE THIS COURSE IN FUTURE SEMESTERS, THE PROFESSOR:

Cut down on the workload. Many times it becomes an overload and the material does not stick. Learning R, DataCamp, Tableau, the simulation, reading, and interviews are too much.

3) I WOULD LIKE MY PROFESSOR TO KNOW THAT:

expose...

I expect a lot from you. Stick... communicate... more effectively.

OPEN COMMENTS:

1) I BELIEVE THE MOST EFFECTIVE PART OF THIS COURSE WAS:

The Homework but it was a lot

2) TO IMPROVE THIS COURSE IN FUTURE SEMESTERS, THE PROFESSOR:

Spread the simulation out. Have a text book.
↓

Done.

3) I WOULD LIKE MY PROFESSOR TO KNOW THAT:

While this course is challenging, I enjoyed it. I think 1 of the best parts is how you make the class flexible,

OPEN COMMENTS:

1) I BELIEVE THE MOST EFFECTIVE PART OF THIS COURSE WAS:

- group assignments
- applying what we learned in class to simulation, group readings, etc.
- the openness of class discussion

2) TO IMPROVE THIS COURSE IN FUTURE SEMESTERS, THE PROFESSOR:

- start interpretive earlier in the semester. our team felt rushed to get presentation / justifications done.
- demonstrate R earlier in course before assignments are due.

would ~~increase~~ ^{increase} workload substantially at the end of course.

3) I WOULD LIKE MY PROFESSOR TO KNOW THAT:

- I really enjoyed your class! one of my favorite classes in my time at Nichols!
- Thank you for being so open to students' questions & concerns.

OPEN COMMENTS:

1) I BELIEVE THE MOST EFFECTIVE PART OF THIS COURSE WAS:

2) TO IMPROVE THIS COURSE IN FUTURE SEMESTERS, THE PROFESSOR:

3) I WOULD LIKE MY PROFESSOR TO KNOW THAT:

OPEN COMMENTS:

1) I BELIEVE THE MOST EFFECTIVE PART OF THIS COURSE WAS:

The simulation and the fact that we always working in groups.

2) TO IMPROVE THIS COURSE IN FUTURE SEMESTERS, THE PROFESSOR:

Could had more options to the simulation where different teams can help and learn from each other.

~~I want to do this!~~ Requires a minimum of 10th students per class.

3) I WOULD LIKE MY PROFESSOR TO KNOW THAT:

I really enjoy his class. So far as a graduate student it was my favorite class. Thank you

OPEN COMMENTS:

1) I BELIEVE THE MOST EFFECTIVE PART OF THIS COURSE WAS:

- This is a course that
wasn't designed well
and should be cut*
1. Financial analysis of HR initiatives
 2. HR management simulation
 3. HR audits
- students probably won't
work about this*

2) TO IMPROVE THIS COURSE IN FUTURE SEMESTERS, THE PROFESSOR:

Decrease the workload. It was a lot.

It was hard to get much out of the assignments since there were so many at once.

3) I WOULD LIKE MY PROFESSOR TO KNOW THAT:

I like the course. I just felt that there was so much content. It was hard to see the true meaning.

I learned a little about a lot, but I wish it was the other way around. I think the course should focus on fewer aspects that seem unrelated.

OPEN COMMENTS:

1) I BELIEVE THE MOST EFFECTIVE PART OF THIS COURSE WAS:

2) TO IMPROVE THIS COURSE IN FUTURE SEMESTERS, THE PROFESSOR:

3) I WOULD LIKE MY PROFESSOR TO KNOW THAT:

OPEN COMMENTS:

- 1) I BELIEVE THE MOST EFFECTIVE PART OF THIS COURSE WAS:**

Learning New online tools for assignments

- 2) TO IMPROVE THIS COURSE IN FUTURE SEMESTERS, THE PROFESSOR:**

- 3)I WOULD LIKE MY PROFESSOR TO KNOW THAT:**

OPEN COMMENTS:

1) I BELIEVE THE MOST EFFECTIVE PART OF THIS COURSE WAS: Simulation

2) TO IMPROVE THIS COURSE IN FUTURE

SEMESTERS, THE PROFESSOR:

1. Replace weekly readings with a textbook.
2. The structure of the course was confusing. I wish we would have focused more on power points, tests and simulation rather than R and Tableau.

→ No - but add a textbook

→ then they won't connect this course to others
(e.g., stats)

3) I WOULD LIKE MY PROFESSOR TO KNOW THAT: (e.g., stats)

OPEN COMMENTS:

1) I BELIEVE THE MOST EFFECTIVE PART OF THIS COURSE WAS:

having the ability to correct out quizzes after the fact. This helped make the course about learning and not purely about a letter grade

2) TO IMPROVE THIS COURSE IN FUTURE SEMESTERS, THE PROFESSOR:

Increase group meeting time during class

↳ Working on files... hard to do.

3) I WOULD LIKE MY PROFESSOR TO KNOW THAT:

OPEN COMMENTS:

1) I BELIEVE THE MOST EFFECTIVE PART OF THIS COURSE WAS:

Small discussions in class.

2) TO IMPROVE THIS COURSE IN FUTURE SEMESTERS, THE PROFESSOR:

I really believe that the pace we went over & studio did not make me learn any coding. In my opinion this should be a course

for it self. I like the fact I know what it is, but I wish I could spend more time on it. It is very time consuming.

3) I WOULD LIKE MY PROFESSOR TO KNOW THAT:

I really appreciate the hard work. But I think all the material included is really too much. I strongly believe I would learn more if I had less things to do, but actually could spend more time on it.

OPEN COMMENTS:

1) I BELIEVE THE MOST EFFECTIVE PART OF THIS COURSE WAS:

The simulation was a great hands on way to learn how HR individuals make decisions. I have definitely learned a great deal through the simulation especially through the special decisions.

2) TO IMPROVE THIS COURSE IN FUTURE SEMESTERS, THE PROFESSOR:

The Tableau and R assignments should be spread out at the beginning of the course, so they are finished before the simulation decisions begin. This will allow for more of the student's focus to be on the decisions.

Idea: consider pushing analytics to end of semester?
Not what student asked, but maybe better.

3) I WOULD LIKE MY PROFESSOR TO KNOW THAT:

Thank you for your enthusiasm for the subject matter and showing that you care for our education. It is relieving that you care about more about us learning than just slapping a letter grade next to our name.

OPEN COMMENTS:

1) I BELIEVE THE MOST EFFECTIVE PART OF THIS COURSE WAS:

2) TO IMPROVE THIS COURSE IN FUTURE SEMESTERS, THE PROFESSOR:

3) I WOULD LIKE MY PROFESSOR TO KNOW THAT: