

MID Slacker Project



You have a burning question that *can't wait*: When should you Slack your MIDS instructor?

MIDS 241, Fall 2023 - Section 5 | Instructor: Scott Guenther



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Hypothesis and Direction

Aranda and Biag (2018) found a **social expectation to respond to messages within 20 minutes to a day** to maintain etiquette.

EZ Texting (2019) reported most **people read and often respond to texts within 3 to 5 minutes**, which possibly could transfer to academic contexts.

Hypothesis:

Instructors are more likely to have a faster response time during Pacific Time working hours (9AM to 5PM) than outside of working hours.

* we focused this study on PT working hours, since the university operates on PT

Study Design

Subjects: All 62 instructors for Fall 2023 term (excluding Scott!)

Intervention: 4 messages sent to all instructors by 4 different student investigators, randomized to be sent during work hours (9AM to 5PM) or after work hours (after 5PM).

Primary Outcome: Overall response time

Secondary Outcome: Response rate



Treatment

Message Send and Recording Schedule

Instructional Week	Monday	Tuesday	Wednesday	Thursday	Friday
Class Registration	Nov 13: Send Message 1		Nov 15: Send Message 2		
Thanksgiving Break	Nov 20: Record Message 1		Nov 22: Record Message 2		
Week 12 Nov 27: Send Message 3 Dec 4: Record Message 3			Nov 29: Send Message 4		
			Dec 6: Record Message 4		

Message Category and Broad Theme

Message #	Message Type	Message Theme		
1 Task request		I am interested in taking the course XXX, and I saw that you are one of the instructors for the course. Would you mind sharing the syllabus?		
2 Life advice 3 Outside of their job description 4 Feedback request		Do you think this course would be good for a product data scientist?		
		Would you mind sharing the UCB Interviewing Resources doc?		
		Would you mind reviewing my resume? It's not urgent, but I was hoping you could take a look.		

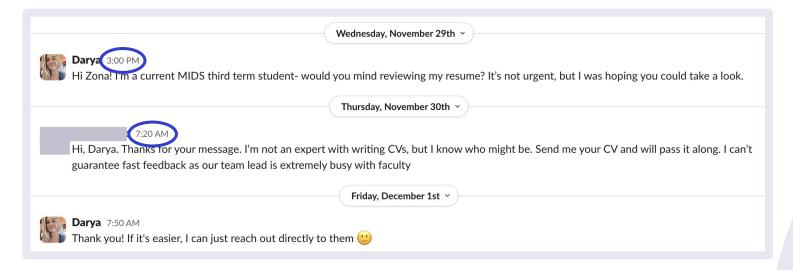








Example Message and Outcome Measurement Units

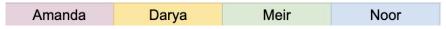


We recorded the message send times and the reply times. Each participant received one of 4 messages themes on a given day. Over the course of the study, each participant received each message theme, sent by a different investigator.

Outcome Measurement Units: Response Date and Time pulled from Slack

Randomization

- 62 MIDS Instructors listed in random order
- Treatment assigned by alternating 1/0 along the list
- Each instructor received 4 types of messages by 4 different students over a 16 day period

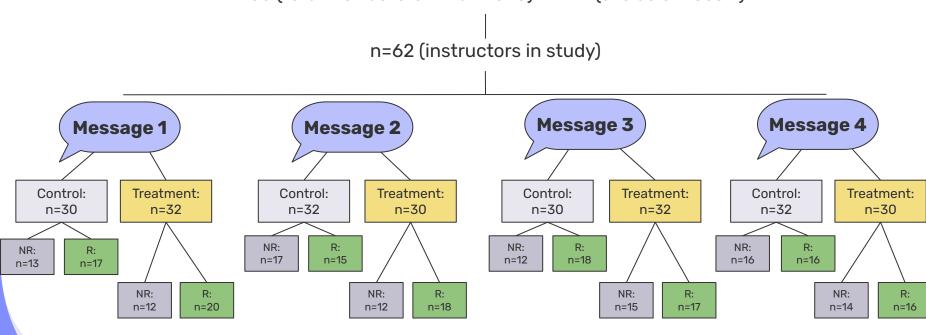


Colors refer to messages sent by individual investigators

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2	Gerald Benoît Lecturer	200	benot@ischool.	9 ne? If's not urger 11/13/23 18:34	1 yeston-I have a: 11/15/23 13:00		0 juild you mind sh: 11/27/23 19:33	1 vry course updati/29/2023 12:36:
3	Ysis Wilson-Tart Lecturer	200	ysis@ischool.be	1 ne? It's not urger 11/13/23 10:21 11/13/23 16:50:51 6:29:57	0 estion-1 have a f. 11/15/23 22:01 11/22/23 22:07:0(1	168:06:00	1 IDS Would you 1 11/27/23 16:23 0 Would you mind 1 11/27/23 19:34 12/9/23 14:39 211/04:00	0 sy course content/20/2023 20/23X 1 recurse undates (/20/2023 12/37 5/09/2023 13/22 f - 0/46/46
	Murrin Khan Lecturer Curron Khanmar Lecturer	200	Alumni (MDS 2) mumin@ischool			124500		
	Cunnar Reemar Lecturer Carlos Rivera Lecturer	203	gurnarklee@isc cargariyena@isc	1 the stats course, 11/13/23 10/23 11/15/23 17/42/00 55:19:00 0 ne? If's not urper 11/13/23 18:36 11/14/23 9:04 14:28:00		30300	1 3 sharing the UCI 11/27/23 16:27 11/29/23 16:56 48:29:00 0 you mind sharin: 11/27/23 19:45 11/27/23 19:46 0:01:00	0 partunities, Would/93/2023 20:25/22/2023 12:43:3 40:17:43 1 any course updat/23/2023 12:36:3
	Brooks Ambrose Lecturer	201	bambrose@isch	1 mind sharing the 11/13/23 10:24 11/13/23 10:25:30 0:01:30		39:54:00	1 sls. I would like ti 11/27/23 16:34	0 pportunities. Wol/35/2023 20:27:52/1/2023 14:54:1 18:20:17
	JP Dolphin Lecturer	201	jp.dolphin@lectv	0 ne? It's not urger 11/13/23 18:37	1 registering for cla 11/15/23 13:00		0 I. Would you miny 11/27/23 19:47 11/28/23 14:00 18:13:00	1 ny course update/29/2023 12:390
9	Napoleon Paxtor Lecturer	201	Alumni (MDS 2) nopadon@ischo	1 mind sharing the 11/13/23 10:25 11/13/23 12:31:40 2:06:42	0 of registering for 11/15/23 22:05		1 sis, I would like it, 11/27/23 16:36 11/26/23 11:00 16:24:00	0 jpportunities. Wol/95/2023 20:28-/2/1/2023 17:08:3 20:37:50
10	Donna Duaker Lecturer	201	dueken@ischool	0 ne? If's not urger 11/13/23 18:36		28:53:00	0 35. Would you mi 11/27/23 19:49	1 any course updai/29/2023 12:40:22/1/2023 11:13:4 46:33:16
11	Conor Healy Lecturer	201	Alumni (MIDS 2/ conor@ischool.t)	1 lign and applicati 11/13/23 10:27 45243.44529 0:14:13	0 if registering for c 11/15/23 22:06 11/16/23 5:33	7:27:00	1 IDS. Would you r 11/27/23 16:39 11/27/23 16:39 0:00:00	0 jortunities, Would/95/2023 20:29:3/90/2023 20:57:1 0:27:48
12	Elena Potrov Lecturer	201	Alumni (MDS 21 obpetrov@ischo	0 ne? It's not urger 11/13/23 18:39 11/14/23 14:56 20:17:00	1 gistering for class 11/15/23 13:00 11/18/2023 9:05	68:05:00	0 Would you mind s 11/27/23 19:50 11/28/23 5:48 9:58:00	1 3 (for the next leaf/29/2023 12:41:5/29/2023 15:17:5 2:36:01
13	Michael Rivers Assistant Profes	201	michaelrivera@i	1 sign and applicati 11/13/23 10:26 11/13/23 14:48:55 4:20:59	0 registering for cl 11/15/23 22:07 11/17/23 6:48 :	32:41:00	1 . Would you min: 11/27/23 16:49 11/28/23 9:35 16:46:00	0 I nice to meet you/30/2023 20:31:32/5/2023 8:37:01 108:05:4
14	Sahab Asiam Lecturer	201	Alumni (MIDS 2/ sahab@ischool.)	0 7e7 If's not urger 11/13/23 18:40	1 glatering for class 11/15/23 13:00		0 Noold you mind s 11/27/23 19:52 11/30/23 14:32 66:40:00	1 course updates 1/29/2023 12:43:4
16	Majid Maki-Naye Lecturer	271	Postdoctoral Sci m_maki@ischoc	1 the stats course, 11/13/23 10:29 11/13/23 10:30:21 0:01:29	0 . but was wonder 11/15/23 22:11 11/16/23 9:41	11:30:00	1 i. Would you miny 11/27/23 16:51 11/27/23 16:13 1:22:00	0 Vajid Mald, How //90/2023 20:30:4
	Paul Laskowski Associate Adjuni	203	Alumni (PhD 20) paul@ischool.be	0 no? If a not urger 11/13/23 18:41	1 elf comes from a 11/15/23 13:00		0 I sharing the, UC 11/27/23 19:54	1 the fall 2023 seri/29/2023 12:50:
	Bill Chung Lecturer	203	Alumni (MIDS 2/ koshang@ischo	1 having the updato 11/13/23 14:00 11/13/23 14:30 0:30:00		4:47:00	1 bu mind sharing i 11/27/2023 15:33:02 11/27/2023 15:35:51 0:02:49	0 viewing my requi 11/29/23 19:00 11/29/23 20:04 1:04:0
	Mark Labovitz Lecturer	203	mlaboviz@lach	0 would mind shari 11/13/23 22:00 11/14/23 13:01 15:01:00		4:49:00	0 sharing the UC B 11/27/2023 18:00:00 11/28/2023 14:37:05 20:37:05	1 //ewing my reque 11/29/23 8:02 11/29/23 8:02 0:00:00
	Tanya Roceta Lecturer	203	troosta@ischool	1 having the updato 11/13/23 14:00 11/13/23 15:54 1:54:00		0:33:00	1 you mind sharing 11/27/2023 15:34:51 11/29/2023 8:02:49 40:27:58	0 DS program. Wo: 11/29/23 19:00
20	Kevin Crook Lecturer	205 205	kevin crook@isc	0 would mind shari 11/13/23 22:00 11/14/23 6:03 8:03:00		0:45:00	0 id sharing the UC 11/27/2023 18:00:00 11/28/2023 9:00:04 15:00:04	1 eviewing my requi 11/29/23 11:00
	Shiraz Chakrave Lecturer	206	Alumni (MIDS 2/ schakzaverty@ie	1 sharing the updat 11/13/23 14:00 11/13/2023 14:46 0:46:00	0 sources for NLP1 11/15/23 18:28		1 mind sharing the 11/27/2023 15:35:44 11/27/2023 17:06:45 1:31:01	0 eviewing my req: 11/29/23 20:00 11/29/23 20:06 0:06:0
22	Doris Schioberg Lecturer	206	doris schiobergd	0 would mind shari 11/13/23 20:30 11/13/23 20:30 0:00:00	1 s on interview on 11/15/23 10:35 11/15/23 17:12	6:37:00	0 yind sharing the (, 11/27/2023 18:00:00 11/28/2023 10:58:35 16:58:35	1 If finishing my Mil 11(29/23 11:00 11/29/23 12:32 1:32:0
23	Amit Bhattachan Lecturer	207	amito@ischool.ti	1 mind sharing the 11/13/23 16:23 11/13/23 19:35 3:12:00	0 Allis and libraries 11/16/23 18:06 L/21/2023 13:25:(1	115:18:47	1 (no toleching NUT 11/27/23 16:38 11/27/2023 16:48 2:10:00	0 ragram. Would y: 11/29/23 20:00 11/29/23 20:36 0:36:0
24	John Santarre Lecturer	207	john.serterre@ir	0 ne? It's not urger 11/13/23 18:42 11/13/23 18:53 0:11:00	1 Hello @John Se 11/15/23 15:16 I/15/2023 14:50::	-0:25:51	0 i just hoping to ac 11/27/23 21:00:00 11/28/23 3:30:00 6:30:00	1 lated syllabus for 11(29/23 11:00
25	Nedelina Teneva Lecturer	207	nteneva@ischoc	1 7 It's not urgent, I 11/13/23 16:24 11/14/23 20:45 28:21:00	0 tric patients, whic 11/16/23 18:08		1 - do you have an 11/27/23 16:40	0 lated syllabus for 11/29/23 20:00
26	Cornelia Paulik Assistant Profes	207 mat leave	cpeulk@ischool	0 ne? If's not urger 11/13/23 18:44	1 Helo @Correla 11/15/23 15:25		0 p.ML data scienc 11/27/23 20:30 11/28/23 8:15 11:45:00	1 lated syllabus for 11/29/23 11:00 12/04/23 8:59 117:59:
27	Ishaani Priyadar Lecturer	207	Postdoctoral Sci shaani@ischool	1 me? If's not urge: 11/13/23 16/26 11/14/23 20:44 28:18:00	0 latric patients, wf 11/16/23 18:09 1/22/2023 8:40:2 1	134:31:14	1 Inks to ML center 11/27/23 16:42	0 lated syllabus for 11/29/23 20:00 12/07/23 15:56 187:561
28	Uti Schonfeld Lecturer	207	shud@lechool.bi	0 w that you are on 11/13/23 18:45 11/13/23 18:50 0:05:00		0:49:32	0 i just hoping to ac 11/27/23 21:30:00 11/28/23 7:37:00 10:07:00	1 'ogram. Would yr 11/29/23 11:00 11/29/23 11:50 0:50:00
29	Andy Reagan Lecturer	209 209	andrew.reagang	1 you are one of 8: 11/13/23 14:00 11/13/23 15:55 1:55:00		39.58.00	1 3d sharing the UC 11/27/2023 15:37:47 11/27/2023 15:53:52 0:16:05	0 y MIDS program: 11/29/23 20:00 12/4/23 12:27 112:27:0
30	Mak Ahmad Lecturer	209 209	mak@ischool.be	9 you are one of 8' 11/13/23 22:00 11/14/23 9:38 11:38:00	1 It is there an upd 11/15/23 10:37 11/15/23 14:38	4:01:00	0 haring the UC Be 11/27/2023 18:00:00 11/27/2023 18:17:43 0:17:43	1 y MDS program, 11/29/23 11:00 11/29/23 18:30 7:30:00
31	Clinton Brownley Lecturer	209 209	clintonbrownleys	1 you are one of E 11/13/23 14:00 11/13/23 14:06 0:06:00	0 r career path witi 11/15/23 19:00		1 yind sharing the 11/27/2023 15:38:41 11/27/2023 20:43:36 5:04:55	0 sing my MIDS pro 11/29/23 20:00
32	Foreshteh Amini Lecturer	209 209	amini@ischool.b	9 you are one of 8 11/13/23 22:00 11/14/2023 9:47 11:47:00		0:05:00	0 3 sharing the UC 11/27/2023 18:00:00	1 j my MIDS progri; 11(29/23 11:00
	Burn Chal Kwon Lecturer	209 209	burnchul.kwon@	1 d I saw that you 11/13/23 12:17 11/13/23 17:05 4:48:00		0:03:31	1 Hello, I see you'r 11/27/2023 16:00 11/27/2023 16:12 0:12:00	0 s reviewing my nr 11/29/23 23:30 11/50/23 8:29 8:59:0
34	Jayce Shen Continuing Lects	221 221	joyceshee@isch	0 cations. I saw th: 11/13/23 19:49 11/13/23 20:48 0:59:00		5:47:58	0 Hello, I see you'r 11/27/2023 20:00 11/28/2023 8:15 12:15:00	1 id reviewing my n 11/29/23 15:00
	Todd Holloway Continuing Lects	210 210	todá@ischool.be	1 nd I saw that you 11/13/23 12:25 11/13/23 12:26 0:01:00	0 i teach 210. I war 11/16/23 18:13		1 Hello, I see you'r 11/27/2023 16:00	0 d reviewing my nr 11/29/23 23:30 11/30/23 7:04 7:34:01
	Puya H. Vahabi Lecturer	210 210	puya@ischool.b	0 nd I saw that you 11/13/23 19:56 11/13/23 23:36 3:40:00		12:43:33	0 Hello, I see you'r 11/27/2023 20:00 11/28/2023 2:34 6:34:00	1 d reviewing my n 11/29/23 15:00 11/30/23 7:20 16:20:0
37	Korin Reid Lecturer	210 210	korinreid@ischo	1 nd I saw that you 11/13/23 12:30		15:53:39	1 how if I can check 11/27/2023 16:00 11/27/2023 16:04 0:04:00	0 d reviewing my ri 11/29/23 23:30 11/30/23 2:09 2:39:00
38	Fred Nuges Lecturer	210 210	nooj@ischool.be	0 nd I saw that you 11/13/23 19:59		19:37:36	0 Hello, I see you'r 11/27/2023 20:00	1 If reviewing my rc 11(29(23 15:00
39	Ramesh Sanaki Lecturer	210 210	ramosh.sanukkai	1 Ind I saw that you 11/13/23 12:32 11/13/23 17:48 5:16:00		99:28:17	1 Hello, I see you'i 11/27/2023 16:00 11/27/2023 16:59 0:58:00	0 ind reviewing my 11/29/23 23:30 11/30/23 6:43 7:13:0
	D. Alex Hughes Assistant Adjunc	241 241	d.alex.haghos@	0 ing of your review 10/09/23 21:36 10/10/23 10:39 13:03:00	1 ation community 11/30/23 20:37 12/1/23 21:59		0 lition, Do you kno 11/27/2023 20:00 11/28/2023 9:18 13:18:00	1 3 reviewing my re 11/29/23 15:00 11/29/2023 15:05 0:06:00
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	Zona Kostic Lecturer	210 210	zseakosto@isch	0 nd I saw that you 11/13/23 20:07		15:23:27	0 Hello, I see you'r 11/27/2023 20:00 11/28/2023 10:23 14:23:00	1 d reviewing my n 11/29/23 15:00 11/30/23 7:02 16:02:0
	Kins Wetzel Lecturer	210 210	kwetzei@ischoo	1 nd I saw that you 11/13/23 12:36 11/13/23 21:51 9:13:00		116:45:00	1 Hello, I see you'r 11/27/2023 16:00 11/30/2023 1:59 57:59:00	0 1 neviewing my no 11/29/23 23:30 11/30/23 2:17 2:47:0
	Daniel Aranki Assistant Profes	233 233	daranki@ischoo	0 ring, I saw that y 11/13/23 20:12 11/14/23 10:19 14:07:00		0:30:06	0 Hello, I see you'r 11/27/2023 20:00 11/30/2023 15:24 67:24:00	1 d reviewing my n 11/29/23 15:00
	Kevin Hartman Lecturer	210 210	Alumni (MIDS 2/ kevin hartman@	1 nd I saw that you 11/13/23 12:40 11/13/23 17:31 4:51:00		1:06:14	1 Hello, I see you'r 11/27/2023 16/00	0 id reviewing my n 11/29/23 23:30
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47	Jared Maslin Lecturer	231 231	Alumni (MIDS 21 jfmyq8@ischool	1 Next servester, ar: 11/13/23 12:45 11/13/23 13:31 0:46:00		119:06:17	1 Hello, I see you'i 11/27/2023 16:00	0 id reviewing my ri 11/29/23 23:30 11/30/23 10:46 11:16:
48	Stephen Muchos Lecturer	256 255	muchovej@ischv	1 and I saw that yo 11/13/23 13:00	0 Inniques to my to 11/15/23 18:49		1 mind sharing the 11/27/2023 15:40:01	0 d reviewing my nr 11/29/23 19:00 12/05/2023 21:02 146:02
49	James York-Win Lecturer	255 255	Alumni (MIDS 2(winegarj@ischo	0 and I saw that yo 11/13/23 20:00 11/13/23 20:23 0:20:00	1 hniques to my to 11/15/23 13:00		0 d sharing the UC 11/27/2023 19:00:00 11/27/2023 19:00:13	1 d reviewing my nr 11/29/23 17:04 12/5/2923 18:21 145:17
	Luis Villameal Lecturer	255 255	Alumni (MDS 2) luis villameal@is	1 and I saw that yo 11/13/23 13:00 11/14/23 7:37 18:37:00		1:59:00	1 nd sharing the U 11/27/2023 15:40:51 11/27/2023 21:08:24	0 d reviewing my nr 11/29/23 19:00
	Amanda Ford Lecturer	255 255	aford@ischool.b	0 and I saw that yo 11/13/23 20:00	1 with techniques ti 11/15/23 11:00		0 xd sharing the UC 11/27/2023 19:00:00	1 d reviewing my nr 11/29/23 17:05
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53	Vinicio De Sola Lecturer	261 261	Alumni (MIDS 2/ vinicio descia@i	0 ou are one of the 11/13/23 20:00 11/14/23 18:15 22:15:00	1 earth techniques 11/15/23 11:00		0 ind sharing the L 11/27/2023 19:00:00	1 d reviewing my ni 11/29/23 17:06 11/30/2023 11:35 18:30.
	Ramakrishna G. Lecturer	261 261	rkgmd1729@loc	1 you are one of th 11/13/23 14:00 11/13/23 15:95 1:06:00		22:23:00	1 hind sharing the I 11/27/2023 15:46:11	0 d reviewing my n: 11/29/23 19:00 /2923 1086268:3 33:31:
55	Jessifer Zhu Lecturer	266 266	zhasuan@ischo	0 it you are one of 1 11/13/23 20:00	1 lata research ted 11/15/23 13:12		0 sharing the UC I 11/27/2023 19:00:00	1 d reviewing my nr 11/29/23 17:06
56	Peter Grabowski Lecturer	266 266	Alumni (MIDS 2/ pelarg@ischool.	1 type are one of 11/13/23 13:00	0 its research techi 11/15/23 19:57		1 mind sharing the 11/27/2023 15:46:55	0 d reviewing my nr 11/29/23 19:00
57	Natalie Ahn Lecturer	266 266	natalieahn@isch	0 It you are one of 11/13/23 20:30 11/14/23 7:45 11:15:00		2:26:00	0 id sharing the UC 11/27/2023 19:00:00 11/28/2023 8:04:50	1 direviewing my nr 11/29/23 17:06 11/29/2023 21:23 4:17:
	Paul Spiegehalt Lecturer	266 266	spiegelhalter@is	1 if you are one of 1 11/13/23 13:00	0 ta research techy 11/15/23 19:59		1 mind sharing the 11/27/2023 15:48:12	0 id reviewing my nr 11/29/23 19:00
	Mike Tamir Lecturer	266 266	mtamin@ischool	0 it you are one of 1 11/13/23 20:30	1 ta research techr 11/15/23 11:00		0 d sharing the UC 11/27/2023 19:00:00	1 d reviewing my nr 11/29/23 17:07
60	Mark Butler Lecturer	266 266/290	mhbutier@ischo	1 I sew that you ar 11/13/23 13:00	0 (se research techr 11/15/23 20:02		1 sharing the UC I 11/27/2923 15:49:43	0 d reviewing my nr 11/29/23 19:00
61	Vinod Balchavac Lecturer	271 271	vinoth@ischool	0 I you are one of 1 11/13/23 20:30 11/14/23 6:19 9:49:00		20:11:00	0 xu mind sharing 6 11/27/2023 19:00:00 11/28/2023 5:15:36	1 direviewing my ni 11/29/23 17:07 11/30/2023 11:26 18:21:
	Barbal Provin Lacturer	261 281	rachelprown@is-	1 that you are one 11/13/23 13:00 11/15/2023 15:28 50:28:00	0 no more data res 11/15/23 20:05 11/16/23 14:11	18:06:00	1 Ind sharing the U 11/27/2023 15:50:21	0 d reviewing my n: 11/29/23 19:00

Flow Diagram

N=63 (total instructors in Fall 2023) - n=1 (exclusion: Scott)



Data points for Message 1: 37

Data points for Message 2: 33

Data points for Message 3: 35

Data points for Message 4: **32**

NR: No Response after 48 hours **R:** Response after 48 hours

ROXO grammar

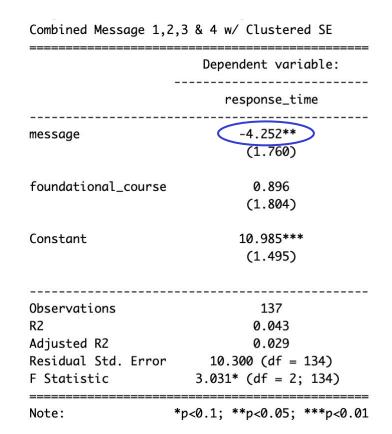
N Amanda	$R_{control} \ R_{treatment}$	O _{response time} O _{response time} O _{response time}	Xworking hours Xnon working hours	Otime, message type Otime, message type Otime, message type Otime, message type
N _{Meir}	R _{control} R _{treatment}	Oresponse time Oresponse time Oresponse time	Xworking hours Xnon working hours	Otime, message type
N _{Darya}	R _{control} R _{treatment}	Oresponse time Oresponse time Oresponse time	X working hours X non working hours	Otime, message type
N _{Noor}	R _{control} R _{treatment}	Oresponse time Oresponse time Oresponse time	X working hours X non working hours	Otime, message type

Results and Analysis: OLS Regression Results for All Messages w/ Clustered SE

After establishing that 48 hours is a reasonable response time:

- Sending messages during work hours (9-5) is statistically associated with a faster response time of approximately 4.25 hours compared to outside work hours (p < 0.05).
- Teaching a foundational course has no impact on response time



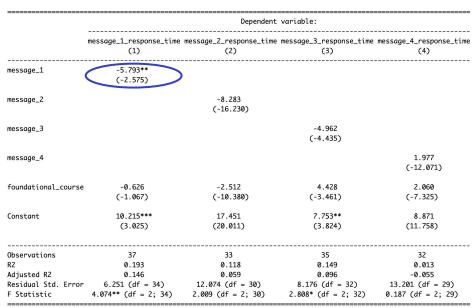


Results and Analysis: OLS Regression Results for each Message w/ Clustered SE

After establishing that 48 hours is a reasonable response time:

 Sending a message asking for the syllabus during work hours (9-5) leads to a faster response time of approximately 5 hours (p < 0.05).

Message #	Message Type
1	Task request
2	Life advice
3	Outside Job Description
4	Feedback request



Note: *p<0.1; **p<0.05; ***p<0.01

Message 1 RR:	Message 2 RR:	Message 3 RR:	Message 4 RR:
60%	53%	56%	52%

Ethical Considerations

Concerns: No IRB. No Consent. Deception. Harm. Discrimination.

Respect of Persons / Autonomy

- Respectful content.
- Explaining the study by personal email before asking for demographic information.
- Could have sent a "warning email" buy may have broken the design.

Beneficence

- No direct benefit
- Potential harm to target population (MIDS instructors) is low.

Justice

 Similar expectation of using slack among all MIDS instructors (discrimination unlikely)



Help us work through our limitations!

This was a super fun experiment to run - and very applicable to our day-to-day life as a students!

A few noteworthy limitations:

- Multiple confounders
- Unavoidable spillover effect (e.g., one professor told another to send syllabus)
- Message time periods are broad and overlapping (time zones/late classes)
- Significant difficulty in obtaining demographic data (like time zones)
- Small sample size of messengers
- Message content somewhat variable from each sender

When should you Slack your MIDS instructor?

DURING WORK HOURS



Any Thoughts, **Questions or** Advice?

Thank you!