



Instructor Full Term Summary Report Fall 2019 for Sarah Easter MGMT 330.01 - Mgmt.& Organizational Behavior - 10391- 202010, MGMT 439.01 - Strategic Management - 10392-202010, MGMT 439.02 - Strategic Management - 10393-202010

Project Title: **Student Opinion of Instruction Fall 2019**

Courses Audience: **110**

Responses Received: **56**

Response Ratio: **50.91%**

Report Comments

Course evaluations are a good tool you can use to adapt your course and teaching styles and methods to be as effective as possible in future classes. They're also an important element of your annual evaluations and tenure and promotion processes. We encourage you to save each report each semester for your reference.

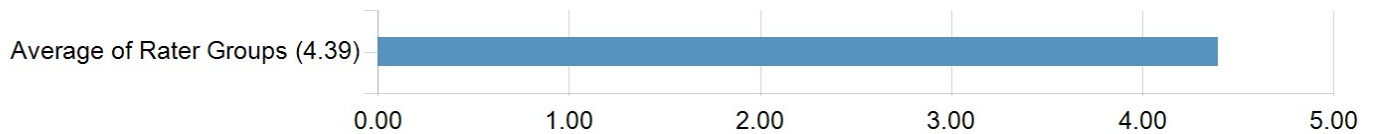
Uploading the reports in your Scheduled Teaching listings in Activity Insight can be a good place to keep track of them.

If you have technical problems accessing a report, please contact Educational Technology at courseeval@acu.edu. If you would like help interpreting your results or looking for teaching techniques to respond to this feedback, please contact Cliff Barbarick, the director of faculty development in the Adams Center, at cab11c@acu.edu.

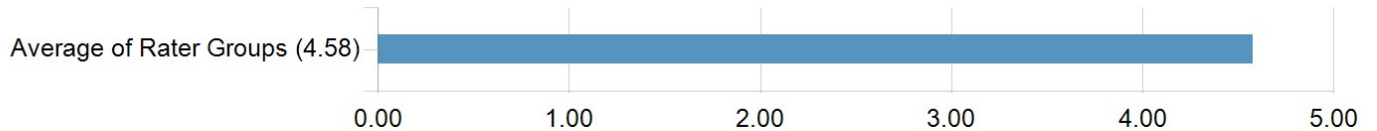
Summary

Course and Instructor Means

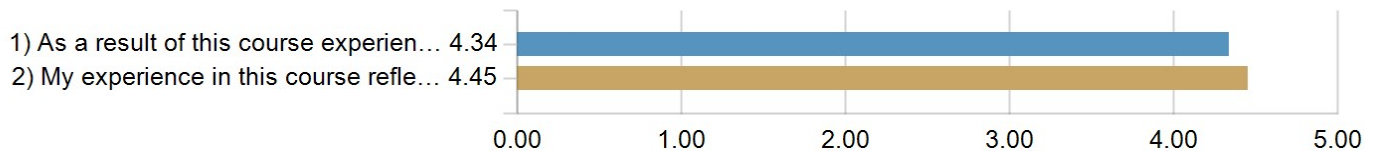
Course Questions:



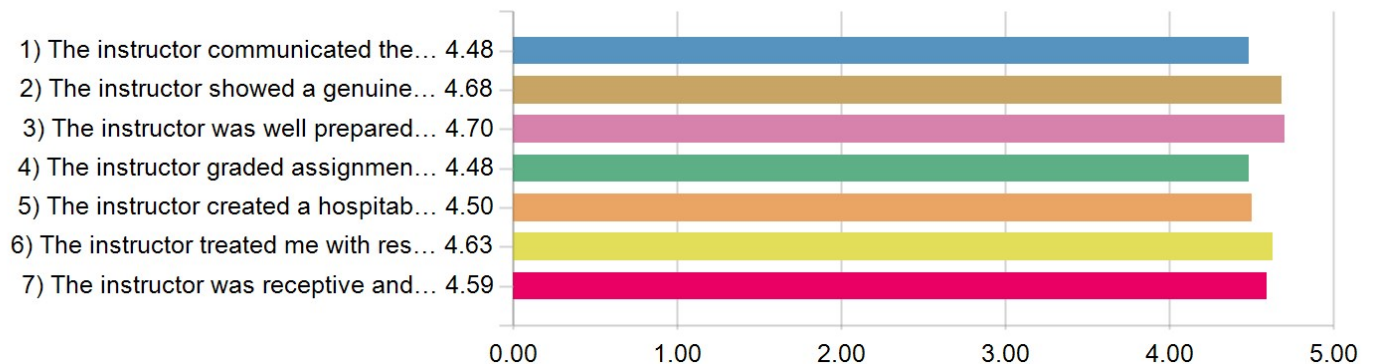
Instructor Questions:



Course Questions:



Instructor Questions:



Instructor Strengths and Improvements

Instructor Strengths and Areas of Improvement

Top Questions			
1	The instructor was well prepared for class.	Instructor Questions:	4.70
2	The instructor showed a genuine interest in the subject and a desire to share it with the students.	Instructor Questions:	4.68
3	The instructor treated me with respect and fairness.	Instructor Questions:	4.63
Lowest Questions			
1	The instructor communicated the course material clearly.	Instructor Questions:	4.48
2	The instructor graded assignments and/or exams in a timely manner.	Instructor Questions:	4.48
3	The instructor created a hospitable environment for learning.	Instructor Questions:	4.50

Quantitative Analysis

Course Questions:

As a result of this course experience, I have a better understanding of the subject matter.											Dept Avg	College Avg	Univ Avg
Name	Invited	Resp %	Mean	SD	Disagree Completely	Disagree Generally	Agree and Disagree in Equal Amounts	Agree Generally	Agree Completely				
Overall	110	50.91%	4.32	0.79	0	2	5	21	28		4.44	4.42	4.43
MGMT 330.01 - Mgmt.& Organizational Behavior - 10391-202010	28	82.14%	4.43	0.59	0	0	1	11	11		4.44	4.42	4.43
MGMT 439.01 - Strategic Management - 10392-202010	41	36.59%	4.20	1.01	0	1	3	3	8		4.44	4.42	4.43
MGMT 439.02 - Strategic Management - 10393-202010	41	43.90%	4.33	0.84	0	1	1	7	9		4.44	4.42	4.43

My experience in this course reflected ACU's mission to educate students for Christian service and leadership throughout the world.											Dept Avg	College Avg	Univ Avg
Name	Invited	Resp %	Mean	SD	Disagree Completely	Disagree Generally	Agree and Disagree in Equal Amounts	Agree Generally	Agree Completely				
Overall	110	50.91%	4.44	0.76	0	2	3	19	32		4.58	4.51	4.47
MGMT 330.01 - Mgmt.& Organizational Behavior - 10391-202010	28	82.14%	4.57	0.51	0	0	0	10	13		4.58	4.51	4.47
MGMT 439.01 - Strategic Management - 10392-202010	41	36.59%	4.47	0.92	0	1	1	3	10		4.58	4.51	4.47
MGMT 439.02 - Strategic Management - 10393-202010	41	43.90%	4.28	0.89	0	1	2	6	9		4.58	4.51	4.47

Instructor Questions:

The instructor communicated the course material clearly.

Name	Invited #	Resp %	Mean	SD	Disagree Completely	Disagree Generally	Agree and Disagree in Equal Amounts	Agree Generally	Agree Completely	Dept Avg	College Avg	Univ Avg
Overall	110	50.91%	4.49	0.76	0	2	3	17	34	4.43	4.39	4.37
MGMT 330.01 - Mgmt.& Organizational Behavior - 10391-202010	28	82.14%	4.48	0.59	0	0	1	10	12	4.43	4.39	4.37
MGMT 439.01 - Strategic Management - 10392-202010	41	36.59%	4.53	0.92	0	1	1	2	11	4.43	4.39	4.37
MGMT 439.02 - Strategic Management - 10393-202010	41	43.90%	4.44	0.86	0	1	1	5	11	4.43	4.39	4.37

The instructor showed a genuine interest in the subject and a desire to share it with the students.

Name	Invited #	Resp %	Mean	SD	Disagree Completely	Disagree Generally	Agree and Disagree in Equal Amounts	Agree Generally	Agree Completely	Dept Avg	College Avg	Univ Avg
Overall	110	50.91%	4.68	0.64	0	1	2	11	42	4.75	4.72	4.68
MGMT 330.01 - Mgmt.& Organizational Behavior - 10391-202010	28	82.14%	4.65	0.65	0	0	2	4	17	4.75	4.72	4.68
MGMT 439.01 - Strategic Management - 10392-202010	41	36.59%	4.73	0.46	0	0	0	4	11	4.75	4.72	4.68
MGMT 439.02 - Strategic Management - 10393-202010	41	43.90%	4.67	0.77	0	1	0	3	14	4.75	4.72	4.68

The instructor was well prepared for class.

Name	Invited #	Resp %	Mean	SD	Disagree Completely	Disagree Generally	Agree and Disagree in Equal Amounts	Agree Generally	Agree Completely		Dept Avg	College Avg	Univ Avg
Overall	110	50.91%	4.70	0.63	0	1	2	10	43		4.71	4.61	4.57
MGMT 330.01 - Mgmt.& Organizational Behavior - 10391-202010	28	82.14%	4.65	0.65	0	0	2	4	17		4.71	4.61	4.57
MGMT 439.01 - Strategic Management - 10392-202010	41	36.59%	4.73	0.46	0	0	0	4	11		4.71	4.61	4.57
MGMT 439.02 - Strategic Management - 10393-202010	41	43.90%	4.72	0.75	0	1	0	2	15		4.71	4.61	4.57

The instructor graded assignments and/or exams in a timely manner.

Name	Invited #	Resp %	Mean	SD	Disagree Completely	Disagree Generally	Agree and Disagree in Equal Amounts	Agree Generally	Agree Completely		Dept Avg	College Avg	Univ Avg
Overall	110	50.91%	4.49	0.81	0	3	2	16	35		4.54	4.47	4.38
MGMT 330.01 - Mgmt.& Organizational Behavior - 10391-202010	28	82.14%	4.39	0.78	0	1	1	9	12		4.54	4.47	4.38
MGMT 439.01 - Strategic Management - 10392-202010	41	36.59%	4.47	0.92	0	1	1	3	10		4.54	4.47	4.38
MGMT 439.02 - Strategic Management - 10393-202010	41	43.90%	4.61	0.78	0	1	0	4	13		4.54	4.47	4.38

The instructor created a hospitable environment for learning.

Name	Invited #	Resp %	Mean	SD	Disagree Completely	Disagree Generally	Agree and Disagree in Equal Amounts	Agree Generally	Agree Completely	Dept Avg	College Avg	Univ Avg
Overall	110	50.91%	4.52	0.71	0	1	4	17	34	4.69	4.63	4.57
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The instructor treated me with respect and fairness.

Name	Invited #	Resp %	Mean	SD	Disagree Completely	Disagree Generally	Agree and Disagree in Equal Amounts	Agree Generally	Agree Completely	Dept Avg	College Avg	Univ Avg
Overall	110	50.91%	4.62	0.62	0	1	1	16	38	4.78	4.75	4.69
MGMT 330.01 - Mgmt.& Organizational Behavior - 10391-202010	28	82.14%	4.70	0.56	0	0	1	5	17	4.78	4.75	4.69
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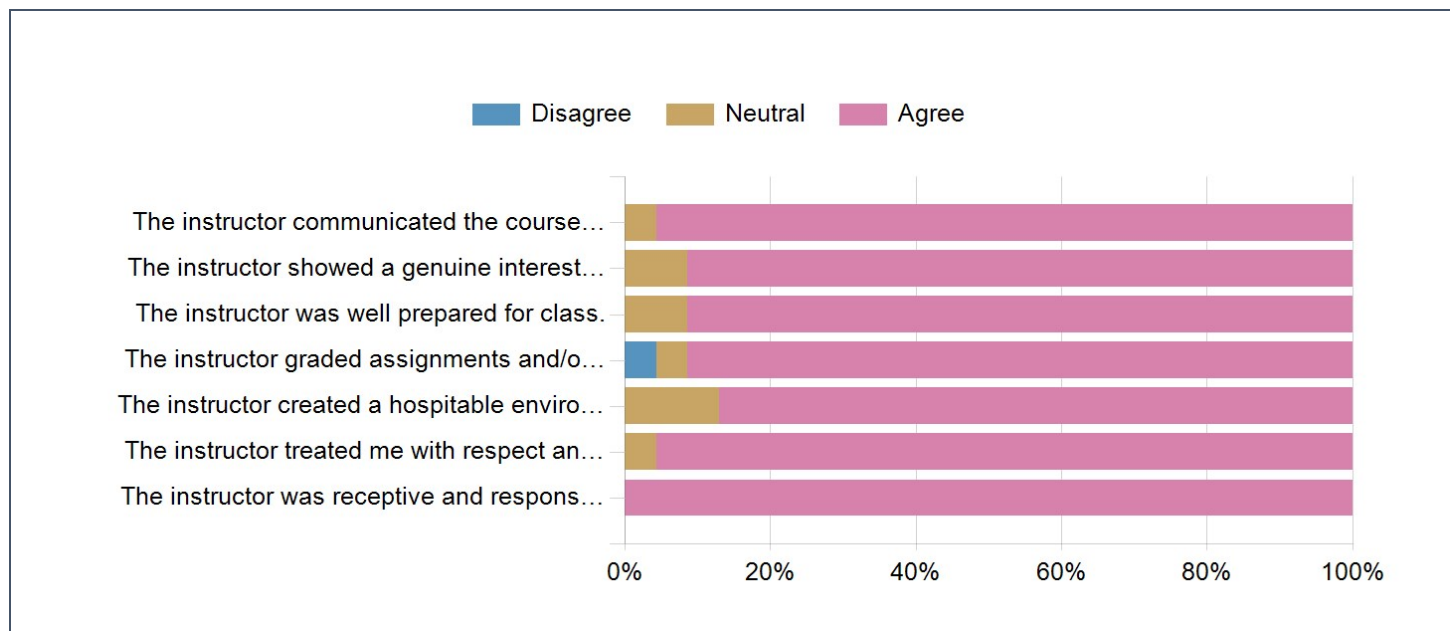
The instructor was receptive and responsive to my questions and concerns.

Name	Invited #	Resp %	Mean	SD	Disagree Completely	Disagree Generally	Agree and Disagree in Equal Amounts	Agree Generally	Agree Completely	Dept Avg	College Avg	Univ Avg
Overall	110	50.91%	4.59	0.68	0	2	0	17	37	4.71	4.68	4.63
MGMT 330.01 - Mgmt.& Organizational Behavior - 10391-202010	28	82.14%	4.61	0.50	0	0	0	9	14	4.71	4.68	4.63
MGMT 439.01 - Strategic Management - 10392-202010	41	36.59%	4.60	0.83	0	1	0	3	11	4.71	4.68	4.63
MGMT 439.02 - Strategic Management - 10393-202010	41	43.90%	4.56	0.78	0	1	0	5	12	4.71	4.68	4.63

Breakdown by Course

Details for the course MGMT 330.01 - Mgmt.& Organizational Behavior - 10391-202010

Instructor Questions:



Instructor Questions:

	Invited	Resp %	Mean	SD	Disagree Completely	Disagree Generally	Agree and Disagree in Equal Amounts	Agree Generally	Agree Completely	Dept Avg	College Avg	Univ Avg
The instructor communicated the course material clearly.	28	82.14%	4.48	0.59	0	0	1	10	12	4.43	4.39	4.37
The instructor showed a genuine interest in the subject and a desire to share it with the students.	28	82.14%	4.65	0.65	0	0	2	4	17	4.75	4.72	4.68
The instructor was well prepared for class.	28	82.14%	4.65	0.65	0	0	2	4	17	4.71	4.61	4.57
The instructor graded assignments and/or exams in a timely manner.	28	82.14%	4.39	0.78	0	1	1	9	12	4.54	4.47	4.38
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The instructor treated me with respect and fairness.	28	82.14%	4.70	0.56	0	0	1	5	17	4.78	4.75	4.69
The instructor was receptive and responsive to my questions and concerns.	28	82.14%	4.61	0.50	0	0	0	9	14	4.71	4.68	4.63

What did the instructor do that made the course effective? Be specific (for example: particular assignments, discussions, presentations, etc.).

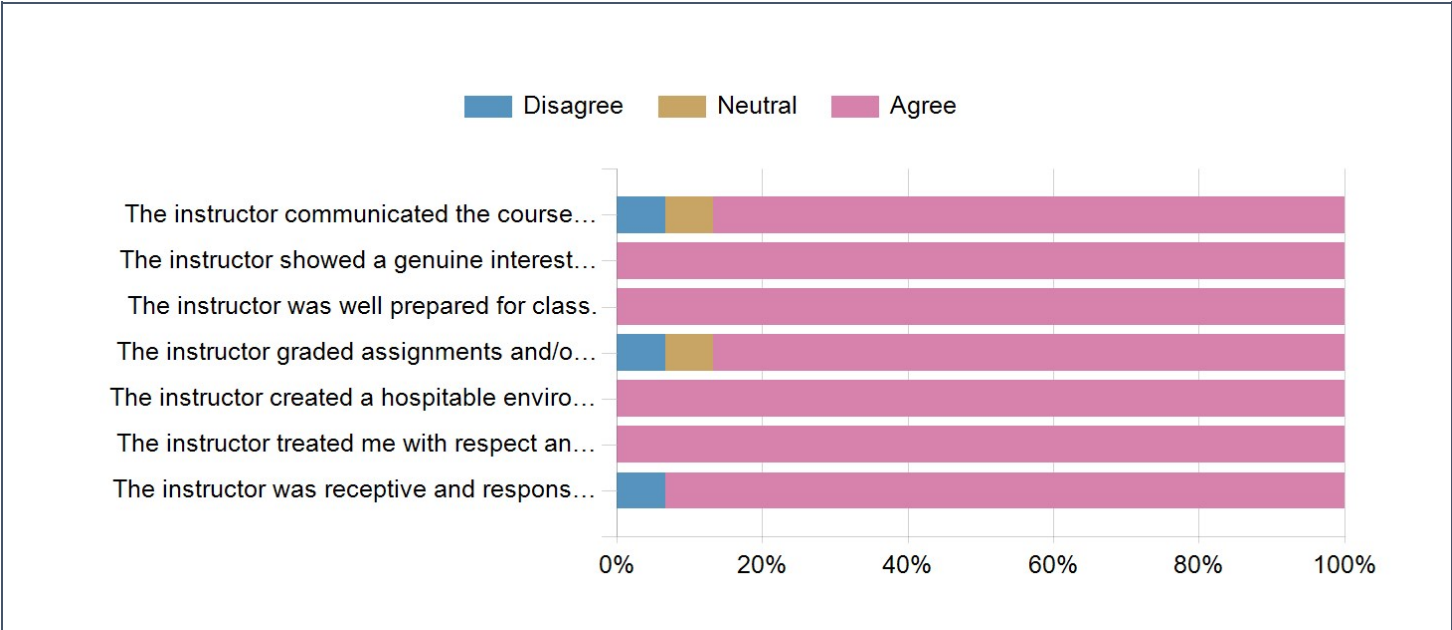
Comments
dr easter used powerpoints and videos to explain each topic thoroughly.
We did no just sit and learn we actually got o be hands on and do applications.
Class material was always well-prepared and I appreciated that I always knew what to expect coming into class.
The way she conducted the class in general was effective. She was very organized with what she did with the class. This is the first class I have ever been in that the professor gave a "roadmap" or a plan for what he or she wanted to accomplish that day.
I do like that we had a lot of videos or interactive activities for class that really helped us understand the subject matter better.
The class was very hands on which made learning much easier
This course taught me a lot about public speaking skills and leadership skills. I would say the reading quizzes were difficult at times though. Also I'm not a business major so the content taught wasn't really for my major, but it is useful in life to have good communication and public speaking skills.
Encouraging us to really think about the subject matter we were assigned to read by talking about it in class. The group projects helped us learn how to work in a group more efficiently.
She created a really good learning environment with so much course material to go over. It was extensive and very detailed. I enjoyed a lot the discussions and presentations part. The book is something I viewed as a not so important thing, but as I kept reading it it changed my perspective of a business and the power a person has. I learned and took so much from it I would definitely re enter this class.
We had a lot of interactive exercises which was good
Putting us in small groups and allowing us to make friends in smaller groups then larger groups.
Provided multiple activities during class
Presentations, group projects, and group discussions
She made the course material realistic and practical.
She had guest speakers come in to let us see different types of jobs in business. She used a lot of psychology
Very animated and enthusiastic
Best self reflection paper was useful to find our strengths and weaknesses.
the team based assignments worked well. Reflected best self is a great assignment.
She allowed lots of group and class participation that allowed for better understanding of the subject.
na
Dr. Easter did a great job teaching students about management. She has a lot of real world experience and made it easy for students to apply what they are learning to what happens in the real world. Bringing in guest speaker was a great asset to this class.
She was always energetic, never monotone, and just the class atmosphere within itself was inviting. She did everything right with guest speakers, hands on activities, group activities, and etc.
She had very good presentation over the material, along with articles that go with it. Also she had guest speakers come in and that helped us learn about their job and it gave us an idea if we would like that route or not, and she would give us scenarios to do with out groups.

What could the instructor do to improve the effectiveness of this course? Be specific.

Comments
i wish i could understand the material more, this class was pretty difficult for me.
Quizzes could be less difficult.
N/A — I truly have no suggestions, this class was great
I think there could have been more assignments. I did not think there were a lot of opportunities to improve my grade. I liked the reflected best self assignment and I would not have minded doing another paper or two like that.
Sometimes the information can be overwhelming since there may be two very long articles before a quiz. It would be nice if there was a mini article review or time for questions before the quizzes since it is a lot of information and someone may think they understand, but didn't really.
Provide the answers to the quizzes once it is completed so we are aware of which ones we got wrong
There were numerous kinds of assignments such as a paper, group projects and presentations which I thought was good. I struggled the most on the reading quizzes because the articles were had to read were fairly long and I had a hard time recalling specific content for just a handful of questions.
Honestly she did all she could and left the responsibility up to the student to learn as much as they wanted to.
I think the quizzes were very hard and sometimes asked very confusing questions. Overall the whole class was good the quizzes were the only thought assignment with very long readings with a lot of material.
Less interactive exercises
Mrs. Easter did a great job of delivering the information in a way so we could receive it.
N/a
She could have days where she can just have Q&A about certain part of the class or review for the midterm or final.
Honestly, She did an awesome job.
She could do a little less group work and discussions. It was very psychologically based but almost a little too much. I would rather talk more on how to apply that to real world business
Make better ways of grading. Instead of basing the whole grading system on quizzes
Give homework to help us better understand what we learn
Some readings and other things were hard to find on canvas. Wasn't super clear when the quizzes were or what they were over.
She can have more written assignments to help retain the information better.
na
Dr. Easter is a wonderful professor and I have no critiques for this class.
To improve effectiveness...only thing I would say is to add more questions on the quizzes to give us chance to at least make one mistake.
One thing to improve on is have more grades besides just the reading quizzes, two test (midterm and final), and participation grades.

Details for the course MGMT 439.01 - Strategic Management - 10392-202010

Instructor Questions:



Instructor Questions:

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The instructor was receptive and responsive to my questions and concerns.	41	36.59%	4.60	0.83	0	1	0	3	11	4.71	4.68	4.63

What did the instructor do that made the course effective? Be specific (for example: particular assignments, discussions, presentations, etc.).

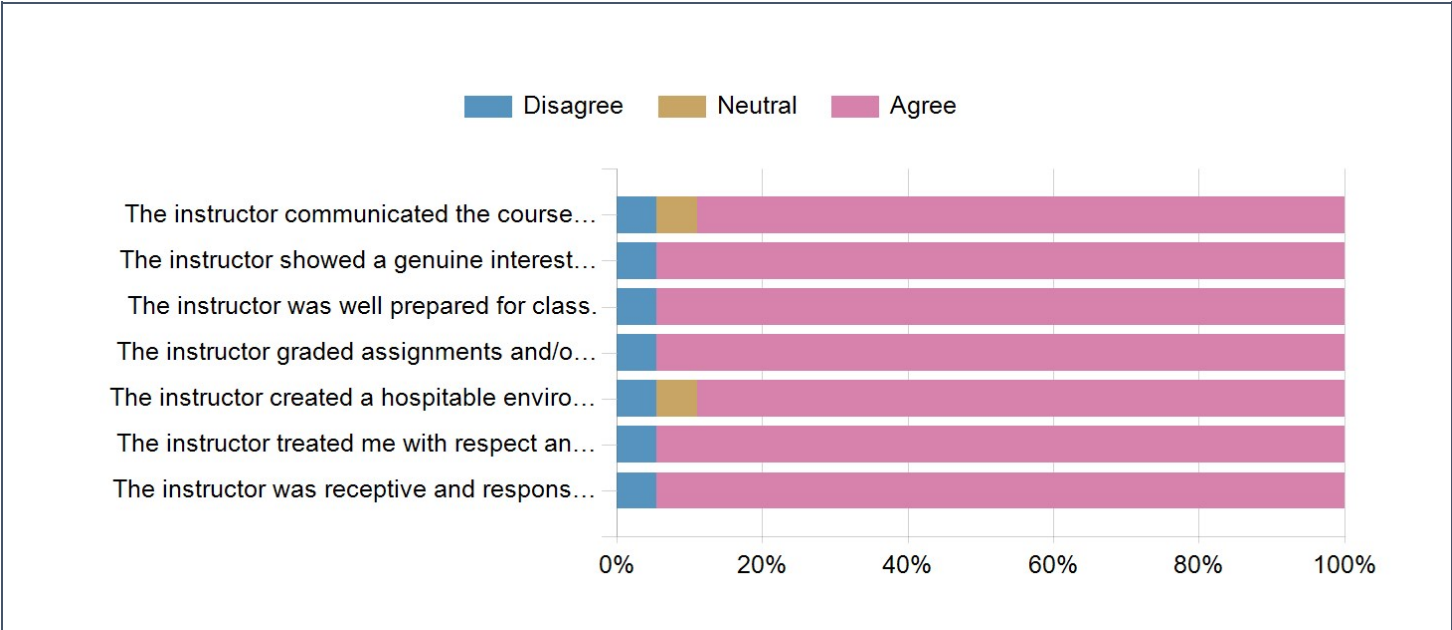
Comments
Allowed her students to have different opinions on subject matters. The case studies really prepared me for the final paper.
Assignments and discussions related to the subject material and how to apply the material to our everyday lives.
I really enjoyed the layout of this semesters course, with the three sections. I found the case analyses to be a good intro, and then the real life application made it evident how this content was applicable to real life management situations.
Well prepared and explained course material thoroughly.
This course was effective because of the emphasis on understanding the content beyond surface level thinking. I valued learning about actual organizations through analyzing potential strategic positions.
Discussions seemed to be the best part of the class.
Using real world examples to apply what we've learned is THE MOST EFFECTIVE way to help drive home the material. The career panels were helpful as well
Dr.Easter's case analysis are useful for the final project, which has the most part of our grade. The team work and the head to head public speech is useful for future.
tried new things out
She communicated everything up front with us, so we knew exactly what to expect during the class. I really enjoyed how the first third of the course was all of our learning and lecturing stuff. Then, we did our group work and presentations the rest of the time which was not as bad as it sounded like it would be at the time.
It was great to analyze real world problems and then apply strategic solutions.
Was very good at answering questions and communicating the expectations of the class.
Dr. Easter had a great mix of lecture, class discussion, individual homework and projects, and tests.
She did case studies of companies
To be completely honest I'm still kind of confused as to what this courses main goal is

What could the instructor do to improve the effectiveness of this course? Be specific.

Comments
This is not a capstone class for accounting and finance students. There is no application in this class for those majors.
Get rid of the client presentation project.
As much as I enjoyed the professional development, I felt like when Steph and Tim came to talk to us it was all recap, and a waste of our class time. Something that could have been left in that powerpoint for us to review but not dedicated class time to it. As for the Mock interview, i really enjoyed that and for some reasons I understand why it was not done this way, but maybe you could have HR track student in the Planning, Recruitment, and Selection class be the ones to interview us, that way both classes get experience.
Good overall
I believe the course is very effective currently. I'm not sure I would change anything in regard to the structure of the class.
The course load is unbalanced and pushes most of the work on the students in the last two months of class. Too much emphasis on group work, no way for an individual to bring up their grade when dependent on a group to provide the majority of the student's grade.
Encourage the students who don't speak up to speak up more somehow
The case study did not have a backup in the Canvas. If we could had a backup in Canvas, I think it could help us understand the requirement better. For now, everything is up to our own notes.
more class work participation
I would like to get the group projects assigned gradually and not all on one day, but it honestly was not that bad and I still got everything done on time
It is not that the assignments are all that bad but decreasing the work load should be considered especially with reagards towards the end of the course. I really liked the client presentation but attempting to squeeze than in with the 3,000 capstone it becomes difficult.
Find a way to engage accounting and finance students more. This just seems like a management class even though it is my capstone class.
I believe the "developing your own personal strategy" section of this course should be placed in a sophomore or junior level course. By the time I took strategic management as a senior, I hadn't had an interview in over 6 months because I had already secured a job. Most competitive firms I applied for complete their interview process nearly a year in advance. The knowledge learned in this part of the class would have been far more helpful a year prior.
N/a
I think the client presentation project was great in concept

Details for the course MGMT 439.02 - Strategic Management - 10393-202010

Instructor Questions:



Instructor Questions:

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The instructor was well prepared for class.	41	43.90%	4.72	0.75	0	1	0	2	15	4.71	4.61	4.57
The instructor graded assignments and/or exams in a timely manner.	41	43.90%	4.61	0.78	0	1	0	4	13	4.54	4.47	4.38
The instructor created a hospitable environment for learning.	41	43.90%	4.44	0.86	0	1	1	5	11	4.69	4.63	4.57
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The instructor was receptive and responsive to my questions and concerns.	41	43.90%	4.56	0.78	0	1	0	5	12	4.71	4.68	4.63

What did the instructor do that made the course effective? Be specific (for example: particular assignments, discussions, presentations, etc.).

Comments
Good incorporation of lecture and group work to keep class engaged
The course projects were fun. I enjoyed the group presentation at the end of the semester for the actual businesses.
Brought in professionals from the business world to answer questions. Gave clear instructions and was able to help me understand the basic strategy terms and models.
The assignment/presentations helped us think critically and applied the course material we learned.
Great professor!!!
The semester was varied which was good. The case studies didn't over extend their welcome, and neither did presentations.
Lots of writing
She was good at applying the concepts we learned in the classroom.
I appreciated the aspects that made this class feel real and helpful to the future. Case studies were good but I enjoyed working with a real company the most.
I really enjoyed the case studies because they helped me understand the material we were learning in class more effectively
Vague instructions allowed the students to be creative and think through ideas.
She listened to every concern or question and provided helpful feedback. She wanted us to do well.
The case studies
Dr. Easter was very willing to answer any questions or clarify specific details in a very timely manner. She was able to wrap up knowledge from previous courses into one course.
Dr. Easter helped students to find opportunities to engage in class discussion. This helped for a better learning environment.
Easter clearly explained the course materials and gave us real-life situations to work with. The client presentation at the end was one of the most beneficial.
N/A
She made the class extremely collaborative, asking for our input, engaging with each student and team.

What could the instructor do to improve the effectiveness of this course? Be specific.

Comments
I think a couple areas of improvement would be 1) to assign groups at random. I see more clicks forming in groups and that can leave others at a disadvantage I feel.
2). I don't know if this can be enhanced but just acknowledgement that those who are study abroad students encounter more cultural obstacles and fellow classmates shouldn't judge/trash them for the language barrier especially in group presentations.
Continue to do fun class projects and assignments.
Put less weight on people participating and to allow 3 absences.
I understand that class participation is a grade in this class but maybe be more understandable and know who your audience is. Some students like me are introverts and it takes us awhile to answer or even think about answering questions in class. It is unfair that participation will affect our grade because we cannot help that we are introverts. It is part of our personality. It just takes a little longer for us to respond and by the time we are comfortable with responding an extrovert has already answered.
Great professor!!!
Case studies themselves were very productive, the reports might have gotten a bit repetitive. Overall good though
Less writing
She was a little pushy on in class discussions and made the environment a little uncomfortable.
Slightly contradictory but the case studies were good but too repetitive. By the fifth time doing the same assignment, I was more irritated to finish the assignment rather than learning anything. Maybe not grade it pass fail either. Only other issue was every teacher in coba puts project due dates for the final week so having two in this class seemed a bit excessive. Could very easily spread it out just a bit more to help ease stress.
Maybe don't make the client presentation worth 20% and make the case presentation worth 20% instead because I feel like students spend more time on that
Look at more results from the strategic strategies put in place.
Nothing, just continue to do your thing Easter.
Not rely on class input for grades. Makes class conversation fake
Spread out the workload rather than the class being heavily weighted in the back end of the course. Specifically, over 40% of students' grade is dependent on the last two weeks, which to me seems inefficient.
This course was enjoyable, but the grading was difficult to see reasoning behind in some instances.
The only thing I would say is that she could be mindful of the amount of work given in one week. Sometimes we had two papers due in one week and I felt that I was more stressed and therefore did not retain the information as clearly.
Dr. Easter did not communicate the requirements for the course clearly nor did she communicate the requirements for individual projects clearly either. The class was very vague and grading was very subjective. There were no attempts made by the professor to make sure all students understood the requirements for participation, which were very subjective in nature.
She asks us to tackle issues from all angles, not simply our own. Being in teams of multiple majors as well assists in seeing problems from other perspectives and being able to therein contrast our perspectives for more creative conclusions.



Instructor Full Term Summary Report Spring 2020 for Sarah Easter MGMT 439.01 - Strategic Management - 20838-202020, MGMT 439.02 - Strategic Management - 20297-202020, MGMT 440.01 - ST: Social Enterprise Consult. - 21038-202020, MGMT 440.J1 - ST: Business Sustainability - 20033-202020

Project Title: **Student Opinion of Instruction Spring 2020**

Courses Audience: **117**

Responses Received: **49**

Response Ratio: **41.88%**

Report Comments

Course evaluations are a good tool you can use to adapt your course and teaching styles and methods to be as effective as possible in future classes. They're also an important element of your annual evaluations and tenure and promotion processes. We encourage you to save each report each semester for your reference.

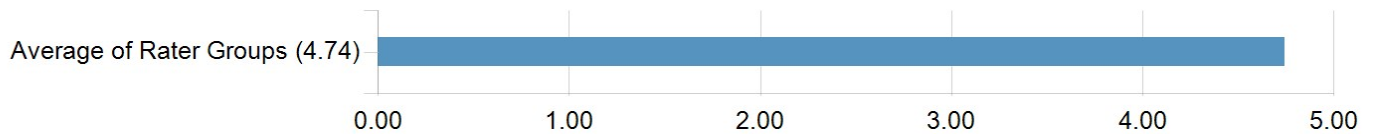
Uploading the reports in your Scheduled Teaching listings in Activity Insight can be a good place to keep track of them.

If you have technical problems accessing a report, please contact Educational Technology at courseeval@acu.edu. If you would like help interpreting your results or looking for teaching techniques to respond to this feedback, please contact Cliff Barbarick, the director of faculty development in the Adams Center, at cab11c@acu.edu.

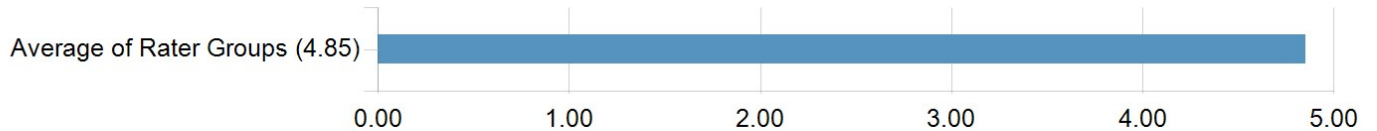
Summary

Course and Instructor Means

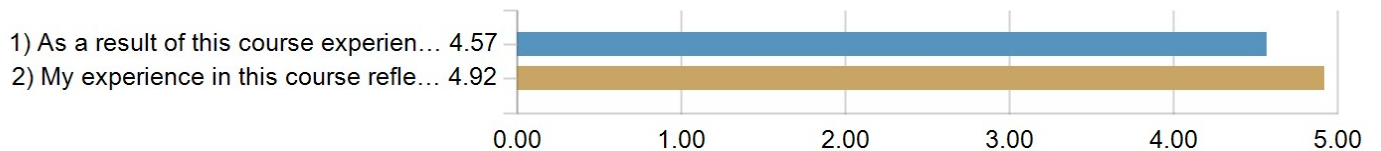
Course Questions:



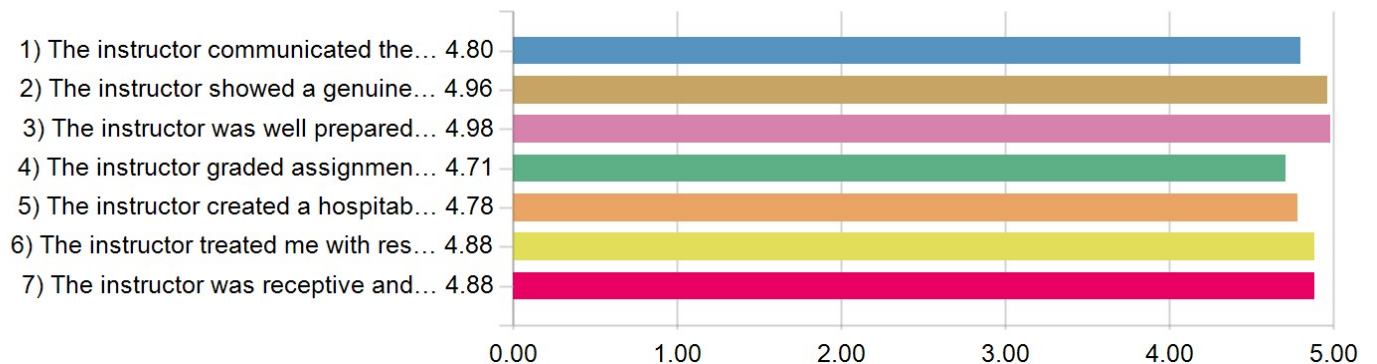
Instructor Questions:



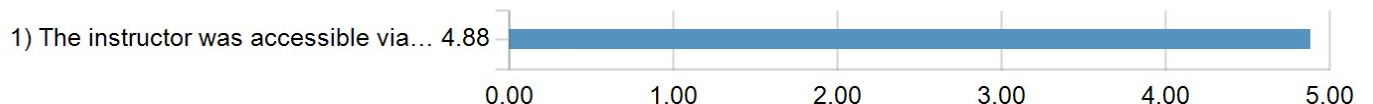
Course Questions:



Instructor Questions:



Instructor Accessibility During Online Instruction Period:



Instructor Strengths and Improvements

Instructor Strengths and Areas of Improvement

Top Questions			
1	The instructor was well prepared for class.	Instructor Questions:	4.98
2	The instructor showed a genuine interest in the subject and a desire to share it with the students.	Instructor Questions:	4.96
3	The instructor treated me with respect and fairness.	Instructor Questions:	4.88
Lowest Questions			
1	The instructor graded assignments and/or exams in a timely manner.	Instructor Questions:	4.71
2	The instructor created a hospitable environment for learning.	Instructor Questions:	4.78
3	The instructor communicated the course material clearly.	Instructor Questions:	4.80

Quantitative Analysis

Course Questions:

As a result of this course experience, I have a better understanding of the subject matter.													
Name	Invited	Resp %	Mean	SD	Disagree Completely	Disagree Generally	Agree and Disagree in Equal Amounts	Agree Generally	Agree Completely		Dept Avg	College Avg	Univ Avg
Overall	117	41.88%	4.56	0.79	0	2	3	9	35		4.40	4.46	4.53
MGMT 439.01 - Strategic Management - 20838-202020	44	25.00%	4.27	1.01	0	1	1	3	6		4.40	4.46	4.53
MGMT 439.02 - Strategic Management - 20297-202020	47	34.04%	4.38	0.96	0	1	2	3	10		4.40	4.46	4.53
MGMT 440.01 - ST: Social Enterprise Consult. - 21038-202020	10	60.00%	4.67	0.52	0	0	0	2	4		4.40	4.46	4.53
MGMT 440.J1 - ST: Business Sustainability - 20033-202020	16	100.00%	4.94	0.25	0	0	0	1	15		4.40	4.46	4.53

My experience in this course reflected ACU's mission to educate students for Christian service and leadership throughout the world.

Name	Invited	Resp %	Mean	SD	Disagree Completely	Disagree Generally	Agree and Disagree in Equal Amounts	Agree Generally	Agree Completely	Dept Avg	College Avg	Univ Avg
Overall	117	41.88%	4.91	0.28	0	0	0	4	45	4.59	4.56	4.57
MGMT 439.01 - Strategic Management - 20838-202020	44	25.00%	4.64	0.50	0	0	0	4	7	4.59	4.56	4.57
MGMT 439.02 - Strategic Management - 20297-202020	47	34.04%	5.00	0.00	0	0	0	0	16	4.59	4.56	4.57
MGMT 440.01 - ST: Social Enterprise Consult. - 21038-202020	10	60.00%	5.00	0.00	0	0	0	0	6	4.59	4.56	4.57
MGMT 440.J1 - ST: Business Sustainability - 20033-202020	16	100.00%	5.00	0.00	0	0	0	0	16	4.59	4.56	4.57

Instructor Questions:

The instructor communicated the course material clearly.

Name	Invited #	Resp %	Mean	SD	Disagree Completely	Disagree Generally	Agree and Disagree in Equal Amounts	Agree Generally	Agree Completely	Dept Avg	College Avg	Univ Avg
Overall	117	41.88%	4.82	0.54	0	0	3	4	42	4.43	4.46	4.47
MGMT 439.01 - Strategic Management - 20838-202020	44	25.00%	4.64	0.81	0	0	2	0	9	4.43	4.46	4.47
MGMT 439.02 - Strategic Management - 20297-202020	47	34.04%	4.69	0.60	0	0	1	3	12	4.43	4.46	4.47
MGMT 440.01 - ST: Social Enterprise Consult. - 21038-202020	10	60.00%	5.00	0.00	0	0	0	0	6	4.43	4.46	4.47
MGMT 440.J1 - ST: Business Sustainability - 20033-202020	16	100.00%	4.94	0.25	0	0	0	1	15	4.43	4.46	4.47

The instructor showed a genuine interest in the subject and a desire to share it with the students.

Name	Invited #	Resp %	Mean	SD	Disagree Completely	Disagree Generally	Agree and Disagree in Equal Amounts	Agree Generally	Agree Completely	Dept Avg	College Avg	Univ Avg
Overall	117	41.88%	4.96	0.20	0	0	0	2	47	4.81	4.78	4.74
MGMT 439.01 - Strategic Management - 20838-202020	44	25.00%	4.91	0.30	0	0	0	1	10	4.81	4.78	4.74
MGMT 439.02 - Strategic Management - 20297-202020	47	34.04%	4.94	0.25	0	0	0	1	15	4.81	4.78	4.74
MGMT 440.01 - ST: Social Enterprise Consult. - 21038-202020	10	60.00%	5.00	0.00	0	0	0	0	6	4.81	4.78	4.74
MGMT 440.J1 - ST: Business Sustainability - 20033-202020	16	100.00%	5.00	0.00	0	0	0	0	16	4.81	4.78	4.74

The instructor was well prepared for class.

Name	Invited #	Resp %	Mean	SD	Disagree Completely	Disagree Generally	Agree and Disagree in Equal Amounts	Agree Generally	Agree Completely	Dept Avg	College Avg	Univ Avg
Overall	117	41.88%	4.98	0.14	0	0	0	1	48	4.70	4.68	4.63
MGMT 439.01 - Strategic Management - 20838-202020	44	25.00%	4.91	0.30	0	0	0	1	10	4.70	4.68	4.63
MGMT 439.02 - Strategic Management - 20297-202020	47	34.04%	5.00	0.00	0	0	0	0	16	4.70	4.68	4.63
MGMT 440.01 - ST: Social Enterprise Consult. - 21038-202020	10	60.00%	5.00	0.00	0	0	0	0	6	4.70	4.68	4.63
MGMT 440.J1 - ST: Business Sustainability - 20033-202020	16	100.00%	5.00	0.00	0	0	0	0	16	4.70	4.68	4.63

The instructor graded assignments and/or exams in a timely manner.

Name	Invited #	Resp %	Mean	SD	Disagree Completely	Disagree Generally	Agree and Disagree in Equal Amounts	Agree Generally	Agree Completely	Dept Avg	College Avg	Univ Avg
Overall	117	41.88%	4.73	0.54	0	0	2	10	37	4.54	4.53	4.47
MGMT 439.01 - Strategic Management - 20838-202020	44	25.00%	4.36	0.81	0	0	2	3	6	4.54	4.53	4.47
MGMT 439.02 - Strategic Management - 20297-202020	47	34.04%	4.69	0.48	0	0	0	5	11	4.54	4.53	4.47
MGMT 440.01 - ST: Social Enterprise Consult. - 21038-202020	10	60.00%	5.00	0.00	0	0	0	0	6	4.54	4.53	4.47
MGMT 440.J1 - ST: Business Sustainability - 20033-202020	16	100.00%	4.88	0.34	0	0	0	2	14	4.54	4.53	4.47

The instructor created a hospitable environment for learning.

Name	Invited #	Resp %	Mean	SD	Disagree Completely	Disagree Generally	Agree and Disagree in Equal Amounts	Agree Generally	Agree Completely	Dept Avg	College Avg	Univ Avg
Overall	117	41.88%	4.80	0.74	0	3	0	2	44	4.69	4.69	4.66
MGMT 439.01 - Strategic Management - 20838-202020	44	25.00%	4.64	0.92	0	1	0	1	9	4.69	4.69	4.66
MGMT 439.02 - Strategic Management - 20297-202020	47	34.04%	4.63	1.02	0	2	0	0	14	4.69	4.69	4.66
MGMT 440.01 - ST: Social Enterprise Consult. - 21038-202020	10	60.00%	5.00	0.00	0	0	0	0	6	4.69	4.69	4.66
MGMT 440.J1 - ST: Business Sustainability - 20033-202020	16	100.00%	4.94	0.25	0	0	0	1	15	4.69	4.69	4.66

The instructor treated me with respect and fairness.

Name	Invited #	Resp %	Mean	SD	Disagree Completely	Disagree Generally	Agree and Disagree in Equal Amounts	Agree Generally	Agree Completely	Dept Avg	College Avg	Univ Avg
Overall	117	41.88%	4.87	0.53	0	1	1	1	46	4.79	4.78	4.75
MGMT 439.01 - Strategic Management - 20838-202020	44	25.00%	4.82	0.60	0	0	1	0	10	4.79	4.78	4.75
MGMT 439.02 - Strategic Management - 20297-202020	47	34.04%	4.81	0.75	0	1	0	0	15	4.79	4.78	4.75
MGMT 440.01 - ST: Social Enterprise Consult. - 21038-202020	10	60.00%	4.83	0.41	0	0	0	1	5	4.79	4.78	4.75
MGMT 440.J1 - ST: Business Sustainability - 20033-202020	16	100.00%	5.00	0.00	0	0	0	0	16	4.79	4.78	4.75

The instructor was receptive and responsive to my questions and concerns.

Name	Invited #	Resp %	Mean	SD	Disagree Completely	Disagree Generally	Agree and Disagree in Equal Amounts	Agree Generally	Agree Completely	Dept Avg	College Avg	Univ Avg
Overall	117	41.88%	4.88	0.53	0	1	1	1	46	4.74	4.73	4.70
MGMT 439.01 - Strategic Management - 20838-202020	44	25.00%	4.73	0.65	0	0	1	1	9	4.74	4.73	4.70
MGMT 439.02 - Strategic Management - 20297-202020	47	34.04%	4.81	0.75	0	1	0	0	15	4.74	4.73	4.70
MGMT 440.01 - ST: Social Enterprise Consult. - 21038-202020	10	60.00%	5.00	0.00	0	0	0	0	6	4.74	4.73	4.70
MGMT 440.J1 - ST: Business Sustainability - 20033-202020	16	100.00%	5.00	0.00	0	0	0	0	16	4.74	4.73	4.70

Instructor Accessibility During Online Instruction Period:

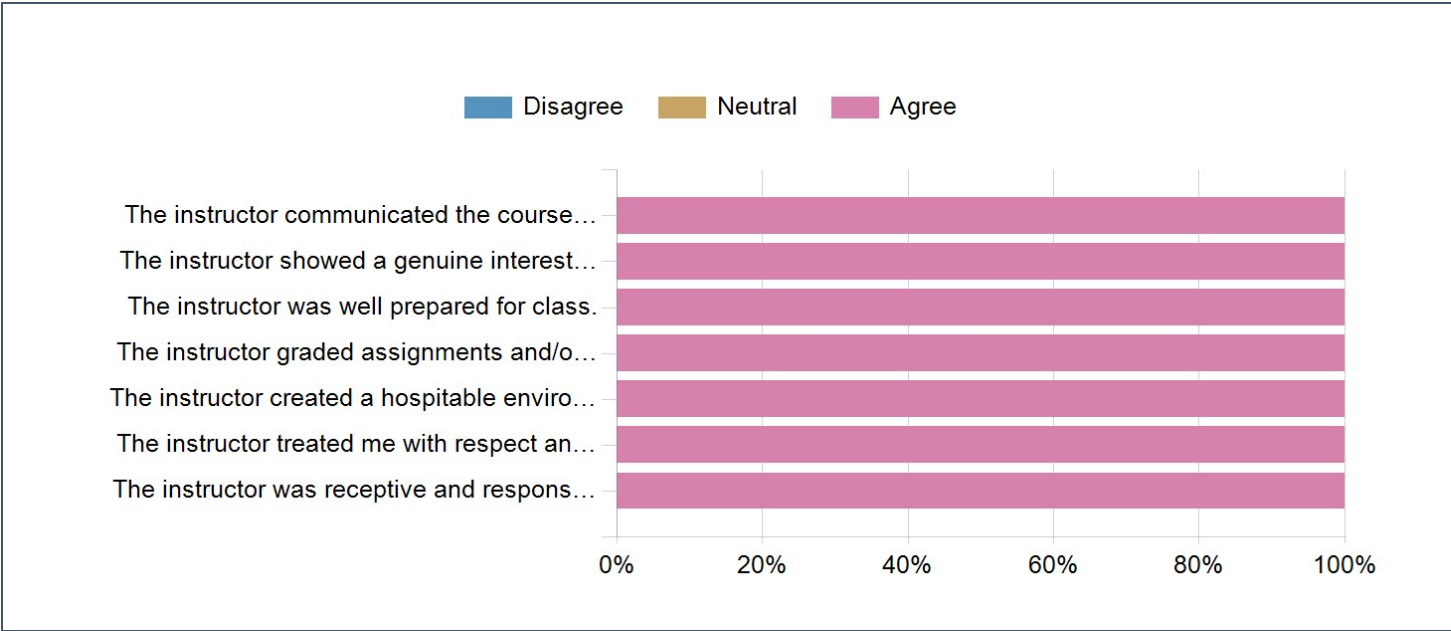
The instructor was accessible via email or other means during the online instruction period.

Name	Invited #	Resp %	Mean	SD	Freq(1)	Freq(2)	Freq(3)	Freq(4)	Freq(5)	Dept Avg	College Avg	Univ Avg
Overall	117	28.21%	4.89	0.42	0	0	1	2	30	4.72	4.73	4.66
MGMT 439.01 - Strategic Management - 20838-202020	44	25.00%	4.73	0.65	0	0	1	1	9	4.72	4.73	4.66
MGMT 439.02 - Strategic Management - 20297-202020	47	34.04%	4.94	0.25	0	0	0	1	15	4.72	4.73	4.66
MGMT 440.01 - ST: Social Enterprise Consult. - 21038-202020	10	60.00%	5.00	0.00	0	0	0	0	6	4.72	4.73	4.66

Breakdown by Course

Details for the course **MGMT 440.J1 - ST: Business Sustainability - 20033-202020**

Instructor Questions:



Instructor Questions:

	Invited	Resp %	Mean	SD	Disagree Completely	Disagree Generally	Agree and Disagree in Equal Amounts	Agree Generally	Agree Completely	Dept Avg	College Avg	Univ Avg
The instructor communicated the course material clearly.	16	100.00%	4.94	0.25	0	0	0	1	15	4.43	4.46	4.47
The instructor showed a genuine interest in the subject and a desire to share it with the students.	16	100.00%	5.00	0.00	0	0	0	0	16	4.81	4.78	4.74
The instructor was well prepared for class.	16	100.00%	5.00	0.00	0	0	0	0	16	4.70	4.68	4.63
The instructor graded assignments and/or exams in a timely manner.	16	100.00%	4.88	0.34	0	0	0	2	14	4.54	4.53	4.47
The instructor created a hospitable environment for learning.	16	100.00%	4.94	0.25	0	0	0	1	15	4.69	4.69	4.66
The instructor treated me with respect and fairness.	16	100.00%	5.00	0.00	0	0	0	0	16	4.79	4.78	4.75
The instructor was receptive and responsive to my questions and concerns.	16	100.00%	5.00	0.00	0	0	0	0	16	4.74	4.73	4.70

What did the instructor do that made the course effective? Be specific (for example: particular assignments, discussions, presentations, etc.).

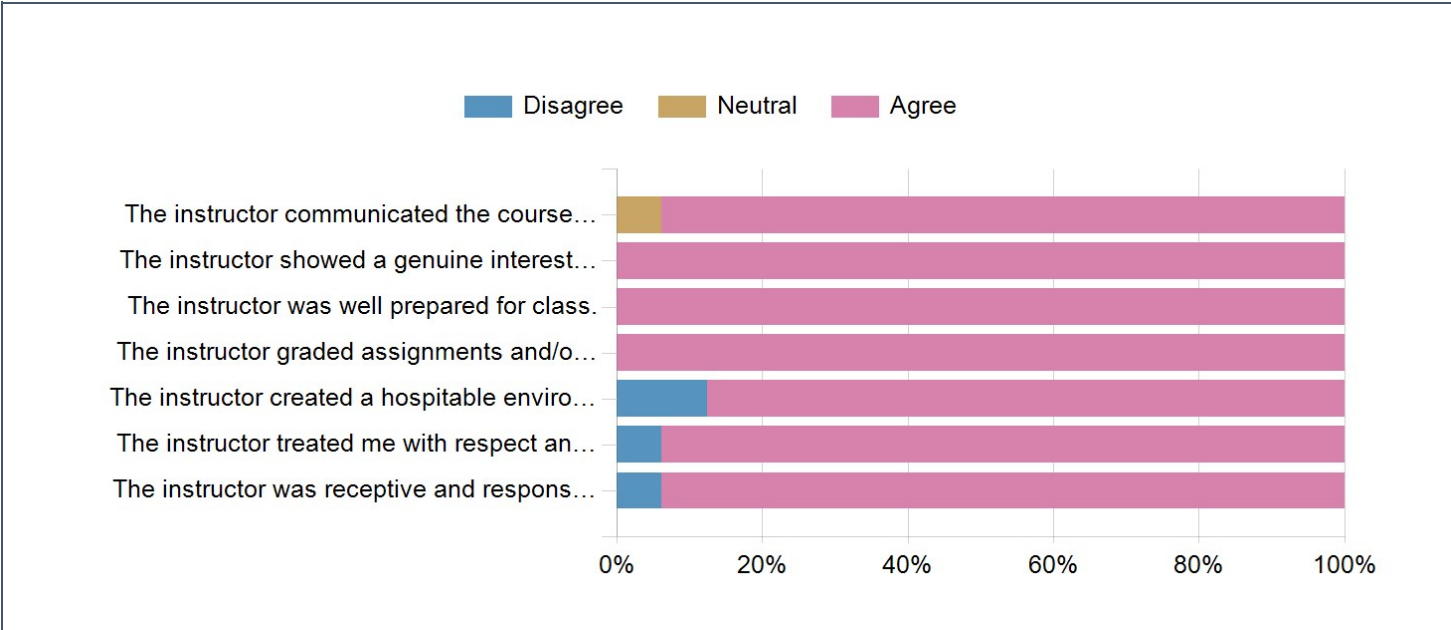
Comments
I loved having a variety of guest speakers to help us get a well–rounded perspective on sustainability. I think my two specific favorite ones were from Dodd Frank, and when the lady from Hope Haven came to speak to us. The field trips were also amazing because we had the opportunity to see first hand what sustainability looks like. My one would have to be the field trip to DRI because they are doing such amazing things there. All the other ones were so great as well, though. I also appreciated doing most of the heavy lifting before class began, that way during class is was just mostly discussions and field trips.
Professor Easter was a very intriguing person, that truly care about sustaining the world. When a professor genuinely cares about a subject, then it makes the students care a little bit more.
This was an excellent course. I liked how the course was structured with the discussion work and the field trips, etc.
It broke the course up very well and didn't make it seem as long.
The book reviews being up front were much better than having to take a test on the first day. Worrying about those during the week would have dampened the enjoyment of the course. I enjoyed having two presentations to work on instead of big tests. It felt like learning the material was more important than just memorizing some information.
Having the class be interactive. I retained a LOT more information and it didn't make me dread being in class for so long.
She was engaging, passionate, and truly a great instructor. I love that we were in teams for collaboration and teamwork. We were highly interactive, which made the material stick. The field trips were also a great way to help visualize some of the lessons/concepts we were taught. Finally, the guest speakers brought in were phenomenal. I think the course was structured wonderfully and should be continued for future classes.
I really liked how she Structured class, You wouldnt think it was possible but i feel like i gained over a semester of learning in only a few days.
Dr. Easter was very organized in how she ran the class. She seemed to have everything scheduled perfectly to the minute. It ran very smoothly the entire week. I also thought the guest speakers were awesome. It was great to get practical examples of how sustainability is practiced in the workplace.
She made a really difficult type of class fun. No one wants to go to class 9–5 but she did a really great job making the class interesting.
The field trips helped to keep from feeling like I was in class for 9 hours a day as well as the guest speakers overall it was very different from any other course and that is what made it so enjoyable
Dr. Easter made this course effective by providing many different ways to learn the material. She brought in guest speakers, had us go on several field trips, made the class very interactive, and overall was just aware of where we were at as a class and would move from there.
She did a really good job of being effective in the course. We never got bored and she always had the class planned for everyday. We discussed a lot of topics with our classmates and we had presentations over two books that we read.
The instructor included a lot of different perspectives into the topic. Dr. Easter brought in guest speakers who had a lot of really good insight, and she incorporated field trips in the class which not only made it feel shorter than 8 hours a day but also really helped to broaden my knowledge on the topic.
I enjoyed the different styles of learning used and the many breaks for our brain.
She helped us learn about every aspect of sustainability, rather than just focusing on one. She brought in many different speakers that had vast knowledge about different aspects so that we could better be informed. She also kept the class very interactive so that we were all able to share and learn from each other. She also did a great job at reading the mood of the class to call times for a break, discussion or an interactive assignment.
There was a lot of discussion between groups. I liked how much discussion there was because i got to see everyones perspective of the subjects we covered.

What could the instructor do to improve the effectiveness of this course? Be specific.

Comments
The course really was great. It got rough at times just because of all the content we were taking in, but I know that's the nature of the course. Some of the speakers were very "negative" as well, though, such as the engineering speakers. In general, though, everything was really great.
The professor can have a little bit more PowerPoint lectures to where students are able to write down notes.
I genuinely felt like the instructor did a really good all around job of making this course as effective as possible.
I have yet to hear about the final for the class, but otherwise everything else felt very helpful and relevant. Learning about sustainability from a biological, business, and logistical standpoint provided a well-rounded understanding of the general topic.
N/A
Honestly nothing I thoroughly enjoyed having her as a prof and the course
Nothing, i thought she did great, the only thing is that after midway through the third day it was information overload for the most part and it was hard to think.
I think Dr. Easter did a fantastic job on the effectiveness of the course. The one thing I did not really like was the lack of reviewing certain topics. I think if at the end of the day we have a quick overview of the topics covered I would retain them a little better.
I thought it was great. Way better than I was expecting it to be.
I was overall very happy with the course the reflections were the worst part but even then they were not that bad I did not think I would enjoy a January short course coming into it but I did enjoy it
This is a difficult class to teach because it is a January short course, but I really believe Dr. Easter did an incredible job at keeping the class engaged and working to help us learn a lot and get a lot from this class.
I think she does an excellent job.
I think the guest speakers throughout the course could be more spread out, there was one day with at least four speakers, and I feel like spreading that out may be more effective and keep attention better.
Less outside work since you are already working for 8 hours a day. Maybe one presentation instead of 2!!
I honestly believe this class was extremely effective in the way that it was taught, and I am not sure if it could be done any better.
I honestly thought the course was effective the way that it is.

Details for the course MGMT 439.02 - Strategic Management - 20297-202020

Instructor Questions:



Instructor Questions:

	Invited	Resp %	Mean	SD	Disagree Completely	Disagree Generally	Agree and Disagree in Equal Amounts	Agree Generally	Agree Completely	Dept Avg	College Avg	Univ Avg
The instructor communicated the course material clearly.	47	34.04%	4.69	0.60	0	0	1	3	12	4.43	4.46	4.47
The instructor showed a genuine interest in the subject and a desire to share it with the students.	47	34.04%	4.94	0.25	0	0	0	1	15	4.81	4.78	4.74
The instructor was well prepared for class.	47	34.04%	5.00	0.00	0	0	0	0	16	4.70	4.68	4.63
The instructor graded assignments and/or exams in a timely manner.	47	34.04%	4.69	0.48	0	0	0	5	11	4.54	4.53	4.47
The instructor created a hospitable environment for learning.	47	34.04%	4.63	1.02	0	2	0	0	14	4.69	4.69	4.66
The instructor treated me with respect and fairness.	47	34.04%	4.81	0.75	0	1	0	0	15	4.79	4.78	4.75
The instructor was receptive and responsive to my questions and concerns.	47	34.04%	4.81	0.75	0	1	0	0	15	4.74	4.73	4.70

Instructor Accessibility During Online Instruction Period:

	Invited	Resp %	Mean	SD	Freq(1)	Freq(2)	Freq(3)	Freq(4)	Freq(5)	Dept Avg	College Avg	Univ Avg
The instructor was accessible via email or other means during the online instruction period.	47	34.04%	4.94	0.25	0	0	0	1	15	4.72	4.73	4.66

What did the instructor do that made the course effective? Be specific (for example: particular assignments, discussions, presentations, etc.).

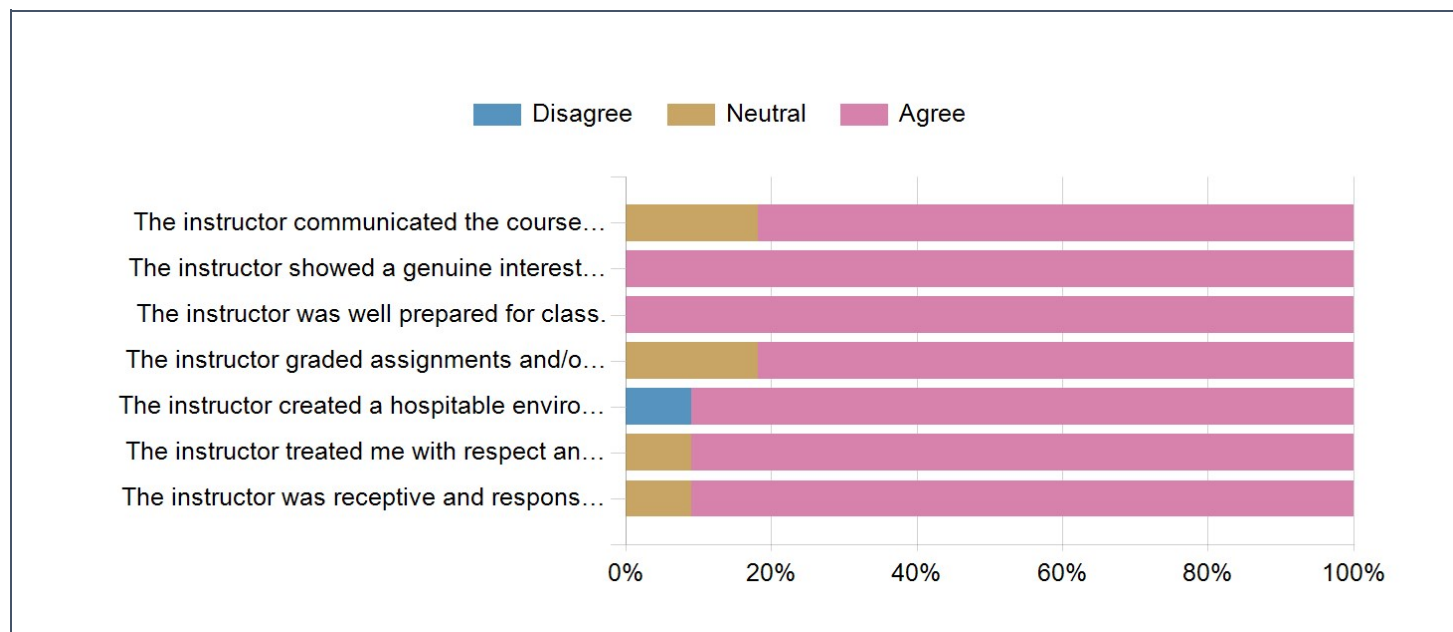
Comments
Before the class switched to online, the class was very interactive. I did not spoke much, but I learned a lot during our discussions about the cases. I believe that this course helped me grow professionally and be more critical about businesses strategies.
Everything Dr. Easter did made the course more effective! The in-class group activities were always helpful after her presentations/lectures. I like that she always made sure everyone was heard and had an opportunity to share. In addition, all of her assignments were always purposeful, so it never felt like we were doing something for just "busy work".
The cases were interesting and helped us to understand what concept is being explained.
case analyses allowed us to apply what we were learning to real stuff
Dr. Easter used real-life examples and case studies to communicate concepts and ideas. I think the case study method works really well for the purposes of this class.
She provided assignments that were "hands-on" and application-based.
Dr. Easter included every student in her class discussions. We were challenged to speak up adn give input as much as we could, and it made the material more interesting.
She always had a positive attitude and explained all topics and assignments clearly. I really enjoyed this class!
She had us in groups to talk about what the material for class. We had a project over a client at the end of the semester and I thought that was pretty good to learn what it would be like to work for a company that needed help with a strategic issue. I remember the first day that we had the class we had to build a tower out of random things that she gave us and I thought that was cool because it would help us go through how to think strategically.
She was always incredibly responsive, helpful and supportive. She put so much thought into everything she did for our class, and it definitely made a difference. The discussions were especially helpful, and in-class group activities.
I enjoyed both the individual and group learning aspects of the course. They were well balanced.
made us work in groups
Interactive classes were helpful.
Dr. Easter is an awesome professor. I really enjoyed her lectures and how she encourages students to grow their perspectives.
Made class interactive and engaging for everyone
The case analyses gave us real world examples of strategic issues that companies face.

What could the instructor do to improve the effectiveness of this course? Be specific.

Comments
Not applicable. I believe that keeping the class discussions will help students learn more the material learned in this class.
I don't have anything that could be improved.
There was a lot of work, but we would learn the material after we had learned to apply it, so it seems that explaining the material first would be helpful
grading was really subjective, rubrics could be more objective
It would help most if every assignment was posted on Canvas by week instead of modules. The modules were organized by topics and assignments were scattered through the modules with various due dates. It is easiest for students to know when assignments are due in the order that are due instead of organized by topic.
She could space out assignments better. It felt like everything was due at the very end within a week. But in the beginning, there weren't very many big assignments.
I think she did all she could to provide a great course for students
I feel like there was a little too much group discussion where we had to talk to our groups frequently during class. I liked discussions as a class more than frequently turning to our groups.
Everything about the course was good in my mind. She ran this class in good style in my opinion.
The debates would be great with a little less structure, and maybe ensuring each person had a limited time to speak total to allow more people to speak, rather than just the leaders of the team.
The course was great, and I cannot think of anything that would have made it better.
hard to say
The case studies are not really helpful.
N/A
The writing assignments seemed to be more focused on "quantity" (length of writing) and the "quality" of what was being said in the homework assigned.
Ex. When I wrote more words on homework assignments I received a better grade even if what I was writing wasn't exactly correct.
don't rely on group discussion as much during class time. If we do not enjoy discussing with our group, then it felt like a majority of class time was spent in group discussion instead of learning

Details for the course MGMT 439.01 - Strategic Management - 20838-202020

Instructor Questions:



Instructor Questions:

	Invited	Resp %	Mean	SD	Disagree Completely	Disagree Generally	Agree and Disagree in Equal Amounts	Agree Generally	Agree Completely	Dept Avg	College Avg	Univ Avg
The instructor communicated the course material clearly.	44	25.00%	4.64	0.81	0	0	2	0	9	4.43	4.46	4.47
The instructor showed a genuine interest in the subject and a desire to share it with the students.	44	25.00%	4.91	0.30	0	0	0	1	10	4.81	4.78	4.74
The instructor was well prepared for class.	44	25.00%	4.91	0.30	0	0	0	1	10	4.70	4.68	4.63
The instructor graded assignments and/or exams in a timely manner.	44	25.00%	4.36	0.81	0	0	2	3	6	4.54	4.53	4.47
The instructor created a hospitable environment for learning.	44	25.00%	4.64	0.92	0	1	0	1	9	4.69	4.69	4.66
The instructor treated me with respect and fairness.	44	25.00%	4.82	0.60	0	0	1	0	10	4.79	4.78	4.75
The instructor was receptive and responsive to my questions and concerns.	44	25.00%	4.73	0.65	0	0	1	1	9	4.74	4.73	4.70

Instructor Accessibility During Online Instruction Period:

	Invited	Resp %	Mean	SD	Freq(1)	Freq(2)	Freq(3)	Freq(4)	Freq(5)	Dept Avg	College Avg	Univ Avg
The instructor was accessible via email or other means during the online instruction period.	44	25.00%	4.73	0.65	0	0	1	1	9	4.72	4.73	4.66

What did the instructor do that made the course effective? Be specific (for example: particular assignments, discussions, presentations, etc.).

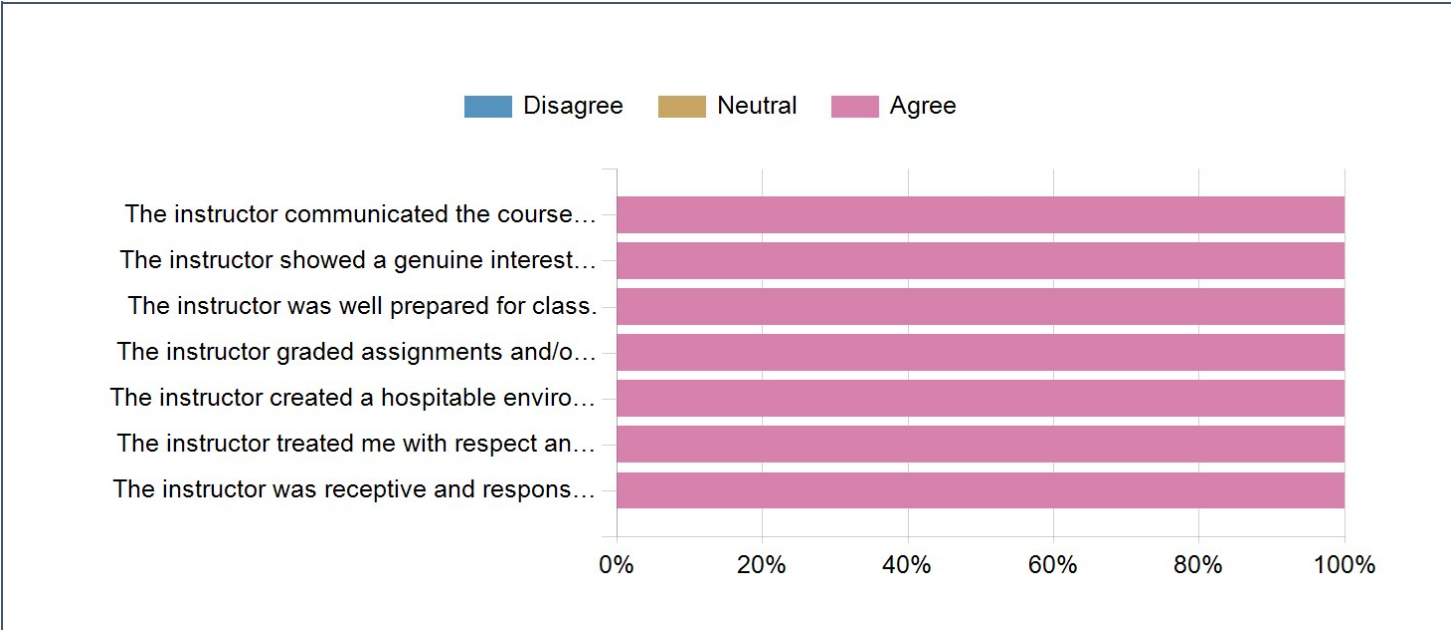
Comments
Most of the cases and their discussions were pretty effective, particularly when we got to discuss them in class.
I think the case studies at the beginning of the course were very effective.
I particularly enjoyed the opportunity to prepare outside class and have the time to discuss and hear my peers' analyzes.
The instructor adapted well to the online instruction period, and she very clearly explained the material for the class.
Discussion were extremely effective, all work in the class felt useful and valuable.
Had many discussions so we can hear all different perspectives
Since it was a very project based class I felt as though I was able to use what I had learned over the past 4 years and it was exciting.
Professor Easter was very good with communication throughout the transition to online platform which made the change over easy for the most part.
She was very prepared for class every day.
Case based learning made everything feel a lot more important
Going over the case studies was helpful to make sure I understand the important points

What could the instructor do to improve the effectiveness of this course? Be specific.

Comments
I think the pacing could have been done better. In my opinion, I think that we could have finished up the cases and case based test within the first six weeks of the course and gone straight into the individual capstone research essay, reserving the last month or so for the career portion of the class. One benefit I think to structuring the class this way is that this class would be at its hardest during the middle of the semester when most other classes are pretty average, and then towards the end of the semester, strategic management would be "cooling down" while most other COBA classes are "heating up".
I wish the PowerPoints were posted on Canvas so I could go and look back.
The opportunity to add more hands on projects. The client presentation was a little complicated due to us not being in class yet I liked the idea and wished could have had the in-class experience.
The client project is slightly subjective, and a management team would probably need more time getting to know the client specifically before they could know what the best suggestions were.
No thoughts.
Don't let certain assignments weigh as much
N/A
I don't think there was anything Professor Easter could of done better.
Less group work
It would be nice if there were smaller class sizes
having two big assignments at the end of the semester is not really fair in my eyes. especially since everything was new and online and every class was forced to create big projects. This put a lot of pressure on. Especially since Dr. Easter said she tried to front-load the semester, but then we had the most to do at the end of the semester.

Details for the course MGMT 440.01 - ST: Social Enterprise Consult. - 21038-202020

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The instructor communicated the course material clearly.	10	60.00%	5.00	0.00	0	0	0	0	6	4.43	4.46	4.47
The instructor showed a genuine interest in the subject and a desire to share it with the students.	10	60.00%	5.00	0.00	0	0	0	0	6	4.81	4.78	4.74
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The instructor treated me with respect and fairness.	10	60.00%	4.83	0.41	0	0	0	1	5	4.79	4.78	4.75
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The instructor was accessible via email or other means during the online instruction period.	10	60.00%	5.00	0.00	0	0	0	0	6	4.72	4.73	4.66

What did the instructor do that made the course effective? Be specific (for example: particular assignments, discussions, presentations, etc.).

Comments
Dr. Easter was a really great discussion leader and always guided the discussion in a helpful direction, not only in class but also when we were on our trip. I appreciated her consistent input and felt like she really wanted us to succeed with a final project that was up to standards.
Dr. Easter provided a credible and experienced approach to the consulting aspects of the class. I am more knowledgeable about the role of a consultant because of the resources and coaching that she provided.
It was a very collaborative environment which lent itself well to group-work understanding
Dr. Sarah Easter is always organized and on top of what needs to get done. I enjoyed having her as a professor.
The professors were both very responsive and receptive to our comments and concerns inside and outside of class, both in person and online. I especially loved getting to have group conversations because I feel that's where I best gained an understanding of the topic. All the assignments were really great and well thought out. I couldn't have imagined having a better holistic grasp of the whole class with the time we did have.
Dr. Easter was always well-prepared for class and this was evident in the discussions she led, her preparedness to answer any questions and her familiarity with the topic. The articles we read were very interesting and I always felt like they were beneficial for my learning.

What could the instructor do to improve the effectiveness of this course? Be specific.

Comments
N/A
N/A
I felt that grading was a bit inconsistent
N/A
I'm not too sure if the small group assignments throughout the first half worked too great. We kind of gravitated towards the same people, so maybe for the first 2-3 small group assignments, you all could assign them and then let the students choose the rest? Or assign all of them? Also, maybe there could be an outside assignment to get to know everyone in the class. Since this class is pretty intentional and small, and we go on a trip, I think it'd be a great idea to have an outside-of-class assignment where we can get to know each other better whether in groups or in partners. This could get the group cohesion going before the trip, and just help things run smoother. (Maybe tell them about it at the beginning of the semester & make it due a week before the trip?)
I believe that Dr. Easter could provide additional resources for students who want to go more in depth in the consulting field.