Stevens Institute of Technology

School of Business

**AACSB
ASSURANCE OF LEARNING PLAN**

**Master of Science in Enterprise Project Management**

**LEARNING GOAL # 3**

**Student demonstrates mastery of project management knowledge areas and tools to create value for key stakeholders of projects.**

**Responsibility:** Thomas Lechler

January 2024

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# Introduction: Learning Goal #3

This guide covers Learning Goal #3 for the EPM program:

*Student demonstrates mastery of project management knowledge areas and tools to create value for key stakeholders of projects.*

This goal is assessed over two semesters on the program level: This goal requires students to thoroughly understand the basic concepts of project management basics and project value management, how these concepts are used to develop a strategic project plan with the clear focus on value creation for stakeholders of a project as discussed in MGT609, MGT610 and MGT611 and MGT614 courses.

**There is one primary method of assessment:** Eachstudent enrolled in the EPM programis asked to respond to multiple questions that are sent out after taking project management courses.

To complete this exercise successfully, students need to have mastered the fundamental project management terminology and methodology that is defined by the professional standards of project management. In addition, students need to bring much of their learning in the entire project management curriculum to demonstrate knowledge that is necessary to successfully create value in projects.

# Learning Objectives and Traits

The following table shows the objectives and traits to assess goal 3 of the EPM program.

**Learning Goal #3: Student demonstrates mastery of project management knowledge areas and tools to create value for key stakeholders of projects.**

|  |
| --- |
| **Objective 1:** *Student has mastered the fundamental project management knowledge areas and methodology.* |
| **Traits** |   |
| Trait 1: | Mastery over different knowledge areas of the project management standards.  |
| Trait 2: | Mastery over different methods for project analytics. |
|   |   |
| **Objective 2:** *Student has knowledge to integrate a business perspective into the project execution.*  |
| **Traits** |   |
| Trait 1: | Knowledge to identify the value proposition of a project. |
| Trait 2: | Knowledge to formulate specific project objectives and metrics reflecting the value focus. |

# Rubrics

|  |  |
| --- | --- |
| **Objective 1** | *Student has mastered the fundamental project management knowledge areas and methodology.* |
|   | **Trait** | **Poor** | **Good** | **Excellent** | **Score** |
|   | **Value** | **0-69%** | **70%-89%** | **90%-100%** |  |
| Trait 1: | Mastery over different knowledge areas of the project management standards. |  |  |  |   |
| Trait 2: | Mastery over different methods for project analytics. |  |  |  |   |
| **Criterion:** | **Does not meet expectations: 0 – 69 %; Meets: 70- 89%; Exceeds: 90 – 100%** |   |   |   |   |

|  |  |
| --- | --- |
| **Objective 2** | *Student has knowledge to integrate a business perspective into the project execution.* |
|   | **Trait** | **Poor** | **Good** | **Excellent** | **Score** |
|   | **Value** | **0-69%** | **70%-89%** | **90%-100%** |  |
| Trait 1: | Knowledge to identify the value proposition of a project. |  |  |  |   |
| Trait 2: | Knowledge to formulate specific project objectives and metrics reflecting the value focus. |  |  |  |   |
| **Criterion:** | **Does not meet expectations: 0 – 69 %; Meets: 70- 89%; Exceeds: 90 – 100%** |   |   |   |   |

# Assessment Process

A representative sample of EPM students will be assessed over time until graduation.

|  |  |  |
| --- | --- | --- |
| **Where & When Measured?**  | **How Measured?** | **Criterion** |
| After students have taken PM courses they will be contacted in different time intervals to respond to multiple choice questions. Indirect measurements will be taken periodically. | Sampling: Students enrolled in EPM program. Description: Average scoring at the end of each semester.Indirect measure – professional certifications during study period (PMP or CAPM), contributions to professional societies, exit surveys, advisory board feedback | 80% of students get a grade of meets or exceeds expectation on the assessment assignment as measured by the rubric for this learning goal. |

# RESULTS OF LEARNING GOAL ASSESSMENT - INTRODUCTION

The results of the learning goal assessments carried will be included below.

**Explanation for direct measurements:**

The learning goal has a learning objective which is measured using a rubric that in turn contains a number of desired “traits”. Students are scored on each trait.

The grading sheets for each student are used to develop a Summary Results Sheet for each learning goal objective. A selection of these Summaries is included below.

The first table in the Summary Results Sheet for a learning objective and trait gives the counts of students falling in each of the three categories:

- Does not meet expectations
- Meets expectations
- Exceeds expectations

The right-hand column in the table is used to record the average score of the students on each trait. This table provides an indication of the relative performance of students on each trait.

The second table on each sheet provides the counts of students who fall in each of the above three categories for the overall learning objective.

The person doing the assessment provides explanatory comments and recommendations on the bottom of the Results Summary Sheet. The recommendations improve content or pedagogy changes for the next time the course is given.

**Explanation for indirect measurements:**

Indirect measurements will be taken at periodic intervals. Depending on the measurement chosen a diagnostic tool will be selected for analysis.

1. The direct measurements are the multiple choice questions that are sent out to the EPM students in time intervals. An indirect measurement is used periodically.
2. These could include: professional certifications during study period (PMP or CAPM), contributions to professional societies (PMI), exit surveys, alumni surveys, advisory council feedback, employer input, career fair feedback, focus groups, interviews, MBA content exam.

# RESULTS OF ASSESSMENT: Fall 2021

**LEARNING GOAL #3: Student demonstrates mastery of project management knowledge areas and tools to create value for key stakeholders of projects.**

**LEARNING OBJECTIVE # 1: Student has mastered the fundamental project management knowledge areas and methodology.**

**ASSESSMENT DATE: 01-29-22 ASSESSOR: T. Lechler**

**NO. OF STUDENTS TESTED:149 Program: EPM**

|  |  |
| --- | --- |
| **Objective 1** | *Student has mastered the fundamental project management knowledge areas and methodology.* |
|   | **Trait** | **Poor** | **Good** | **Excellent** | **Score** |
|   | **Value** | **0-69%** | **70%-89%** | **90%-100%** |  |
| Trait 1: | Mastery over different knowledge areas of the project management standards. | 21% | 27% | 51% | 84% |
| Trait 2: | Mastery over different methods for project analytics. | 67% | 17% | 17% |  61% |
| **Criterion:** | **Does not meet expectations: 0 – 69 %; Meets: 70- 89%; Exceeds: 90 – 100%** |  44% | 22% | 34% |  56% |

**In total 84% of the students meet or exceed expectations for Trait 1.**

**In total 61% of the students meet or exceed expectations for Trait 2. This needs further investigation. The test questions need to be analyzed in detail.**

**The overall score of objective 1 is 56% of students meet or exceed expectations.**

**LEARNING OBJECTIVE # 2: Student has knowledge to integrate a business perspective into the project execution.**

**ASSESSMENT DATE: 01-29-2022 ASSESSOR: T. Lechler**

**NO. OF STUDENTS TESTED: 56 Program: EPM**

|  |  |
| --- | --- |
| **Objective 2** | *Student has knowledge to integrate a business perspective into the project execution.* |
|   | **Trait** | **Poor** | **Good** | **Excellent** | **Score** |
|   | **Value** | **0-69%** | **70%-89%** | **90%-100%** |  |
| Trait 1: | Knowledge to identify the value proposition of a project. | 19% | 19% | 63% |  82% |
| Trait 2: | Knowledge to formulate specific project objectives and metrics reflecting the value focus. | 25% | 0 | 75% |  75% |
| **Criterion:** | **Does not meet expectations: 0 – 69 %; Meets: 70- 89%; Exceeds: 90 – 100%** | 22% | 19% | 69% |  88% |

**In total 82% of the students meet or exceed expectations for Trait 1.**

**In total 75% of the students meet or exceed expectations for Trait 2. This needs further investigation. The test questions need to be analyzed in detail.**

|  |  |  |  |
| --- | --- | --- | --- |
|   | **Not meet Expectations** | **Meets Expectations** | **Exceeds Expectations** |
| **Total Students by Category***(Based on Average score across all objectives and traits)* | **22%** | **19%** | **69%** |
| **Students meeting or exceeding expectations:****Target is 90%** | **88%** |

**Comments: The numbers improved. Test questions were revised and one test question was added.**

**REMEDIAL ACTIONS:**

**Goal 3 is achieved but the number of students are for objective 2 too small. We will have to change the collection method.**

|  |  |
| --- | --- |
| **Objective 1** | Students recognize the role of the CIO as a corporate executive and the IT organization as a contributor to the strategic direction of the firm |
| **When Assessed** | Fall 2021 |
| **Remedial Action**  | 1. Revise test items of trait 2 of objective 1 and trait 2 of objective 2.2. Increase students’ response rates.  |

# RESULTS OF ASSESSMENT: Fall 2022

**LEARNING GOAL #3: Student demonstrates mastery of project management knowledge areas and tools to create value for key stakeholders of projects.**

**LEARNING OBJECTIVE # 1: Student has mastered the fundamental project management knowledge areas and methodology.**

**ASSESSMENT DATE: 02-28-23 ASSESSOR: T. Lechler**

**NO. OF STUDENTS TESTED: 35 Program: EPM**

|  |  |
| --- | --- |
| **Objective 1** | *Student has mastered the fundamental project management knowledge areas and methodology.* |
|   | **Trait** | **Poor** | **Good** | **Excellent** | **Score** |
|   | **Value** | **0-69%** | **70%-89%** | **90%-100%** |  |
| Trait 1: | Mastery over different knowledge areas of the project management standards. | 14% | 40% | 46% | 86% |
| Trait 2: | Mastery over different methods for project analytics. | 28% | 43% | 28% |  71% |
| **Criterion:** | **Does not meet expectations: 0 – 69 %; Meets: 70- 89%; Exceeds: 90 – 100%** |  21% | 42% | 36% |  78% |

**In total 86% of the students meet or exceed expectations for Trait 1.**

**In total 71% of the students meet or exceed expectations for Trait 2.**

**The overall score of objective 1 is 78% of students meet or exceed expectations.**

**Number of complete student responses is very small. Most students respond to not more than 2 questions.**

**LEARNING OBJECTIVE # 2: Student has knowledge to integrate a business perspective into the project execution.**

**ASSESSMENT DATE: 01-29-2022 ASSESSOR: T. Lechler**

**NO. OF STUDENTS TESTED: 10 Program: EPM**

|  |  |
| --- | --- |
| **Objective 2** | *Student has knowledge to integrate a business perspective into the project execution.* |
|   | **Trait** | **Poor** | **Good** | **Excellent** | **Score** |
|   | **Value** | **0-69%** | **70%-89%** | **90%-100%** |  |
| Trait 1: | Knowledge to identify the value proposition of a project. | 0% | 22% | 78% |  100% |
| Trait 2: | Knowledge to formulate specific project objectives and metrics reflecting the value focus. | 0% | 33% | 67% |  100% |
| **Criterion:** | **Does not meet expectations: 0 – 69 %; Meets: 70- 89%; Exceeds: 90 – 100%** | 0% | 27% | 73% |  100% |

**In total 100% of the students meet or exceed expectations for Trait 1.**

**In total 100% of the students meet or exceed expectations for Trait 2.**

**The overall score of objective 2 is 100% of students meet or exceed expectations.**

**The problem is that the number of responses is very small. This needs more investigation.**

|  |  |  |  |
| --- | --- | --- | --- |
|   | **Not meet Expectations** | **Meets Expectations** | **Exceeds Expectations** |
| **Total Students by Category***(Based on Average score across all objectives and traits)* | **10%** | **35%** | **55%** |
| **Students meeting or exceeding expectations:****Target is 90%** | **89%** |

**Comments: the number of responding students needs to be increased.**

**REMEDIAL ACTIONS:**

**Goal 3 is accomplished. We saw a clear increase in the ration of correct responses to incorrect responses.**

**However, the number of complete responses are too low.**

#  RESULTS OF ASSESSMENT: Fall 2023

**LEARNING GOAL #3: Student demonstrates mastery of project management knowledge areas and tools to create value for key stakeholders of projects.**

**LEARNING OBJECTIVE # 1: Student has mastered the fundamental project management knowledge areas and methodology.**

**ASSESSMENT DATE: 01-15-24 ASSESSOR: T. Lechler**

**NO. OF STUDENTS TESTED: 51 Program: EPM**

|  |  |
| --- | --- |
| **Objective 1** | *Student has mastered the fundamental project management knowledge areas and methodology.* |
|   | **Trait** | **Poor** | **Good** | **Excellent** | **Score** |
|   | **Value** | **0-69%** | **70%-89%** | **90%-100%** |  |
| Trait 1: | Mastery over different knowledge areas of the project management standards. | 7% | 15% | 78% | 93% |
| Trait 2: | Mastery over different methods for project analytics. | - | - | - |  - |
| **Criterion:** | **Does not meet expectations: 0 – 69 %; Meets: 70- 89%; Exceeds: 90 – 100%** | 7% | 15% | 78% |  93% |

**In total 93% of the students meet or exceed expectations for Trait 1.**

**Trait 2 could not be tested.**

**The overall score of objective 1 is 93% of students meet or exceed expectations.**

**Number of complete student responses is 51.**

**LEARNING OBJECTIVE # 2: Student has knowledge to integrate a business perspective into the project execution.**

**ASSESSMENT DATE: 01-29-2024 ASSESSOR: T. Lechler**

**NO. OF STUDENTS TESTED: 51 Program: EPM**

|  |  |
| --- | --- |
| **Objective 2** | *Student has knowledge to integrate a business perspective into the project execution.* |
|   | **Trait** | **Poor** | **Good** | **Excellent** | **Score** |
|   | **Value** | **0-69%** | **70%-89%** | **90%-100%** |  |
| Trait 1: | Knowledge to identify the value proposition of a project. | 0% | 0% | 0% |  100% |
| Trait 2: | Knowledge to formulate specific project objectives and metrics reflecting the value focus. | 0% | 0% | 0% |  100% |
| **Criterion:** | **Does not meet expectations: 0 – 69 %; Meets: 70- 89%; Exceeds: 90 – 100%** | 0% | 0% | 0% |  100% |

**The data for Trait 1 was not available.**

**The data for Trait 2 was not available.**

|  |  |  |  |
| --- | --- | --- | --- |
|   | **Not meet Expectations** | **Meets Expectations** | **Exceeds Expectations** |
| **Total Students by Category***(Based on Average score across all objectives and traits)* | **7%** | **15%** | **78%** |
| **Students meeting or exceeding expectations:****Target is 90%** | **93%** |

**Comments: the number of responding students is based on objective 1.**

Indirect Measures:

Several students have contacted project management instructors to take professional Project Management certifications either CAPM, PMP or Agile.

**REMEDIAL ACTIONS:**

**Goal 3 is partially accomplished. We saw a clear increase in the ratio of correct responses to incorrect responses.**

**The data collection is still a problem and a different solution is tested to assure a complete data collection.**

#  Close Loop Process – Continuous Improvement RECORD

**Assurance of Learning
Assessment/Outcome Analysis
Close Loop Process - Continuous Improvement Record**

**Program:** Master of Science in Enterprise Project Management (EPM)

**Goal 3:** Students will be able to formulate and articulate plans to align business and IT

**Goal Owner:** Thomas Lechler

**Where Measured:** Program level assessment over two semesters*.* Assessed in the fall and spring semester each year.

**How Measured:**  EPM students will be sent three times per semester multiple choice questions. Indirect measurement taken periodically –exit surveys, advisory board feedback ...

**Closing the Loop: Actions taken on specific objectives**

|  |  |
| --- | --- |
| **Objective 1** | *Student has mastered the fundamental project management knowledge areas and methodology.* |
| **When Assessed** | Fall 2022 |
| **Remedial Action**  | 1. Change survey mode to increase students’ response rates by sending complete questionnaires. |
| **Outcome from previous assessment** | 1. Revised test items of trait 2 of objective 1.2. Increase students’ response rates by sending out more waves. |

|  |  |
| --- | --- |
| **Objective 2** | *Student has knowledge to integrate a business perspective into the project execution* |
| **When Assessed** | Fall 2022 |
| **Remedial Action**  | 1. Change survey mode to increase students’ response rates by sending complete questionnaires. |
| **Outcome from previous assessment** | 1. Revised test items of trait 2 of objective 2.2. Increase students’ response rates by sending out more waves. |

|  |  |
| --- | --- |
| **Objective 1** | *Student has mastered the fundamental project management knowledge areas and methodology.* |
| **When Assessed** | Fall 2023 |
| **Remedial Action**  | 1. Change technology to send out questionnaires to increase response rates. . |
| **Outcome from previous assessment** | 1. Revised test items of trait 2 of objective 1 are appropriate. 2. Increase students’ response rates by sending out more waves. |

|  |  |
| --- | --- |
| **Objective 2** | *Student has knowledge to integrate a business perspective into the project execution* |
| **When Assessed** | Fall 2022 |
| **Remedial Action**  | 1. Change survey mode to increase students’ response rates by sending complete questionnaires. |
| **Outcome from previous assessment** | 1. Revised test items of trait 2 of objective 2.2. Increase students’ response rates by sending out more waves. |

#  Outcomes from Previous Assessments:

**OUTCOMES: EPM LEARNING GOAL # 3 AFTER 3 ROUNDS OF ASSESSMENT**

The following table shows the average scores on each goal objective over time

|  |  |
| --- | --- |
|  | EPM Goal 3 |
|  | Objective 1 | Objective 2 |
| Fall 2021 | 56% | 88% |
| Fall 2022 | 78% | 100% |
| Fall 2023 | 93% | -% |

#  APPENDICES

Appendix A: Data for Fall 2021 Assessment

Appendix B: Data for Fall 2022 Assessment

Appendix C: Data for Fall 2023 Assessment

## APPENDIX A



## APPENDIX B

**Fall 2022**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Term** | **Section** | **Q1 Response** | **Q2 Responses** | **Q3 Responses** | **Q4 Responses** | **Q5 Responses** | **Q6 Responses** | **% Correct** | **% Participation** | **% Correct** |
| 2022S | MGT 609A | Multiple Choice | Multiple Choice | Multiple Choice | Multiple Choice | Multiple Choice | Multiple Choice | Percent Correct |  Participation |   |
| 2022S | MGT 609A | 0.00 | 0.00 | 1.00 | 1.00 | 1.00 | 1.00 | 4.00 | 6.00 | 0.833 |
| 2022S | MGT 609A | -- | 0.00 | 1.00 | 1.00 | 1.00 | 1.00 | 4.00 | 5.00 | 0.8 |
| 2022S | MGT 609A | 1.00 | 1.00 | 0.00 | -- | -- | 1.00 | 3.00 | 4.00 | 0.75 |
| 2022S | MGT 609B | 1.00 | -- | 1.00 | 1.00 | 0.00 | 0.00 | 3.00 | 5.00 | 0.6 |
| 2022S | MGT 609B | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 0.00 | 5.00 | 6.00 | 0.833 |
| 2022S | MGT 609B | -- | 1.00 | 0.00 | 1.00 | 1.00 | -- | 3.00 | 4.00 | 0.75 |
| 2022S | MGT 609C | **1.00** | **0.00** | **1.00** | 1.00 | 1.00 | **1.00** | 5.00 | **6.00** | 0.833 |
| 2022S | MGT 609C | **0.00** | **1.00** | **1.00** | **0.00** | 1.00 | **1.00** | 4.00 | **6.00** | 0.667 |
| 2022S | MGT 609C | **1.00** | **1.00** | **1.00** | **1.00** | 1.00 | **1.00** | 6.00 | **6.00** | 1 |
| 2022S | MGT 609C | **--** | **1.00** | **1.00** | **1.00** | **--** | **0.00** | 3.00 | **4.00** | 0.75 |
| 2022S | MGT 609C | **1.00** | **1.00** | **1.00** | **1.00** | **1.00** | **--** | 5.00 | **6.00** | 0.833 |
| 2022S | MGT 609CU | **1.00** | **1.00** | **1.00** | **1.00** | **1.00** | **0.00** | 5.00 | 6.00 | 0.833 |
| 2022S | MGT 609WS | **1.00** | **1.00** | **1.00** | **1.00** | **1.00** | 1.00 | 6.00 | 6.00 | 1 |
| 2022S | MGT 609WS | **1.00** | **1.00** | 0.00 | **1.00** | **1.00** | 1.00 | 5.00 | 6.00 | 0.833 |
| 2022S | MGT 609WS | **1.00** | **1.00** | 0.00 | **1.00** | **1.00** | 1.00 | 5.00 | 6.00 | 0.833 |
| 2022S | MGT 609WS | **1.00** | **1.00** | 1.00 | **1.00** | **1.00** | 1.00 | 6.00 | 6.00 | 1 |
| 2022S | MGT 609WS | **1.00** | -- | 1.00 | **1.00** | **1.00** | 1.00 | 5.00 | 5.00 | 1 |
| 2022A | MGT 609WS | **1.00** | 1.00 | 1.00 | **1.00** | **1.00** | 0.00 | 5.00 | 6.00 | 0.833 |
| 2022A | MGT 609WS | **1.00** | 1.00 | 1.00 | **1.00** | **1.00** | 1.00 | 6.00 | 6.00 | 1 |
| 2022A | MGT 609WS | **1.00** | 1.00 | 0.00 | **1.00** | **1.00** | 0.00 | 4.00 | 6.00 | 0.667 |
| 2022A | MGT 609WZ | **1.00** | 1.00 | 0.00 | **1.00** | **1.00** | -- | 4.00 | 5.00 | 0.8 |
| 2022A | MGT 609WZ | **1.00** | 1.00 | 1.00 | **1.00** | **1.00** | 0.00 | 5.00 | 6.00 | 0.833 |
| 2022A | MGT 609WZ | **1.00** | 1.00 | 1.00 | **1.00** | **1.00** | 1.00 | 6.00 | 6.00 | 1 |
| 2022A | MGT 609WZ | **1.00** | 1.00 | 1.00 | 0.00 | **1.00** | 0.00 | 4.00 | 6.00 | 0.667 |
| 2022F | MGT 609A | **1.00** | 1.00 | 1.00 | 1.00 | **1.00** | 1.00 | 6.00 | 6.00 | 1 |
| 2022F | MGT 609A | **1.00** | 1.00 | 1.00 | 1.00 | **1.00** | 1.00 | 6.00 | 6.00 | 1 |
| 2022F | MGT 609B | 0.00 | 0.00 | 0.00 | 1.00 | **1.00** | 1.00 | 3.00 | 6.00 | 0.5 |
| 2022F | MGT 609C | 1.00 | 1.00 | 1.00 | 1.00 | **1.00** | -- | 5.00 | 5.00 | 1 |
| 2022F | MGT 609C | 1.00 | 1.00 | 1.00 | 1.00 | **1.00** | 1.00 | 6.00 | 6.00 | 1 |
| 2022F | MGT 609C | 1.00 | 1.00 | 0.00 | 1.00 | **1.00** | -- | 4.00 | 5.00 | 0.8 |
| 2022F | MGT 609C | -- | 1.00 | -- | 1.00 | **1.00** | 1.00 | 4.00 | 4.00 | 1 |
| 2022F | MGT 609D | -- | 1.00 | 1.00 | 1.00 | **1.00** | 1.00 | 5.00 | 5.00 | 1 |
| 2022F | MGT 609WS | 1.00 | 1.00 | 1.00 | 1.00 | -- | -- | 4.00 | 4.00 | 1 |
| 2022F | MGT 609WS | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 6.00 | 6.00 | 1 |
| 2022F | MGT 609WS | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | -- | 5.00 | 5.00 | 1 |
| 2022F | MGT 609WS | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 6.00 | 6.00 | 1 |

## APPENDIX C

|  |  |  |
| --- | --- | --- |
| Survey Name | Question Option Id | **Response Count** |
| MGT 609 23S post semester survey - MGT 609CU | 3405 | **2** |
| MGT 609 23S post semester survey - MGT 609CU | 3406 | **0** |
| **MGT 609 23S post semester survey - MGT 609CU** | **3407** | **46** |
| MGT 609 23S post semester survey - MGT 609CU | 3408 | **3** |
| **MGT 609 23S post semester survey - MGT 609CU** | **3421** | **51** |
| MGT 609 23S post semester survey - MGT 609CU | 3422 | **0** |
| MGT 609 23S post semester survey - MGT 609CU | 3423 | **0** |
| MGT 609 23S post semester survey - MGT 609CU | 3424 | **0** |
| MGT 609 23S post semester survey - MGT 609CU | 3440 | **0** |
| MGT 609 23S post semester survey - MGT 609CU | 3441 | **10** |
| **MGT 609 23S post semester survey - MGT 609CU** | **3442** | **40** |
| MGT 609 23S post semester survey - MGT 609CU | 3443 | **1** |
| MGT 609 23S post semester survey - MGT 609CU | 3444 | **0** |
| **MGT 609 23S post semester survey - MGT 609CU** | **3445** | **51** |
| MGT 609 23S post semester survey - MGT 609CU | 3446 | **0** |
| MGT 609 23S post semester survey - MGT 609CU | 3447 | **0** |
| **MGT 609 23S post semester survey - MGT 609CU** | **3464** | **50** |
| MGT 609 23S post semester survey - MGT 609CU | 3465 | **1** |
| MGT 609 23S post semester survey - MGT 609CU | 3466 | **0** |
| MGT 609 23S post semester survey - MGT 609CU | 3467 | **0** |
| MGT 609 23S post semester survey - MGT 609CU | 3470 | **3** |
| MGT 609 23S post semester survey - MGT 609CU | 3471 | **0** |
| MGT 609 23S post semester survey - MGT 609CU | 3472 | **2** |
| **MGT 609 23S post semester survey - MGT 609CU** | **3473** | **46** |