Wendelyn (Wendy) Risher

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ACADEMIC BACKGROUND

Doctorate of Philosophy, Business Administration/Management   2017—Present
University of South Alabama, Mobile, AL
ABD: June 2019
GPA: 3.90
Expected Graduation: June 2022

Master Business Administration, Human Resources   1996 – 1999
Tampa College, Tampa FL

Bachelor of Arts, Economics   1991—1996
Southeastern Louisiana University

RESEARCH

INTEREST

The causes and consequences of poor management and providing real-world solutions to leaders and human resources practitioners.

DISSERTATION

Punishing New Parents: A Moderated Mediation Model of the Negative Outcomes of Taking Parental Leave. Topic approval: 6/2021

DISSERTATION COMMITTEE

Joe F. Hair, PhD, Distinguished Professor of Marketing, Director of PhD in Business Administration Program, University of South Alabama, Mobile, AL 63388

Matthew Howard, PhD, Professor of Marketing & Quantitative Methods, University of South Alabama, Mobile, AL 63388

Faith Fox, PhD, Assistant Professor of Logistics and Chain Supply Management, University of Evansville, Evansville, IN 47722

Gwendolyn Pennywell, PhD, Associate Professor of Finance, Interim Assistant Dean, Graduate Studies and International, University of South Alabama, Mobile, AL 63388

INTELLECTUAL CONTRIBUTIONS

PRESENTATIONS OF REFEREED PAPERS

Fox, F., Risher, W. (2022, October) *When LMX Goes Wrong: A Proposed Different View of LMX*. Midwest Academy of Management, Detroit, MI.

Risher, J.J**.**, Gonzalez, P., & Risher, W.W. (2022, March): *Examining Pay Bias in the STEM Fields.* Southwest Case Research Association, Federation of Business Disciplines 49th Annual Conference, New Orleans, LA.

Fox, F., Risher, W. (2021, October) *It's Not Getting Better: A Proposed Different View of LMX*. Midwest Academy of Management, Davenport, IA.

Risher, W. (2019, June) *My Supervisor Made Me Do It: Abusive Supervision, Moral Disengagement and Unethical Behavior.* European Doctoral Association in Management and Business Administration's Summer Research Academy, Athens, Greece.

WORKING PAPERS

Risher, J. J., Gonzalez, P. A., & Risher, W. W. "Examining Pay Bias in STEM Fields: An Analytical Case Examining Gender Pay Disparity in an Architectural Firm,"," ***Preparing for submission*** *to Journal of Applied Case Research.*

ACADEMIC EXPERIENCE

ACADEMIC APPOINTMENTS

2019 – Present	**Adjunct Assistant Professor**
	University of Texas, Arlington, TX
2017 - 2018	**Adjunct Instructor**
	Northshore Technical Community College, *Hammond, LA*

COURSES TAUGHT

University of Texas, Arlington

MANA 3318	Organizational Behavior
MANA 4325	Leadership in Organizations
MANA 4326	Diversity in Organizations
MANA 4328	HR Staffing & Performance Management

Northshore Technical Community College, *Hammond, LA*

BUSN 1100	Introduction to Business
BUSN 1200	Personal and Social Media Branding

PRACTIONER EXPERIENCE

2008 – 2016	**Senior HR Manager**
	The Home Depot, Baton Rouge, LA & Atlanta, GA
2007 – 2008	**Senior Manager, HR**
	Solae, St. Louis, MO
2005 – 2007	**Director, HR**
	STERIS Corporation, Mentor, OH
2004 – 2005	**Employee Services Manager**
	Sigma-Aldrich, St. Louis, MO
1998 – 2004	**Assistant Vice President, HR**
	RehabCare Group, St. Louis, MO

PROFESSIONAL MEMBERSHIPS & ACTIVITIES

Senior Professional in Human Resources (SPHR) 2013 – Present
Academy of Management 2018 – Present
Southern Management Association 2018 – Present
Midwest Association of Management 2021 – Present
LaSHRM Student Liaison and Volunteer Coordinator 2008 – 2012

University of Texas at Arlington

Fall 2021, MANA 4328 HR STAFFING & PERFORMANCE MGMT Section 1
Instructor: Risher, Wendelyn (Primary)

There were: 54 possible respondents.

Question Text	N	Avg	SD	MANA Avg	MANA SD	Div Avg	Div SD	Sch Avg	Sch SD	Str Agree	Agree	Neutral	Disagree	Str Disagree
1. The instructor clearly defined/explained the course objectives/expectations.	37	4.7	0.7	4.3	0.9	4.2	1.0	4.3	0.9					
2. The instructor was prepared for each instructional activity.	37	4.7	0.6	4.4	0.9	4.3	0.9	4.4	0.9					
3. The instructor communicated information effectively.	37	4.7	0.6	4.3	1.0	4.1	1.0	4.2	1.0					
4. The instructor encouraged me to take an active role in my own learning.	37	4.5	0.6	4.3	0.9	4.2	0.9	4.3	0.9					
5. The instructor was available to students either electronically or in person.	37	4.6	0.6	4.4	0.8	4.3	0.9	4.4	0.9					

	N	Avg	SD							Too Slow	Slow	Right	Fast	Too Fast
Pace of course	37									0%	5%	95%	0%	0%

	N	Avg	SD							Too Light	Light	Right	Heavy	Too Heavy
Course Workload	37									0%	3%	89%	8%	0%

Question Text	N	Avg	SD	MANA Avg	MANA SD	Div Avg	Div SD	Sch Avg	Sch SD	Str Agree	Agree	Neutral	Disagree	Str Disagree
Knowledge acquired useful in future	37	4.6	0.6	4.3	0.8	4.2	0.9	4.2	0.9	62%	35%	3%	0%	0%
Skills acquired useful in future	37	4.6	0.6	4.3	0.9	4.1	0.9	4.2	0.9	62%	35%	3%	0%	0%
Can apply course concepts in new contexts	37	4.6	0.6	4.3	0.8	4.1	0.9	4.2	0.9	59%	38%	3%	0%	0%
Improved ability to think/problem solve	37	4.4	0.7	4.1	0.9	4.0	1.0	4.1	0.9	57%	30%	14%	0%	0%
Material clearly explained	37	4.6	0.6	4.2	1.0	4	1.1	4.0	1.1	70%	22%	8%	0%	0%
Students are invited to critique methods/ideas	37	4.6	0.6	4.2	1.0	4.0	1.0	4.0	1.0	70%	24%	5%	0%	0%
Exams require students to think originally	37	4.5	0.7	4.1	1.0	4.0	1.0	4.0	1.0	59%	32%	11%	0%	0%

	N									A	B	C	D	F
Expected Grade	37									86%	11%	3%	0%	0%

Question	N	Mean	SD	Mean	SD	Mean	SD	Str Agree	Agree	Neutral	Disagree	Str Disagree
Instructor clearly defined/explained objectives and expectations	37	4.7	0.7	4.3	0.9	4.2	0.9	76%	19%	3%	0%	0%
Instructor prepared for each activity	37	4.7	0.6	4.4	0.9	4.3	0.9	73%	22%	5%	0%	0%
Instructor communicated info effectively	37	4.7	0.6	4.3	1.0	4.2	1.0	73%	22%	5%	0%	0%
Instructor encouraged students to take active role in learning	37	4.5	0.6	4.3	0.9	4.3	0.9	59%	35%	5%	0%	0%
Instructor available electronically/in person	37	4.6	0.6	4.4	0.8	4.4	0.9	Outstanding 70%	Above Avg 24%	Avg 5%	Below 0%	Poor 0%
Satisfied with overall instruction quality	37	4.6	0.6	4.2	1.0	4.0	1.1	Str Agree 73%	Agree 19%	Neutral 8%	Disagree 0%	Str Disagree 0%
Instructor compared to others	37	4.6	0.7	4.1	1.0	3.9	1.1	Str Agree 78%	Agree 8%	Undecided 14%	Disagree 0%	Str Disagree 0%
Instructor stimulated interest in subject	37	4.6	0.6	4.1	1.0	3.9	1.1	70%	22%	8%	0%	0%
Instructor makes students comfortable asking questions	37	4.7	0.5	4.2	1.0	4.1	1.0	70%	27%	3%	0%	0%
Instructor exhibits interest in students	37	4.6	0.6	4.4	0.9	4.2	1.0	70%	24%	5%	0%	0%
Instructor organized for class	37	4.6	0.6	4.3	0.9	4.2	0.9	70%	22%	8%	0%	0%
Tests were on material assigned/covered in class	37	4.5	0.7	4.2	1.0	4.1	1.0	62%	27%	11%	0%	0%
Instructor clearly explains grading procedures	37	4.6	0.7	4.3	0.9	4.2	0.9	68%	24%	5%	3%	0%
Instructor makes students work harder than other classes	37	3.3	1	3.5	1.0	3.6	1.0	16%	19%	43%	19%	3%
Instructor demands best work	37	4.3	0.7	4.2	0.8	4.1	0.8	46%	41%	14%	0%	0%
Instructor varies speed/tone of voice	37	4.1	0.9	3.9	1.0	3.8	1.0	38%	38%	22%	0%	3%
Instructors mannerisms do not detract from presentation	37	4.2	1.1	4.0	1.0	3.9	1.0	54%	24%	16%	0%	5%
Instructor is dynamic/energetic	37	4.5	0.7	4.2	1.0	4.0	1.0	59%	32%	8%	0%	0%
Instructor appears knowledgeable about subject	37	4.7	0.5	4.6	0.7	4.5	0.8	73%	24%	3%	0%	0%

Text Responses

Which attributes of the course and/or the professor helped you learn the material? (When the course is next taught, what should be done in the same way?)

The course was organized very exceptionally and was easy to navigate.

The professor is very organized and makes sure students understand the course materials.

I really liked the powerpoints with voice over and the notes sections. That was so so helpful in learning the material.

Professor had great communication

How open and flexible the course is. The professor also did a great job in all regards

The class was conveniently online and the professor was very responsive to students. The laid back and mostly go at your own pace type of work was great as well.

I love Professor Risher! I've had her for a couple of courses had a great educational experience each time! She's the best professor I've ever had!

- The discussion posts were nice to hear from peers

The flexibility the professor provided helped a lot to relieve some pressure on deadlines and she was always very nice and understanding.

I think that us having multiple days to be able to take the exams helped with being able to figure out my schedule

She hosted online calls and was patient

Professor Risher was just amazing! She truly cares for all her students in their success. Every single week she made sure to give us a heads up on what to expect for the week. Her instructions are always detailed and clear and always answers quickly on any questions we may have.

Professor Risher's weekly announcements and introduction to a new week of materials really structured how to plan my workload so that I knew what to expect to work on in a timely manner. I really took to heart that Professor Risher put her students first and sought out what was going to be best for her students. I appreciated her care, understanding, and willingness to help her students succeed another semester.

Everything! Best professor at UTA! So sweet, knowledgeable, understanding, organized, and perfect course load and pace! Super amazing and the absolute best bestest professor and class.

Powerpoint and class meetings were very helpful

The voice over on the powerpoints were very helpful when it came down to understanding the material! Loved the class!

Having a lenient time frame to work on homework.

Feedback and multiple discussion boards.

Voice over on PowerPoint was helpful as it created the ambiance of a classroom setting as well as included the script of the audio at the bottom.

Great lectures, very nice and patient with everyone

Being an asynchronous course and having everything uploaded on Canvas really helps. Voiceover and notes on PowerPoints greatly enhances my comprehension of the topic and saves a lot of time.

The way the professor organized the content within canvas

I really liked the weekly assignments! Most of them were just us taking different personality quizzes that had us reflect on ourselves but it was really insightful.

Professor

Going to her conferences helped because she asked how we were doing, made sure if we were doing our work, explained the assignments given to us if we were confused, and would give us advice just in case for real life.

Communication and explanation on what to expect for the course and wouldn't change a thing.
The lecture included a transcript which helped greatly. In other classes I would have to pause the lecture multiple times and rewind because I take notes. The mini videos included in the lecture solidified the concept being taught.
The group case studies helped me apply my learnings and understand them deeper.
the discussion board, quizzes, and exams
Assignments.
I learned a lot
Continue inclusion of pre-recorded lectures for each chapter via PowerPoint and Group Projects both case study and final one about staffing issue and relevant topics it helps apply concepts learned to real-world/current event scenarios. Also, live class sessions.
Surveys
The course was organized very well! Definitely keep the modules like they were for the next class!
I think the professor did very well in helping students understand the course materials. None that I am aware of are unhelpful.
Which attributes or the course and/or the professor did not help you learn the material? (When the course is next taught, what might be revised?)
I think the professor does very well with the way she has she everything setup right now. I wouldn't change anything
N/A
No complaints
Nothing
It was hard to keep up with deadlines without a regular class at least once a week. When there were 2 weeks between classes it was hard to remember what was due. Also group projects should be avoided in online classes. Inevitably one person or more on the group will not do any work.
- I feel as though the second group project that allowed students to choose their own topics did not help me very much because of the timeframe of the project as well as the lack of instructions - The discussion surveys did not help me in learning the material, it felt mundane at times. - I feel as though discussion posts are a great way to learn the material but the subject matter should be more directed towards what we need to know for exams/quizzes/projects
I can't think of anything that didn't help.
i couldn't think of any off the top of my head
n/a
Honestly, I would say that she shouldn't change anything because her teaching style is unique in the most best way.
There is no feedback that I can give to revise Professor Risher's materials. Her course was perfectly organized and easily formatted for students to access all materials needed for this class.
None.
Video lectures are more interactive for me, but the powerpoint lectures were still very helpful
N/A
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Group project
There could be a variation of tone in voiceovers to help with concentration
I would think it was a little tougher because it's an online class and there's a limit on how many things you can do.
N/A
Nothing comes to mind, I really liked this class!
N/A
There was not anything that she could not help, she defiantly helped us.
N/A
N/A
Perhaps record the entire exam review session. We discussed the group project during one of the sessions and our group had discrepancies on what was discussed. It would have been nice to reference the video during our group project planning meeting.
There wasn't much that I thought was unnecessary. I think the discussion boards were good for self awareness but didn't do much to actually critically think about the topics.
the project
I think she did a good job.
Only meeting for reviews and presentations was a little rough. Maybe having an open session once a week would help!
Nothing

University of Texas at Arlington

Fall 2021, MANA 4325 LEADERSHIP IN ORGANIZATIONS Section 1
Instructor: Risher, Wendelyn (Primary)

There were: 59 possible respondents.

Question Text	N	Avg	SD	MANA Avg	MANA SD	Div Avg	Div SD	Sch Avg	Sch SD
1. The instructor clearly defined/explained the course objectives/expectations.	43	4.7	0.5	4.3	0.9	4.2	1.0	4.3	0.9
2. The instructor was prepared for each instructional activity.	43	4.7	0.5	4.4	0.9	4.3	0.9	4.4	0.9
3. The instructor communicated information effectively.	43	4.8	0.5	4.3	1.0	4.1	1.0	4.2	1.0
4. The instructor encouraged me to take an active role in my own learning.	43	4.7	0.5	4.3	0.9	4.2	0.9	4.3	0.9
5. The instructor was available to students either electronically or in person.	43	4.7	0.6	4.4	0.8	4.3	0.9	4.4	0.9

Question Text	N	Too Slow	Slow	Right	Fast	Too Fast
Pace of course	43	0%	0%	100%	0%	0%

Question Text	N	Too Light	Light	Right	Heavy	Too Heavy
Course Workload	43	0%	2%	98%	0%	0%

Question Text	N	Avg	SD	MANA Avg	MANA SD	Div Avg	Div SD	Sch Avg	Sch SD	Str Agree	Agree	Neutral	Disagree	Str Disagree
Knowledge acquired useful in future	43	4.7	0.5	4.3	0.8	4.2	0.9	4.2	0.9	70%	28%	2%	0%	0%
Skills acquired useful in future	43	4.6	0.7	4.3	0.9	4.1	0.9	4.2	0.9	70%	21%	9%	0%	0%
Can apply course concepts in new contexts	43	4.6	0.6	4.3	0.8	4.1	0.9	4.2	0.9	70%	23%	7%	0%	0%
Improved ability to think/problem solve	43	4.5	0.6	4.1	0.9	4.0	1.0	4.1	0.9	60%	33%	7%	0%	0%
Material clearly explained	43	4.7	0.5	4.2	1.0	4	1.1	4.0	1.1	74%	23%	2%	0%	0%
Students are invited to critique methods/ideas	43	4.7	0.5	4.2	1.0	4.0	1.0	4.0	1.0	70%	28%	2%	0%	0%
Exams require students to think originally	43	4.4	0.7	4.1	1.0	4.0	1.0	4.0	1.0	56%	33%	12%	0%	0%

Question Text	N	A	B	C	D	F
Expected Grade	42	79%	21%	0%	0%	0%

Question	N	Mean	SD	Mean	SD	Mean	SD	Str Agree	Agree	Neutral	Disagree	Str Disagree
Instructor clearly defined/explained objectives and expectations	43	4.7	0.5	4.3	0.9	4.3	0.9	72%	26%	2%	0%	0%
Instructor prepared for each activity	43	4.7	0.5	4.4	0.9	4.4	0.9	77%	21%	2%	0%	0%
Instructor communicated info effectively	43	4.8	0.5	4.3	1.0	4.2	1.0	79%	19%	2%	0%	0%
Instructor encouraged students to take active role in learning	43	4.7	0.5	4.3	0.9	4.3	0.9	77%	21%	2%	0%	0%
Instructor available electronically/in person	43	4.7	0.6	4.4	0.8	4.4	0.9	72%	23%	5%	0%	0%
Satisfied with overall instruction quality _(Str Agree / Agree / Undecided / Disagree / Str Disagree)_	43	4.7	0.5	4.2	1.0	4.0	1.1	72%	26%	2%	0%	0%
Instructor compared to others _(Outstanding / Above / Avg / Below / Poor)_	43	4.7	0.5	4.1	1.0	3.9	1.1	77%	19%	5%	0%	0%
Instructor stimulated interest in subject	43	4.6	0.7	4.1	1.0	3.9	1.1	70%	21%	9%	0%	0%
Instructor makes students comfortable asking questions	42	4.8	0.5	4.2	1.0	4.1	1.0	83%	14%	2%	0%	0%
Instructor exhibits interest in students	43	4.8	0.5	4.4	0.9	4.2	1.0	81%	16%	2%	0%	0%
Instructor organized for class	43	4.8	0.5	4.3	0.9	4.2	0.9	79%	19%	2%	0%	0%
Tests were on material assigned/covered in class	43	4.7	0.5	4.2	1.0	4.1	1.0	72%	26%	2%	0%	0%
Instructor clearly explains grading procedures	43	4.6	0.6	4.3	0.9	4.2	0.9	65%	30%	5%	0%	0%
Instructor makes students work harder than other classes	43	3.6	1.1	3.5	1.0	3.6	1.0	23%	23%	47%	0%	7%
Instructor demands best work	43	4.3	0.7	4.2	0.8	4.1	0.8	44%	47%	9%	0%	0%
Instructor varies speed/tone of voice	43	4.1	1	3.9	1.0	3.8	1.0	49%	23%	21%	7%	0%
Instructors mannerisms do not detract from presentation	43	4.2	1.2	4.0	1.0	3.9	1.0	56%	23%	12%	2%	7%
Instructor is dynamic/energetic	43	4.7	0.6	4.2	1.0	4.0	1.0	72%	23%	5%	0%	0%
Instructor appears knowledgeable about subject	43	4.8	0.5	4.6	0.7	4.5	0.8	81%	16%	2%	0%	0%

Text Responses

Which attributes of the course and/or the professor helped you learn the material? (When the course is next taught, what should be done in the same way?)

Textbook was helpful, professor was helped absweting questions

Everything! This class had the right amount of work and the right amount of time to complete it. Professor is also great at teaching and understanding her students.

The quizzes

Organized modules and announcements each week, PowerPoint slides with audio, assignments helped me understand the material better

What helped me learn the material in this course was the power points. They were very easy to follow with great examples. The only thing that would make this class better is if it was online.

Having the online version of this helped out so much due to work.

The way the discussion boards are done is good - filling out the surveys in the chapters about our leadership styles makes the information in the text more practical. I also really liked the downloadable PowerPoint lectures with the lecture itself typed in the notes section.

A lot of notes and very informational

I liked how Professor Risher took the time to always explain in more depth the concepts we were studying.

The lecture and the reviews helped out.

Everything! Best professor at UTA! So sweet, knowledgeable, understanding, organized, and perfect course load and pace! Super amazing and the absolute best bestest professor and class.

Highly recommend the book, homework was straight out the book.

This class was an online only class. I genuinely enjoyed that her speaking points were also generated in the PPT section as notes. This helped me get audio confirmation as well as solid notes to review in the future. Professor Risher's course structure is also very effective, organized and very easy to follow.

Discussion boards and how exams are being taken are the reason why I love this class.

Everything a great class and teacher

Feedback and multiple discussion assignments.

Everything was great

She used real-world examples and was very encouraging when it came to questions and thoughts

The professor was very respectable which I cant really say for most professors at this university. She seems to have such high quality character and really cared about her students which creates an enourmus amount iof buy in for students. Her level of understanding was refreshing because most professors are very negative and will insult your commitment and make acquisitions when you don't understand something. Best overall professor I have had at this University.

Everything in the course is well explained, I had no doubts.

Understanding and energetic professor made me want to work for her.

The she is so nice and wanting to help

The way she organized everything through out the semester.

Everything

The powerpoint, lectures, notes, discussion board helped

good and super flexible

I loved the way that the lectures were broken up into power points with each slide being explained through an audio addition. Also, our professor was so kind and caring. It really made class enjoyable. I'll be taking her again next semester.

Amazing job pacing the course material. Very satisfied!

the way she presented her materials is very clear and easy to understand

The course was very organized and this made it very easy to keep up and learn the material very easy.

Case studies

Easy to follow course content that matched up with the text.

The asynchronous pace, the lecture PowerPoints being well explained and explained in an engaging way, weekly assignments being simple but effective at making students learn or get something out of it.

She clearly cares about her students and does a great job of being energetic. Very easy to listen to and she explains things very well.

The course is well organized, clear instructions on course work and projects, professor is very energetic about teaching, and course work is well spaced out between one another.

Mana 4325-001 Fall 2021 pro. Risher All the types helped and how she had her PowerPoint

Syllabus was organized

Which attributes or the course and/or the professor did not help you learn the material? (When the course is next taught, what might be revised?)

No answer.

All the questionnaires. Easy too many

N/A

Everything helped me. The projects, homework, case studies all were beneficial to my success in learning the material.

N/A

I don't think the CEO project was particularly helpful. For example, I didn't even work on the leadership aspect of that project, and I worked with the same group of people as the Case Study project, so it was kind of just like one unnecessarily long project.

N/A

N/A

None.

N/A: Professor Risher has done a remarkable job in teaching the course.

The only attribute from this course that I did not like is the chapter presentation. I feel like there need to be a better way of signing up for one.

Nothing

Multiple group projects

Professor Wendelyn was fantastic!

Nothing

The only complaint I have with this course is that there was no announcement tab to where you can go back and look at something you missed or got lost in your notifications.

n/A

Group projects were not helpful. Would like to work individually.

Nothing

None.

Everything helped

the project

n/a

I think that Professor Risher did everything wonderfully. So I have nothing to add here.

N/A

I would prefer using more images

Only holding live meetings for presentations and reviews. Maybe doing a couple of live sessions outside of these reviews to make sure everyone is doing alright.

Heavy 7 page paper. Enjoyed the PowerPoint aspect, but it is hard to get a 7 page paper to flow with multiple group memebers and writing styles.

N/A

I believe there was nothing really wrong with the course, aside from navigation through discussion boards since there was quite a bit to scroll through.

Nothing

No complaints!

I have no complains about the course. My semester with this professor went very smoothly.

Nothing

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University of Texas at Arlington

SPRING COVID/WEATHER EMERGENCY 2021, MANA 4325 LEADERSHIP IN ORGANIZATIONS Section 2
Instructor: Risher, Wendelyn (Primary)

There were: 34 possible respondents.

Question Text	N	Avg	SD	MANA Avg	MANA SD	Div Avg	Div SD	Sch Avg	Sch SD					
										Str Agree	Agree	Neutral	Disagree	Str Disagree
1. The instructor clearly defined/explained the course objectives/expectations.	27	4.7	0.6	4.3	0.9	4.2	1.0	4.3	0.9					
2. The instructor was prepared for each instructional activity.	27	4.7	0.6	4.4	0.9	4.3	0.9	4.4	0.9					
3. The instructor communicated information effectively.	26	4.8	0.5	4.2	1.0	4.1	1.1	4.2	1.0					
4. The instructor encouraged me to take an active role in my own learning.	26	4.6	0.6	4.3	0.9	4.2	0.9	4.3	0.9					
5. The instructor was available to students either electronically or in person.	26	4.7	0.6	4.4	0.9	4.3	0.9	4.4	0.9					

Pace of course (27): **Too Slow** 0% | **Slow** 0% | **Right** 96% | **Fast** 4% | **Too Fast** 0%

Course Workload (26): **Too Light** 0% | **Light** 4% | **Right** 85% | **Heavy** 12% | **Too Heavy** 0%

Question Text	N	Avg	SD	MANA Avg	MANA SD	Div Avg	Div SD	Sch Avg	Sch SD	Str Agree	Agree	Neutral	Disagree	Str Disagree
Knowledge acquired useful in future	26	4.6	0.6	4.3	0.9	4.2	0.9	4.2	0.9	65%	31%	4%	0%	0%
Skills acquired useful in future	26	4.5	0.6	4.2	0.9	4.1	0.9	4.2	0.9	62%	31%	8%	0%	0%
Can apply course concepts in new contexts	26	4.7	0.6	4.2	0.9	4.1	0.9	4.2	0.9	69%	27%	4%	0%	0%
Improved ability to think/problem solve	26	4.5	0.7	4.1	0.9	4.0	1.0	4.1	1.0	62%	27%	12%	0%	0%
Material clearly explained	26	4.5	0.6	4.1	1.0	4.0	1.1	4.0	1.1	58%	38%	4%	0%	0%
Students are invited to critique methods/ideas	26	4.6	0.6	4.2	1.0	4.0	1.0	4.0	1.0	65%	27%	8%	0%	0%
Exams require students to think originally	26	4.2	1	4.1	1.0	4.0	1.0	4.0	1.0	54%	23%	15%	8%	0%

Expected Grade	N	A	B	C	D	F
	27	74%	26%	0%	0%	0%

Statement	N	Mean	SD	Mean	SD	Mean	SD	Str Agree	Agree	Neutral	Disagree	Str Disagree
Instructor clearly defined/explained objectives/expectations	27	4.7	0.6	4.3	0.9	4.2	0.9	78%	15%	7%	0%	0%
Instructor Communicated Effectively	26	4.8	0.5	4.2	1.0	4.1	1.1	81%	15%	4%	0%	0%
Instructor prepared for each activity	27	4.7	0.6	4.4	0.9	4.3	0.9	78%	15%	7%	0%	0%
Instructor encouraged students to take active role in learning	26	4.6	0.6	4.3	0.9	4.3	0.9	65%	27%	8%	0%	0%
Instructor available to students	26	4.7	0.6	4.4	0.9	4.4	0.9	69%	27%	4%	0%	0%

Statement	N	Mean	SD	Mean	SD	Mean	SD	Str Agree	Agree	Neutral	Disagree	Str Disagree
Satisfied with overall instruction quality	26	4.8	0.4	4.1	1.0	4.0	1.1	81%	19%	0%	0%	0%

Statement	N	Mean	SD	Mean	SD	Mean	SD	Outstanding	Above Avg	Avg	Below	Poor
Instructor compared to others	26	4.7	0.6	4.0	1.0	3.9	1.1	69%	27%	4%	0%	0%

Statement	N	Mean	SD	Mean	SD	Mean	SD	Str Agree	Agree	Undecided	Disagree	Str Disagree
Instructor stimulated interest in subject	26	4.8	0.4	4.1	1.0	3.9	1.1	77%	23%	0%	0%	0%
Instructor makes students comfortable asking questions	26	4.7	0.5	4.2	1.0	4.1	1.0	77%	19%	4%	0%	0%
Instructor exhibits interest in students	27	4.7	0.4	4.4	0.9	4.2	1.0	74%	26%	0%	0%	0%
Instructor organized for class	26	4.8	0.4	4.3	0.9	4.2	0.9	77%	23%	0%	0%	0%
Tests were on material assigned/covered in class	27	4.7	0.5	4.2	1.0	4.1	1.0	74%	22%	4%	0%	0%
Instructor clearly explains grading procedures	27	4.6	0.6	4.3	1.0	4.2	0.9	63%	30%	7%	0%	0%
Instructor makes students work harder than other classes	27	4	1.1	3.5	1.0	3.6	1.0	44%	22%	26%	4%	4%
Instructor demands best work	27	4.4	0.7	4.2	0.8	4.1	0.8	56%	33%	11%	0%	0%
Instructor varies speed/tone of voice	27	4.2	0.9	3.9	1.0	3.8	1.0	48%	30%	19%	4%	0%
Instructors mannerisms do not detract from presentation	27	4.5	0.6	4.0	1.0	3.9	1.0	56%	37%	7%	0%	0%
Instructor is dynamic/energetic	27	4.6	0.6	4.2	1.0	4.0	1.0	63%	30%	7%	0%	0%
Instructor appears knowledgeable about subject	27	4.7	0.5	4.6	0.7	4.5	0.8	74%	22%	4%	0%	0%

Text Responses

Which attributes of the course and/or the professor helped you learn the material? (When the course is next taught, what should be done in the same way?)

Lectures and Powerpoints/ The professor was very understanding and always tried to help students when needed

powerpoint

Everything about Professor Risher's course and her personality made this course so fun and comfortable. I would recommend her to everyone!!

I learned about the different approaches and styles of leadership. I learned a LOT about my leadership skills and style. I now know what I need to work on more to become a well-rounded leader.

- the powerpoints with audio recordings - mini case studies from the textbook / discussions - i loved having no strict deadlines other than major assignments because it gets hard to keep up with deadlines when everything is online - case study group project was interesting, engaging, and a short easy project - extra credit opportunities help out a lot

The PowerPoint and the professor

She was very relatable. I could tell she cared about my input and gave helpful feedback on my assignments. The work load was appropriate for what it took to learn the material for this class.

Ppt were awesome

The end of the chapter activities were extremely helpful in learning the material

Professor was very helpful and the asynchronous lecture style was helpful. The best part is the constant feedback the professor gave on tests and homework assignments

I liked the weekly quizzes!!!

She makes it a stress free learning environment.

Very clear instructions for assignments and great teaching style

Audio PowerPoints were very useful, as well as having the captions at the bottom, for when I was in a noisy room. Also the exercise assignments at the end of the chapters we did and were very helpful in evaluating my leadership qualities---> essentially, relating the chapter back to ourselves helped me learn the concept better.

The weekly assignments helped me learn the material. The professor is very understanding and always replies.

The recorded lectures and detailed examples helped me learn the material

She helped me learn more about leadership.

Everything was perfect!

The PowerPoints were the bread and butter of this course. They helped with everything. Also the discussion boards helped to solidify any topics that were less clear. Also the kind comments left on posts by professor Risher helped to make sure you were on the right track.

absolutely everything. She is the most personable and professional professor I've ever had.

I love her class and the way she communicates. Outstanding professor

The questionnaires allowed me to take concepts from the book and apply them to real world scenarios

Her lectures were very helpful and easy to take notes from

Which attributes or the course and/or the professor did not help you learn the material? (When the course is next taught, what might be revised?)

More in-depth powerpoints

n/a

N/A

- group project with no contract to keep the group engaged and on track and held accountable - lack of recorded lectures to help make the material more engaging

Everything helped me for the most part.

n/a

Signing up for the group project was confusing and drawn out. I would consider assigning random groups

Nun she was good

I didn't like the way the presentation were set up! I believe the presentations could have been more organized

Only thing i didnt like was that we had to form our own groups. I wish she wouldve just assigned groups from the start.

Overall I thought it was great considering it was an online class

teamwork assignments were difficult to deal with. But that wasn't related to the prof, but the team members themselves

NA

N/A

Everything was perfect!

Everything provided by professor Risher helped to learn this material.

NOTHING! She`s amazing

nothing

I feel that exams for this type of class is unnecessary. Projects and discussion posts with real world applications are what helped me learn

Sometimes sending quizzes to other people was inconvenient.