



Boston College

Course Evaluation Summary Report - MB80201-2008U-tx1 MGMT ORGANIZATIONL CHANGE Harrington, J Bradley

	Total Surveys	Surveys Submitted	Response Rate	Q1	Q2	Q3	Q4	Q5	Q6
BC2008U	3,248	2,221	68.38%	4.02	4.20	4.32	4.36	4.26	3.32
Carroll School of Management	1,378	1,020	74.02%	3.99	4.27	4.29	4.34	4.18	3.43
Organization Studies - Human Resources	89	64	71.91%	4.58	4.56	4.48	4.60	4.24	3.18
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	Response 1	Response 2	Response 3	Response 4	Response 5	N/A	No Response	Mean	STD
1. What rating does this instructor deserve as a teacher? Poor = 1/Acceptable = 2/Good = 3/Very Good = 4/Excellent = 5	0 0.00%	0 0.00%	0 0.00%	3 10.00%	25 83.33%	0 0.00%	2 6.67%	4.89	0.31
2. Regular class attendance was necessary for learning the required content. Strongly Disagree = 1/Disagree = 2/Uncertain = 3/Agree = 4/Strongly Agree = 5	0 0.00%	0 0.00%	0 0.00%	4 13.33%	24 80.00%	0 0.00%	2 6.67%	4.86	0.36
3. The course helped me to acquire factual information. Strongly Disagree = 1/Disagree = 2/Uncertain = 3/Agree = 4/Strongly Agree = 5	0 0.00%	0 0.00%	1 3.33%	7 23.33%	20 66.67%	0 0.00%	2 6.67%	4.68	0.55
4. The course helped me to understand principles and concepts. Strongly Disagree = 1/Disagree = 2/Uncertain = 3/Agree = 4/Strongly Agree = 5	0 0.00%	0 0.00%	0 0.00%	7 23.33%	21 70.00%	0 0.00%	2 6.67%	4.75	0.44
5. The instructor was available for help outside of class. Strongly Disagree = 1/Disagree = 2/Uncertain = 3/Agree = 4/Strongly Agree = 5	0 0.00%	0 0.00%	2 6.67%	11 36.67%	14 46.67%	1 3.33%	2 6.67%	4.44	0.64
6. Compared to other courses having the same credits and hours, the time required for this course was: Much Less = 1/Less = 2/The Same = 3/More = 4/Much More = 5	0 0.00%	1 3.33%	20 66.67%	5 16.67%	2 6.67%	0 0.00%	2 6.67%	3.29	0.66

7. What are the strengths of this instructor?

- * Great variety in a condensed class. Coverage of large amounts of info. Personal corporate experience a major plus. Really animated, understanding, yet focused. Gave the class actionable tools and tips to implement into current businesses.
- * The days were long but they went by fast because Professor Harrington picked interesting/relevant topics and was able to spark great class discussions.
- * Prof Harrington is a great lecturer. He did a great job explaining the material and keeping the class engaged.
- * Great experiential teaching. Did a great job of demonstrating how to apply theory. Made theories practical.
- * Very engaging professor. Does a great job of soliciting participation from students. Provides real world examples of theories and principles.
- * Experience in the workforce, enthusiasm
- * Kept students engaged. He provided good, real, practical examples based on experience and used humor effectively as well.
- * His knowledge and experience in both academics and a professional capacity. His ability to engage the class, and keep their attention for 8 hours. His sense of humor and teaching style really add to the experience.
- * Very lively and upbeat. Kept our attention during the long days of class. Mixed the presentations with class participation perfectly.
- * Subject knowledge, instructional style which holds attention of class for long periods of time, great sense of humor, experience both as a practitioner and researcher.
- * Really enjoys the subject matter and has extensive work experience to back up his beliefs. Overall a very nice guy who wants students to learn and do well
- * Brad is a great speaker, he keeps the class engaged and he knows the subject very well. He also applies real life examples.
- * Extremely enthusiastic about the course topic. The class was stretched over 4 8hr days, and the instructor was able to create interactive activities that kept the class engaged throughout each day. I've had courses that were 2 1/2 hours each night that weren't able to keep as involved and engaged as Prof. Harrington was able to do for 8 hours. Instructor had a great sense of humor, was always willing to listen to students' opinions on the topics even if they were not aligned with his own perspectives. Healthy debate was always encouraged, which allowed all students to learn from each other's experiences and opinions. All deliverables for the class were directly related to students' personal and professional experiences, which allowed us to relate the material to our own lives, enabling us to learn the material at a factual level, while also understanding how to apply it to real world experiences.
- * great understanding of the material and also kept the class involved.
- * Professor Harrington was the best professor I have had at BC. I did not realize when I signed up for the class, but quickly realized that almost 90% of the students had signed up for the course because of the professor. Professor Harrington made 8 hour days in class engaging and interesting. I would recommend this course to every BC student.
- * Excellent professor. Great industry and academic knowledge and exceptionally good at engaging the class in discussion
- * Prof Harrington brings a blend of real world and academic experience which he intertwines into the class. Also, his personality and class structure make the time go by quickly.

- * I really enjoyed this class and felt I really learned a lot about not only management organizations but change. I thought the articles were all relevant to our course learnings and provided valuable insight. Considering the class was all day Friday and Saturday for two weeks he managed to maintain the interest for class the entire time which is no small feat.
- * Experience creates so much credibility for him; willingness to admit to making mistakes makes him human; ability to create an unbelievable rapport with students in such a short period of time.
- * Very engaging presenter. Brings real world knowledge into the classroom to supplement theory and concept. Perfect mix of wit, humor and intelligence.
- * Excellent business experience to apply to the classroom. Well prepared lectures and interactive learning assignments. Very engaging professor.
- * Great speaker and keeps the class involved. Great facilitator of exercises and brings examples from his previous employment in to the class.
- * Professor Harrington was great. He was able to make an 8-hour class day fly by. He also was able to relay great real world experience to the class in order to help us better understand principles and concepts.

8. How could this instructor improve the course?

- * n/a
- * teach other courses
- * Smaller class would be ideal, but he can't help that.
- * Make the course a mandatory core class.
- * Not much
- * Class size should be limited to 20 people. This class is based on participation and dialogues, which is difficult with 40+ students.
- * None
- * NA
- * Not sure how it can be improved...it was really a great class.
- * Nothing to improve on, except that Professor Harrington should teach more courses.
- * Keep discussions on track. Several times students mentioned off topic items that turned into long discussions.
- * I'm not really sure, it seems as if possibilities for improvement have been maxed out. Students were encouraged to take the presented information in a direction we could learn from, so there isn't much the instructor could have done (any more than he already did) to improve the course further. It was excellent - no complaints!
- * I would make it three weekend instead of two. Also, give a little more time for the paper after class ends.

9. Additional comments:

- * Everybody liked the format, the class, and the professor.
- * This course was recommended as one of the best at the university by more than one student. If not required, this should be heavily encouraged, as it's extremely applicable in today's changing world. There are many professors at BC who don't understand this generation, Professor Harrington gets it and all the students respect and see that in him.
- * This courses is awesome. It should be a required course and operations management should be an elective - this material is much more pertinent to business student's needs.
- * I would strongly recommend this class.
- * I was encouraged to take this course for 2 reasons: 1. I was told I would be doing myself a disservice by graduating from BC's MBA program w/out taking a course w/ Brad Harrington 2. I work in an environment that is seemingly opposed to change (from a cultural perspective) although executive management is trying to create a culture that is more repsonive to change - this seemed like a great opportunity to learn how to help management with change techniques. Both of these points were satisfied and exceeded my expectations. I would love to take another course with Prof. Harrington that could further my chances to bring applicable skills to my workplace.
- * None - this is the best class that I have taken at CGSOM.
- * Condensed format worked well for this subject matter. Reading were relevant and course discussions were interesting.
- * One of the best courses I have taken in the program!
- * For part-time students especially, this class offers excellent content as most of us are seeking some level of change.
- * NA
- * Harrington was a referred professor and not at all disappointing. His enthusiasm for the subject matter while being in touch with the reality of corporate life is a unique mix at Boston College. He's an asset to CSOM and the MBA program. Thanks.
- * One of the best professors that i have taken during my MBA.