

**Condition on Standard 3, Criterion 3.3 and 3.8**

The Business unit should periodically evaluate and improve its stakeholder listening and learning methods to keep them current with educational needs and directions. Although there are three sets of results for internship assessments, similar assessment results should be presented and analyzed for such things as stakeholder feedback, for the evaluation of listening and learning methods, student retention methods, and student stakeholder satisfaction and dissatisfaction.

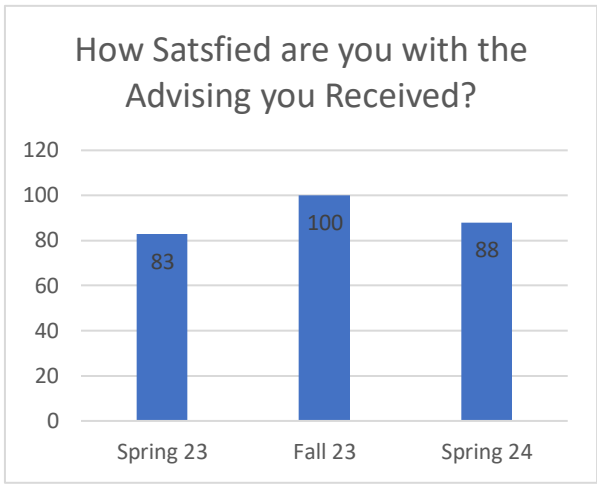
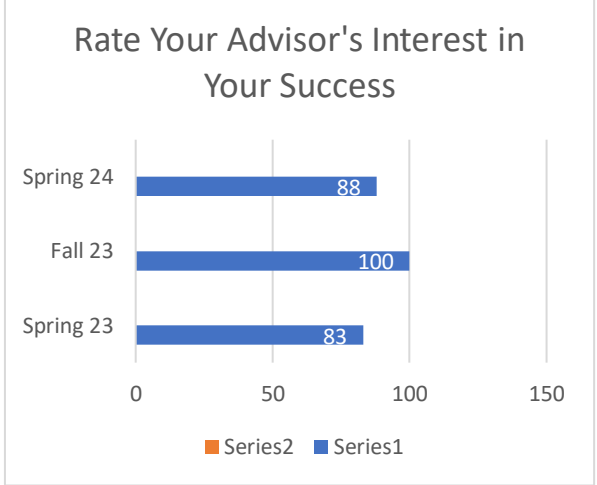
Response:

The Business Department periodically evaluates and improves its stakeholder listening methods. Figure 3.8.1 explains the methods used to meet this requirement.

Standard and Criteria Figure 3.8.1: Student and Stakeholder focused results.

Stakeholder Group	Performance Measure	Instrument	Current Results	Analysis of Results	Action Taken or Planned	Graph of Resulting Trends								
Graduating seniors	93%, 100% & 88% of graduating seniors said that the department faculty influenced their choice of business major in Spring 23, Fall 23 & Spring 24, respectively	Senior Exit Survey	A overwhelming majority of the graduating seniors were influenced by their business faculty when choosing their majors	The Business Department has been hiring world class faculty that are having a major impact on student choices and success. The business department also organizes town hall meetings, research conferences, guest lectures, networking events, etc. to engage more with our students	Continue to hire well-trained and dedicated faculty members and offer them the support they need to serve our students best interests. Continue to offer events and other opportunities to engage with students and enhance their learning experiences	<table border="1"> <caption>To What Extent did the Business Faculty Increase your Interest in the Major</caption> <thead> <tr> <th>Term</th> <th>Interest Score</th> </tr> </thead> <tbody> <tr> <td>Spring 24</td> <td>88</td> </tr> <tr> <td>Fall 23</td> <td>100</td> </tr> <tr> <td>Spring 23</td> <td>93</td> </tr> </tbody> </table>	Term	Interest Score	Spring 24	88	Fall 23	100	Spring 23	93
Term	Interest Score													
Spring 24	88													
Fall 23	100													
Spring 23	93													

<p><b>Graduating Seniors</b></p>	<p>An overwhelming majority of the seniors graduating in Spring 23, Fall 23 and Spring 24 said that they were satisfied or very satisfied with the performance of the business faculty outside of the classroom i.e. advising, observing office hours, finding time address your concerns?</p>	<p>Senior Exit Survey</p>	<p>A vast majority of the graduating seniors over the last three data periods were satisfied or very satisfied with the performance of the Business Department faculty outside the classroom</p>	<p>The Business Department has been hiring world class faculty that are having a major impact on student choices and success</p>	<p>Continue to hire well-trained and dedicated faculty members and offer them the support they need to serve our students best interests.</p>	<p style="text-align: center;"><b>Satisfaction with Faculty Outside Class %</b></p> <table border="1"> <caption>Satisfaction with Faculty Outside Class %</caption> <thead> <tr> <th>Term</th> <th>Satisfaction %</th> </tr> </thead> <tbody> <tr> <td>Spring 2023</td> <td>88</td> </tr> <tr> <td>Fall 2023</td> <td>83</td> </tr> <tr> <td>Spring 2024</td> <td>91</td> </tr> </tbody> </table>	Term	Satisfaction %	Spring 2023	88	Fall 2023	83	Spring 2024	91				
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<p><b>Graduating seniors</b></p>	<p>Graduating seniors were more than 80% satisfied each of the past semesters with the business department. This was significantly higher than the overall satisfaction with other departments at Fisk University.</p>	<p>Senior Exit Survey</p>	<p>Graduating seniors in the business department were very satisfied with their choice of majors</p>	<p>The results from the Senior Exit Survey over the past three semesters show a increase in satisfaction with the academic programs. Also, satisfaction for the Business Department students was much higher than overall Fisk University students</p>	<p>To continue offering high quality programs while increasing the amount of rigor. Also, work on offering new programs. Although a satisfaction score of 100% in Spring 24 is a great achievement, the Business Department plans to continue to work hard on student development and engagement to</p>	<p style="text-align: center;"><b>Satisfaction with Business Dept. vs. Other Depts.</b></p> <table border="1"> <caption>Satisfaction with Business Dept. vs. Other Depts.</caption> <thead> <tr> <th>Term</th> <th>Business Department %</th> <th>Other Depts at Fisk %</th> </tr> </thead> <tbody> <tr> <td>Spring 23</td> <td>83</td> <td>67</td> </tr> <tr> <td>Fall 23</td> <td>80</td> <td>60</td> </tr> <tr> <td>Fall 24</td> <td>100</td> <td>62</td> </tr> </tbody> </table>	Term	Business Department %	Other Depts at Fisk %	Spring 23	83	67	Fall 23	80	60	Fall 24	100	62
Term	Business Department %	Other Depts at Fisk %																
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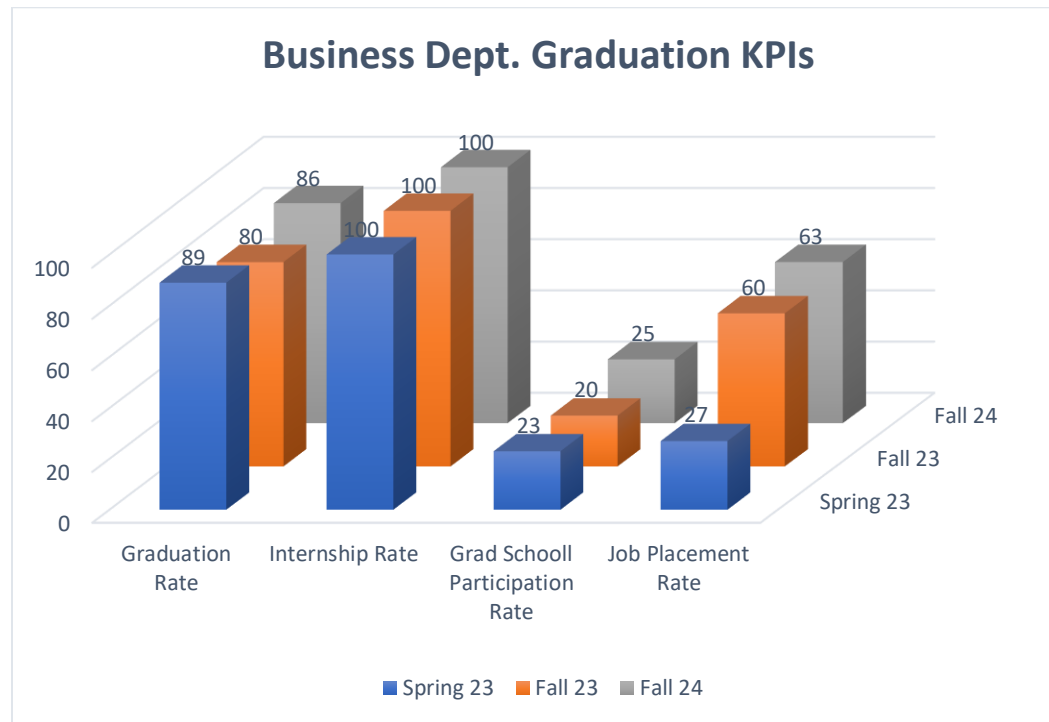
					continue to produce highly satisfied students									
Graduating seniors	83%, 100% and 88% of graduating seniors were either satisfied or very satisfied with the academic advising they received in the Business Department in Spring 23, Fall 23 & Spring 24.	Senior Exit survey	Graduating seniors were very satisfied with the overall advising experience. However, there is room for improvement	The Business Department has implemented a rigorous advising training program for new faculty. Also, advising is discussed in all monthly department meetings	Continue with the advising training program and monitor new faculty as they master advising	 <p>How Satisfied are you with the Advising you Received?</p> <table border="1"> <thead> <tr> <th>Term</th> <th>Satisfaction Level</th> </tr> </thead> <tbody> <tr> <td>Spring 23</td> <td>83</td> </tr> <tr> <td>Fall 23</td> <td>100</td> </tr> <tr> <td>Spring 24</td> <td>88</td> </tr> </tbody> </table>	Term	Satisfaction Level	Spring 23	83	Fall 23	100	Spring 24	88
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Graduating seniors	A total of 83%, 100% and 88% of the graduating seniors believed that their advisors were interested or very interested in their success in Spring 23, Fall 23 & Spring 24.	Senior Exit survey	Graduating seniors were very satisfied with the overall advising experience	The Business Department faculty are very invested in student success and advising training is a top priority in the department	Keep student success as the top priority for all department faculty and discuss advising in all department meeting and student town halls The Department is also implementing new training and monitoring programs for new faculty to master advising	 <p>Rate Your Advisor's Interest in Your Success</p> <table border="1"> <thead> <tr> <th>Term</th> <th>Interest Level</th> </tr> </thead> <tbody> <tr> <td>Spring 24</td> <td>88</td> </tr> <tr> <td>Fall 23</td> <td>100</td> </tr> <tr> <td>Spring 23</td> <td>83</td> </tr> </tbody> </table>	Term	Interest Level	Spring 24	88	Fall 23	100	Spring 23	83
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<p><b>Graduating seniors</b></p>	<p>A total of 83%, 80% and 75% of graduating seniors would recommend the Business Department to their friends and family in Spring 23, Fall 23 and Spring 24.</p>	<p>Senior Exit Survey</p>	<p>A significant majority of graduating seniors would recommend the Business Department to their friends and family</p>	<p>Although the results for all three semesters are satisfactory, there is a slight downward trend which is concerning. Th Business Department is planning on conducting a survey of all department students to better evaluate the reasons behind this decline and address any issues that we may uncover</p>	<p>Conduct research to evaluate reasons for a slight decline in recommendation scores and implement strategies to improve student satisfaction in the future. Continue to offer a positive experience to our students and work with department faculty and University stakeholder to keep improving our offerings</p>	<div data-bbox="1297 224 1875 727"> <h3 style="text-align: center;">How Likely are you to Recommend the Business Dept?</h3> <table border="1"> <caption>How Likely are you to Recommend the Business Dept?</caption> <thead> <tr> <th>Semester</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Fall 24</td> <td>75</td> </tr> <tr> <td>Fall 23</td> <td>80</td> </tr> <tr> <td>Spring 23</td> <td>83</td> </tr> </tbody> </table> </div>	Semester	Percentage	Fall 24	75	Fall 23	80	Spring 23	83
Semester	Percentage													
Fall 24	75													
Fall 23	80													
Spring 23	83													

**Department of Business Administration: Graduation KPIs**

The following KPIs indicate that Business Department students have been performing well in terms of graduation rates, internship placement rates, graduate school participation rates and job placement rates. However, it is important that we work hard with the Fisk University Career Center and offer more networking opportunities to our students to ensure continued growth and improvement across all the indicators below:

Key Performance Indicators	Spring 2023	Fall 2023	Spring 2024
Graduation Rate	89%	80%	86%
Internship Placement Rate	100%	100%	100%
Graduate School Participation Rate	23%	20%	25%
Job Placement Rate	27%	60%	63%



**DEPARTMENTAL ROSTER – SPRING 2023**

**Test: Business**

**Form Code: 4QMF**

**Institution: Fisk University**

**Cohort: Spring 2023**

**Closed on: April 05, 2023**

<b>AUTHORIZATION</b>	<b>What is your concentration</b>	<b>TOTAL SCORE</b>
5903485586	General Business	138
5903486349	Management	144
5903481021	Accounting	130
5903495925	Financial Economics	198
5903484780	General Business	164
5903494079	International Business	181
5903482123	Management	144
5903478125	International Business	198
5903490605	General Business	150
5903475458	Management	142
5903487665	General Business	134
5903476822	Accounting	150
5860801932	Management	152
5903493834	General Business	157
5860800454	Management	127
5903479468	Management	158
5903472999	Accounting	146
5903488344	Financial Economics	157
5903491389	General Business	124
5903477464	Management	128
5903471922	General Business	152
5903489030	Management	158
5903474620	General Business	132

5860803275	Management	153
5903492200	Management	126
5860802067	Management	173
5903483848	Management	136
5903480804	International Business	147
5903473525	Accounting	157

**Number of students tested: 29**

Total score and sub-scores are reported as scale scores. The scale range for the total score is 120-200. The standard error of measurement, an index of the variation in all test scores due to the imperfect precision of the measurement process, should be considered when interpreting individual test results. See the "MFT Comparative Data Guide" on the web at [www.ets.org/hea/mft/compare.html](http://www.ets.org/hea/mft/compare.html) for an explanation and listing of the standard errors of measurement.

\* An asterisk preceding the name indicates that this student answered (marked) fewer than half of the questions. The scores of this student are not included in the group means.

**DEPARTMENTAL ROSTER – FALL 2023**

**Test: Business**

**Form Code: 4QMF**

**Institution: Fisk University**

**Cohort: Fall 2023**

**Closed on: April 03, 2024**

<b>AUTHORIZATION</b>	<b>What is your concentration?</b>	<b>TOTAL SCORE</b>
5903498596	General Business	147
5903499900	Accounting	143
5903496095	General Business	137
5860799495	General Business	160
5903497538	Management	134
5903500132	Management	141
5968412097	Accounting	151

**Number of students tested: 7**

Total score and sub-scores are reported as scale scores. The scale range for the total score is 120-200. The standard error of measurement, an index of the variation in all test scores due to the imperfect precision of the measurement process, should be considered when interpreting individual test results. See the "MFT Comparative Data Guide" on the web at [www.ets.org/hea/mft/compare.html](http://www.ets.org/hea/mft/compare.html) for an explanation and listing of the standard errors of measurement.

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**DEPARTMENTAL ROSTER SPRING 2024**

**Test: Business**

**Form Code: 4QMF**

**Institution: Fisk University**

**Cohort: Fall 2024**

**Closed on: April 11, 2024**

<b>AUTHORIZATION</b>	<b>What is your concentration?</b>	<b>TOTAL SCORE</b>
5998000573	General Business	181
5998014559	Management	179
5998002439	Management	173
5998003580	General Business	198
5997999360	Marketing	150
5998001322	Financial Economics	173
5998013305	Financial Economics	193
5998007294	Management	144
5998010579	Accounting	164
5998012896	Accounting	193
5998006683	Management	143
5998011841	Accounting	193
5998016251	Management	197
5997998965	Management	180
5998017304	General Business	190

**Number of students tested: 15**

Total score and sub-scores are reported as scale scores. The scale range for the total score is 120-200. The standard error of measurement, an index of the variation in all test scores due to the imperfect precision of the measurement process, should be considered when interpreting individual test results. See the "MFT Comparative Data Guide" on the web at [www.ets.org/hea/mft/compare.html](http://www.ets.org/hea/mft/compare.html) for an explanation and listing of the standard errors of measurement.

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### Performance Results.

Complete Table Standard 4 – Student Learning Results found under the Evidence File tab above. Provide three or four examples, reporting what you consider to be the most important data. It is not necessary to provide results for every process.

Table 4.1.6

Goals	Type of Instrument	Current Results	Analysis of Results	Action Taken	Graphs of Resulting Trends																																								
<p>To demonstrate retention and mastery. 50% of the student group should score at or above the mean</p>	<p>External instrument – ETS Major Field Test</p>	<p>In 2019 45% of students performed above mean. In 2020 50% and 2021 it was 56% above the mean</p>	<p>Although the current data shows an upward trend in scores, the department needs to keep working with students to show more significant and sustained improvements</p>	<ol style="list-style-type: none"> <li>1. More MFT specific training in various courses. Especially capstone course</li> <li>2. Faculty are required to link CPC subjects to their specific classes and demonstrate clearly the links between different businesses course</li> <li>3. Increase use of external experts, technology, etc.</li> </ol>	<p>The chart displays the following approximate data points:</p> <table border="1"> <thead> <tr> <th>Subject</th> <th>Spring 23</th> <th>Fall 23</th> <th>Spring 24</th> </tr> </thead> <tbody> <tr> <td>Accounting</td> <td>45</td> <td>35</td> <td>55</td> </tr> <tr> <td>Economics</td> <td>50</td> <td>50</td> <td>70</td> </tr> <tr> <td>Management</td> <td>60</td> <td>60</td> <td>75</td> </tr> <tr> <td>Quantitative Business</td> <td>35</td> <td>25</td> <td>55</td> </tr> <tr> <td>Finance</td> <td>40</td> <td>45</td> <td>70</td> </tr> <tr> <td>Marketing</td> <td>50</td> <td>50</td> <td>65</td> </tr> <tr> <td>Legal and Social</td> <td>60</td> <td>55</td> <td>75</td> </tr> <tr> <td>Information Systems</td> <td>55</td> <td>40</td> <td>75</td> </tr> <tr> <td>International Issues</td> <td>45</td> <td>45</td> <td>60</td> </tr> </tbody> </table>	Subject	Spring 23	Fall 23	Spring 24	Accounting	45	35	55	Economics	50	50	70	Management	60	60	75	Quantitative Business	35	25	55	Finance	40	45	70	Marketing	50	50	65	Legal and Social	60	55	75	Information Systems	55	40	75	International Issues	45	45	60
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<p>To show mastery and retention, 60% of the student</p>	<p>Internal instrument: Senior Exit Exam</p>	<p>For Spring 23, the average score was 74.13%. for Fall 23 it</p>	<p>60% of the student met or exceeded the 60% score on the Senior Exit Exam for</p>	<p>In order to keep improving test scores, faculty are to increase use of technology like CANVAS, revise course content to better reflect modern trends and needs,</p>																																									

<p>group must score at or more than 60% on the senior exit exam</p>		<p>was 76.78% and for Spring 24 it was 78%</p>	<p>all three semesters. 96.67% of the students scored more than 60% in Spring 2023 while 100% of the students scored more than 60% in Fall 23 and Spring 2024. Overall, an upward trend was observed in most subjects over time.</p>	<p>design homework that makes use of available resources such as Bloomberg software, Excel, library resources, etc. The Senior exam must also include a way to classify students by their majors/ concentrations</p>	<h3 style="text-align: center;">Senior Exit Exam Average</h3> <table border="1"> <caption>Senior Exit Exam Average Data</caption> <thead> <tr> <th>Term</th> <th>Average Score</th> </tr> </thead> <tbody> <tr> <td>Spring 23</td> <td>74.2</td> </tr> <tr> <td>Fall 23</td> <td>76.8</td> </tr> <tr> <td>Spring 24</td> <td>78.0</td> </tr> </tbody> </table>	Term	Average Score	Spring 23	74.2	Fall 23	76.8	Spring 24	78.0																								
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<p>The student group should score at least 75% on all categories of internship supervisor/ employer survey</p>	<p>External instrument: Employer survey</p>	<p>Students scored higher than 75% on all categories in Spring 23, Fall 23 and Spring 24</p>	<p>Continue with the professional training students receive in their classes and professional development and networking activities offered by Fisk University and the Business Department</p>	<ol style="list-style-type: none"> <li>1. Integrate more on-the-job training and professional development activities in curriculum and out-of-class activities</li> <li>2. More exposure to industry professionals</li> </ol>	<h3 style="text-align: center;">Internship Performance Analysis</h3> <table border="1"> <caption>Internship Performance Analysis Data</caption> <thead> <tr> <th>Category</th> <th>Spring 23</th> <th>Fall 23</th> <th>Spring 24</th> </tr> </thead> <tbody> <tr> <td>Professionalism</td> <td>90</td> <td>90</td> <td>90</td> </tr> <tr> <td>Personality...</td> <td>90</td> <td>90</td> <td>90</td> </tr> <tr> <td>Integrity &amp;...</td> <td>100</td> <td>90</td> <td>90</td> </tr> <tr> <td>Interpersonal...</td> <td>90</td> <td>90</td> <td>90</td> </tr> <tr> <td>Communicatio...</td> <td>90</td> <td>90</td> <td>90</td> </tr> <tr> <td>Teamwork</td> <td>100</td> <td>85</td> <td>90</td> </tr> <tr> <td>Critical Thiking...</td> <td>75</td> <td>85</td> <td>90</td> </tr> </tbody> </table>	Category	Spring 23	Fall 23	Spring 24	Professionalism	90	90	90	Personality...	90	90	90	Integrity &...	100	90	90	Interpersonal...	90	90	90	Communicatio...	90	90	90	Teamwork	100	85	90	Critical Thiking...	75	85	90
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**Fisk University Department of Business Administration**

Note on Criterion 4.3: As continuous quality improvement actions are taken based on assessment, it would be helpful to document the process and make a direct link between the assessment measure, the results, the analysis and actual improvement.

**Response: Standard 4, criterion 4.3 Comparative Assessment of Results**

The Business Department administers Senior Exit Exam to all graduating seniors each year to measure mastery and retention of information learned in the CPC. The following are the results from Spring 23, Fall 23 & Sprig 2024.

Goals	Type of Instrument	Current Results	Analysis of Results	Action Taken	Graphs of Resulting Trends																																				
<p>To show mastery and retention, 60% of the student group must score at or more than 60% on the senior exit exam</p>	<p>Internal instrument: Senior Exit Exam</p>	<p>For Spring 23, the average score was 74.13%. for Fall 23 it was 76.78% and for Spring 24 it was 78%</p>	<p>60% of the student met or exceeded the 60% score on the Senior Exit Exam. 96.67% of the students scored more than 60% in Spring 2023 while 100% of the students scored more than 60 % in Fall 23 and Spring 2024. Overall, an upward trend was observed in most subjects over time.</p>	<p>Faculty needs to increase use of technology like CANVAS, revise course content to better reflect modern trends and needs, design homework that makes use of available resources such as Bloomberg software, Excel, library resources, etc. The Senior exam must also include a way to classify students by their majors/concentrations More training specific to senior exam and communicate the importance to students</p>	<p>The chart displays the average scores for each subject across three semesters. The x-axis represents the score from 0 to 120. The legend indicates: Spring 24 (grey), Fall 23 (orange), and Spring 23 (blue).</p> <table border="1"> <caption>Senior Exit Exam Avg Scores/Subjects</caption> <thead> <tr> <th>Subject</th> <th>Spring 24</th> <th>Fall 23</th> <th>Spring 23</th> </tr> </thead> <tbody> <tr> <td>Bus Law</td> <td>75</td> <td>65</td> <td>70</td> </tr> <tr> <td>Management</td> <td>90</td> <td>85</td> <td>80</td> </tr> <tr> <td>Quantitative</td> <td>75</td> <td>70</td> <td>70</td> </tr> <tr> <td>Bus Info Sys</td> <td>85</td> <td>95</td> <td>80</td> </tr> <tr> <td>Economics</td> <td>75</td> <td>70</td> <td>75</td> </tr> <tr> <td>Finance</td> <td>85</td> <td>85</td> <td>80</td> </tr> <tr> <td>Accounting</td> <td>65</td> <td>60</td> <td>65</td> </tr> <tr> <td>Marketing</td> <td>85</td> <td>80</td> <td>80</td> </tr> </tbody> </table>	Subject	Spring 24	Fall 23	Spring 23	Bus Law	75	65	70	Management	90	85	80	Quantitative	75	70	70	Bus Info Sys	85	95	80	Economics	75	70	75	Finance	85	85	80	Accounting	65	60	65	Marketing	85	80	80
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## Major Field Test

The Business Department administers Major Fields Test set by the ETS to all graduating seniors

The following is the results and the analysis of the test and the graph shows Fisk student’s performance in comparison to the national average for Spring 23, Fall 23 and Spring 24

Goals	Type of Instrument	Current Results	Analysis of Results	Action Taken	Graphs of Resulting Trends												
<p>To show retention and mastery. The Group should score at or above the national average</p>	<p>External instrument – ETS Major Field Test</p>	<p>ETS Releases test reports once a year hence the previous year’s data was used. For 2022, the national average was 150.3 while it was 150.2 for 2023. Fisk business students performed almost as well as the national average in Spring 23 and Fall 24. However their performance far surpassed national average in Spring 2024.</p>	<p>Fisk Business students have been showing a steady growth in their performance on the ETS Major Field Test. They have also demonstrated exceptional growth in in Spring 24 which is a strong indicator of the effects of enhanced teaching, mentorship , advising and other initiatives being undertaken by the Business Department</p>	<p>Although we have seen improvements over the past few years, we will continue to work with our students to keep this positive trajectory in performance. Some strategies include;</p> <ol style="list-style-type: none"> <li>1. Provide review sessions to students in various classes and the capstone course</li> <li>2. Include modern curriculum in all majors to better reflect national trends and needs</li> <li>3. Provide practice tests and specific training each year</li> <li>4. Track progress in performance each year</li> </ol>	<div style="text-align: center;"> <h3>ETS Field Test - Fisk vs. National Average</h3> <table border="1" style="margin: auto;"> <caption>ETS Field Test - Fisk vs. National Average</caption> <thead> <tr> <th>Year</th> <th>Fisk</th> <th>National</th> </tr> </thead> <tbody> <tr> <td>Spring 23</td> <td>150.2</td> <td>150.2</td> </tr> <tr> <td>Fall 23</td> <td>150.9</td> <td>150.2</td> </tr> <tr> <td>Spring 24</td> <td>176.8</td> <td>150.2</td> </tr> </tbody> </table> </div>	Year	Fisk	National	Spring 23	150.2	150.2	Fall 23	150.9	150.2	Spring 24	176.8	150.2
Year	Fisk	National															
Spring 23	150.2	150.2															
Fall 23	150.9	150.2															
Spring 24	176.8	150.2															

## Internship Performance

Each year, the Business Department surveys the internship supervisors of all department students with internships.

The following are the results of the survey over three semesters – Spring 23, Fall 23 and Spring 24.

Goals	Type of Instrument	Current Results	Analysis of Results	Action Taken	Graphs of Resulting Trends																																
<p>The student group should score at least 75% on all categories of internship supervisor/ employer survey</p>	<p>External instrument: Employer survey</p>	<p>Students scored higher than 75% on all categories in Spring 23, Fall 23 and Spring 24</p>	<p>Continue with the professional training students receive in their classes and professional development and networking activities offered by Fisk University and the Business Department</p>	<p>3. Integrate more on-the-job training and professional development activities in curriculum and out-of-class activities</p> <p>4. More exposure to industry professionals</p>	<div style="text-align: center;"> <h3>Internship Performance Analysis</h3> <table border="1" style="margin: 10px auto; border-collapse: collapse;"> <caption>Approximate Data from Internship Performance Analysis Chart</caption> <thead> <tr> <th>Category</th> <th>Spring 24 (%)</th> <th>Fall 23 (%)</th> <th>Spring 23 (%)</th> </tr> </thead> <tbody> <tr> <td>Critical Thinking Skills</td> <td>90</td> <td>85</td> <td>75</td> </tr> <tr> <td>Teamwork</td> <td>95</td> <td>85</td> <td>98</td> </tr> <tr> <td>Communication Skills</td> <td>95</td> <td>90</td> <td>92</td> </tr> <tr> <td>Interpersonal Skills</td> <td>95</td> <td>92</td> <td>88</td> </tr> <tr> <td>Integrity &amp; Ethics</td> <td>98</td> <td>95</td> <td>98</td> </tr> <tr> <td>Personality Traits</td> <td>98</td> <td>92</td> <td>88</td> </tr> <tr> <td>Professionalism</td> <td>95</td> <td>92</td> <td>88</td> </tr> </tbody> </table> </div>	Category	Spring 24 (%)	Fall 23 (%)	Spring 23 (%)	Critical Thinking Skills	90	85	75	Teamwork	95	85	98	Communication Skills	95	90	92	Interpersonal Skills	95	92	88	Integrity & Ethics	98	95	98	Personality Traits	98	92	88	Professionalism	95	92	88
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