

CBOT YEARLY PLANNING DISCUSSION TEMPLATE

General Questions

Program Name: Computer Business Office Technology (CBOT) **Academic Year 2022/2023**

1. Has your program mission or primary function changed in the last year?

No

2. Were there any noteworthy changes to the program over the past year? (eg, new courses, degrees, certificates, articulation agreements)

Articulation agreements are in place with local high schools and the most recent one approved is with Pioneer Valley High School (see below)

Allan Hancock College and Pioneer Valley High School agree to articulate the following courses:

Articulation Program Area:	BUSINESS
High School Course Title:	Computer Applications A & B
AHC Course Title:	CBOT 100 (1 unit) - Keyboarding CBOT 360 (1 unit) – 360 Word Basic CBOT 361 (1 unit) – Intro to PowerPoint CBIS 371 (1 unit) – Intro to Excel CBIS 372 (1 unit) – Intro to Access

Credit by Examination with Grade and/or
 Prerequisite Waiver for the articulated course listed above will be awarded if the following criteria are met:

1. The student has completed the articulated course listed above with a grade of a "B" or better.
2. The student must be currently enrolled in Allan Hancock College credit courses to be eligible to receive articulation credit.
3. The student must apply for credit within three (3) years after the last day of the course to be eligible to receive articulated credit.

Articulation Agreement Date: 07/01/2022 **Expiration Date:** 07/01/2025

Concurrent Enrollment pilot program took place in Spring 2022 with El Camino Jr. High. The pilot had some successes and some challenges. Due to class schedules and times at El Camino Jr. High the concurrent enrollment did not continue in Spring 2023 however, dialogue continues to see if the program can continue. Monthly meetings are attended by CBOT instructor with the Jr. High School District.

See approval letter text below approving the instructor at El Camino Jr. High.

Thank you for your interest in the Concurrent Enrollment Program at Allan Hancock College (AHC). After careful review, the Concurrent Enrollment Committee has approved the following course(s):

COURSE	SECTIONS	SEMESTER(S)	INSTRUCTOR
CBOT 312 – Keyboarding Speed & Development	4	Spring 2022	Caleb Gonzalez

Learning Outcomes Assessment

- a. Please summarize key results from this year’s assessment.

All courses were mapped to the Program Learning Outcomes (PLO’s) and verified in the Strategic Planning Software (SPOL) and updated for accuracy as necessary. See below.

Course	Outcome	1 - CBOT1- Analyze and solve problems related to ad	2 - CBOT2- Apply proper administrative operations a	3 - CBOT3- Communicate clearly and professionally.	4 - CBOT4- Demonstrate the use of software applicat
CBOT100		A	A	I	I
CBOT131		A			
CBOT132		A			M
CBOT302		D	D	D	I
CBOT305		D	D	A	A
CBOT312		A	A	A	D
CBOT333		A			
CBOT334					M
CBOT337		A			

Course Data was entered into SPOL from previous semesters for each course that mapped to the Program Learning Outcome. All four Program Learning Outcomes had results higher than the 70% target goal. See below:

Outcome	Target	Actual Result (Score)	Difference
1 - CBOT1- Analyze and solve problems related to ad	70.00%	80.49%	+10.49%
2 - CBOT2- Apply proper administrative operations a	70.00%	79.17%	+9.17%
3 - CBOT3- Communicate clearly and professionally.	70.00%	87.50%	+17.50%
4 - CBOT4- Demonstrate the use of software applicat	70.00%	80.49%	+10.49%

Outcome Status	Target	Actual Result (Score)	Difference
Planning Stage	70.00%	80.49%	+10.49%

- b. Please summarize your reflections, analysis, and interpretation of the learning outcome assessment and data.

The target goal of 70% was surpassed on all four PLO's by over 9% and as high as 17%. The results ensure that students are mastering the learning outcomes based on this performance.

Over the past year the CBOT instructor secured grant funds and purchased 15 laptops with the full version of Office downloaded on the PC's and checks them out to students. This has helped tremendously when a student has a Chromebook or Mac and cannot download the software used in the course.

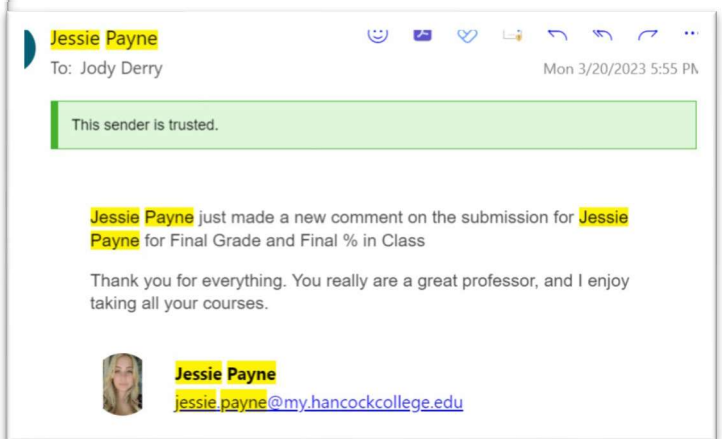
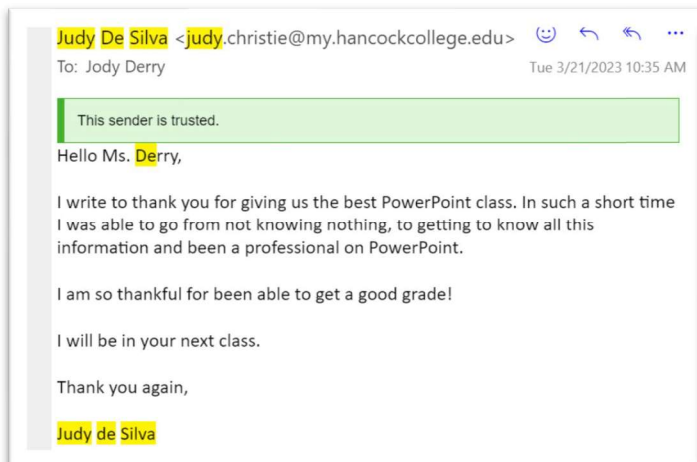
Due dates for homework have been extended for students who need more time to get started in the class due to downloading the software, data files or just becoming comfortable with how the course works.

When students do not turn in homework the CBOT full time instructor will call students and offer a zoom meeting or to meet in person to help the student.

All these factors contribute to student success.

- c. Please summarize recommendations and/or accolades that were made within the program/department.

Student accolades were given at the last program review through the questions on the program review. Students personally thank the CBOT instructors as well. It is very common to receive great feedback and thank you emails from the students. See below, 2 student emails, both received in March 2023 which are representative of the emails received.



- d. Please review and attach any changes to planning documentation, including PLO rubrics, associations, and cycles planning.

None

3. Is your two-year program map in place and were there any challenges maintaining the planned schedule?

The two-year program map is in place and on the website. There are no problems maintaining that schedule. Administration has supported the CBOT courses being offered.

4. Were there any staffing changes?

No staffing changes.

5. What were your program successes in your area of focus last year?

The Business and Finance Success Team focused on Student Orientations and worked with the Counseling department to promote, plan and facilitate PD 700 College Connect. It was a success and there were 2 courses completed in Fall 2022. There was a day course and a night course. The Business orientation had guest speakers from the department faculty (3 instructors spoke) and from the Career Center. The PD 700 is recommended to continue in the fall 2023.

CTE two-year review of labor market data and pre-requisite review

6. Does the program meet documented labor market demand?

Yes.

According to the labor market data found from the site:

<https://www.labormarketinfo.edd.ca.gov/data/employment-projections.html> the data shows that several CBOT degrees and certificates lead to jobs in growing areas. Some of those growing occupations for students are Administrative Services and Facilities Managers. Typical entry level is a bachelor's degree however the CBOT program is a stepping stone to this field and there is a 9% growth estimated from 2020 - 2030. Computer Support Specialists also has an estimated 9% growth from 2020 – 2030 and entry level can be with an associates degree. The Computer Applications and Office Management would be the best A.S. degree option for students entering both of these fields.

One of the degree options for CBOT is Legal Secretarial which would be included in the career outlook for Paralegals and Legal Assistants and has a 12% estimated growth.

The last job highlighted is the Secretarial and Administrative Assistant field although on decline there are still over 3 million jobs estimated for 2020. See below:

Quick Facts: Administrative Services and Facilities Managers	
2020 Median Pay ?	\$98,890 per year \$47.54 per hour
Typical Entry-Level Education ?	Bachelor's degree
Work Experience in a Related Occupation ?	Less than 5 years
On-the-job Training ?	None
Number of Jobs, 2020 ?	322,000
Job Outlook, 2020-30 ?	9% (As fast as average)
Employment Change, 2020-30 ?	28,600

<https://www.bls.gov/ooh/management/administrative-services-managers.htm>

Quick Facts: Computer Support Specialists	
2020 Median Pay ?	\$55,510 per year \$26.69 per hour
Typical Entry-Level Education ?	See How to Become One
Work Experience in a Related Occupation ?	None
On-the-job Training ?	None
Number of Jobs, 2020 ?	844,600
Job Outlook, 2020-30 ?	9% (As fast as average)
Employment Change, 2020-30 ?	72,200

<https://www.bls.gov/ooh/computer-and-information-technology/computer-support-specialists.htm>

Quick Facts: Paralegals and Legal Assistants	
2020 Median Pay ?	\$52,920 per year \$25.44 per hour
Typical Entry-Level Education ?	Associate's degree
Work Experience in a Related Occupation ?	None
On-the-job Training ?	None
Number of Jobs, 2020 ?	345,600
Job Outlook, 2020-30 ?	12% (Faster than average)
Employment Change, 2020-30 ?	41,400

<https://www.bls.gov/ooh/legal/paralegals-and-legal-assistants.htm>

Quick Facts: Secretaries and Administrative Assistants	
2020 Median Pay ?	\$40,990 per year \$19.71 per hour
Typical Entry-Level Education ?	High school diploma or equivalent
Work Experience in a Related Occupation ?	See How to Become One
On-the-job Training ?	See How to Become One
Number of Jobs, 2020 ?	3,363,900
Job Outlook, 2020-30 ?	-7% (Decline)
Employment Change, 2020-30 ?	-226,200

<https://www.bls.gov/ooh/office-and-administrative-support/secretaries-and-administrative-assistants.htm>

7. How does the program address needs that are not met by similar programs?

The program addresses the needs not met by similar programs and does not represent an unnecessary duplication of other vocational or occupational training programs in the area. Cuesta College and Santa Barbara Business College are the closest colleges physically to Allan Hancock College. The CBOT area at Hancock has three A.S. degrees and 6 certificate options where both Cuesta College and Santa Barbara Business College have far less offerings and options for A.S. and certificates in the CBOT area.

8. Does the employment, completion, and success data of students indicate program effectiveness and vitality? Please, explain.

Student Retention

Total retention rate is following an upward trend with a high of 91% in 2019-20 and 2020-21. CBOT total success rate is averaging between 65% and 77%. The CBOT total success and retention rates are shown in the table below by course and by year. It should be noted that CBOT 360 and CBOT 361 (with low success rates in 2019-20, 33% and 50%, are pass/no pass courses offered in Winter and Summer). Institutional effectiveness usually leaves out the Winter data but it was mistakenly added to the total results.

Student Success

The success rate total decreased from 2019-2020 from 77% to 65%. That is a large drop and may be influenced by COVID-19. The 65% success rate is lower than prior years but the retention rate is higher than prior years at 91%. This may mean that students are not being dropped when they have partial work completed. For some reason the student stops submitting homework or taking tests and ends up with not enough points to pass. In most CBOT courses, failing grade means the student stopped submitted homework. Partial credit is given to computer assignments that are incomplete or incorrect and usually results in some points.

The fact that the CBOT program changed to an 8-week format and shortened term may influence the success rate of students. The positive is that the 8-week format allows students to complete their courses faster and take the beginning and advanced Word Processing course (CBOT 131 and CBOT 132) in the same semester. The negative is that some students may feel there is not enough time to complete the work. The 8-week format needs to continually be analyzed and additional student feedback should be gathered on student success rates. This can be done through Successnet feedback from counselors with use of the Early Alert documentation. Counselors who contact students usually send an email explaining that the case is closed or progress made with the student reason that they are behind.

If the reason that the student is not successful can be determined, they can be analyzed and interventions may be implemented to increase student success. It should be noted that the 8-week format had high success rates in 2019-20 and lower success rates in 2020-21. This may be a result of COVID-19 influencing factors. Successnet for Early Alert is a very valuable tool and should be discussed further with part-time employees to ensure all instructors are using this resource.

CBOT Program Review Yearly Planning

1 Retention & Success by academic year by course CBOT

course_	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
CBOT100	85% 89%	83% 94%	86% 91%	89% 90%	75% 94%	64% 96%
CBOT131	86% 90%	68% 86%	73% 84%	61% 79%	76% 85%	62% 87%
CBOT132	69% 86%	82% 95%	70% 83%	82% 95%	82% 90%	65% 94%
CBOT302	88% 94%	58% 85%	58% 87%	71% 97%	100% 100%	69% 86%
CBOT305	75% 75%	84% 96%	68% 92%	71% 94%	76% 91%	55% 88%
CBOT312	72% 88%	65% 90%	66% 87%	71% 93%	81% 90%	62% 90%
CBOT333	86% 85%	73% 81%	68% 83%	70% 84%	82% 86%	61% 86%
CBOT334	67% 81%	64% 83%	60% 73%	65% 86%	83% 91%	66% 94%
CBOT337	76% 82%	77% 83%	66% 69%	71% 93%	83% 93%	78% 87%
CBOT350	82% 96%	82% 71%	85% 96%			
CBOT351	82% 89%	78% 89%				
CBOT360	60% 100%		62% 88%		88% 78%	
CBOT361	77% 92%	76% 96%	72% 92%	79% 88%	53% 88%	
Grand Total	68% 88%	69% 89%	67% 86%	69% 89%	77% 91%	65% 91%

Retention % and Success % for each course_broken down by Academic Year. Color shows details about Retention % and Success %. The data is filtered on TERM_CODE, CB04, subject and course. The TERM_CODE filter excludes 201510, 201520, 201540, 202110 and 202130. The CB04 filter keeps C, D and N. The subject filter keeps CBOT. The course filter has multiple members selected.

Measure Names

- Retention %
- Success %

9. Have recommendations from the previous report been addressed?

Recommendations and analysis from previous years and the current year are addressed every semester. Many times interventions happen during the semester or an 8 week class. Because the program is technology based changes happen rapidly and must be addressed as soon as possible to ensure student success.

Validation for Program Planning Process:

10. Who have you identified to validate your findings? (Could include Guided Pathway Success Teams, Advisory Committee Members, related faculty, industry partners or higher education partners)

The CBOT Advisory team is a great partner and besides containing industry partners in the community it also includes high school teachers in Business.

11. Are there specific recommendations regarding the core topic responses from the validation team?

Student success is always addressed at the advisory team meetings and the new business orientation (PD 700) was reviewed and supported by the team members.

CBOT Program Review - Spring 2023

ACADEMIC SERVICES AND SUPPORT (Area of Focus/Core Topic)

Academic Services and Support – assess and improve relationship with tutorial services, library, counseling, learning assistance program (LAP), etc. and evaluate co-curricular support courses.

Possible topics:

- Collaborate with student success team members to ensure institutional barriers are mitigated.
- Review and summarize student support options.
- Implement student surveys and evaluate results.
- Assess co-curricular support programs and services.

1. What data were analyzed and what were the main conclusions?

The Business and Finance Success Team conducted a focus group with the following goals identified:

- Understand the Business and Finance Student Experience
- Identify Student Obstacles and ways to avoid them
- Help students identify and confirm their career choice and stay on that path

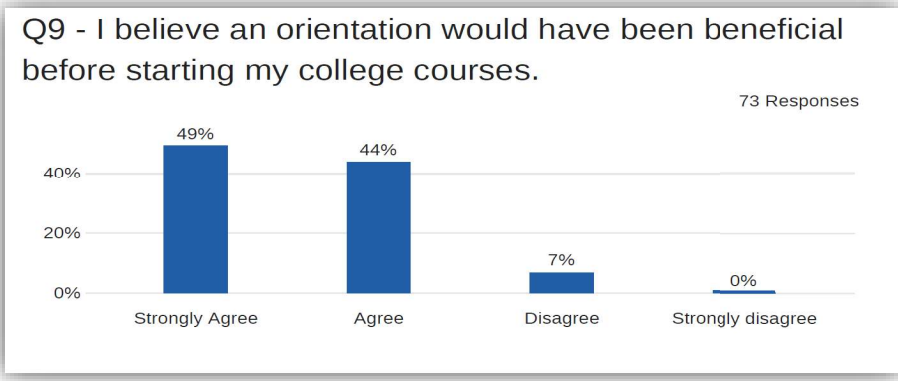
A focus group was conducted with the following five themes identified.

- Business Student Internships
- Business Student Orientations
- Business Student Networking
- Event Week for Business and Finance Students
- Scheduling Business Classes

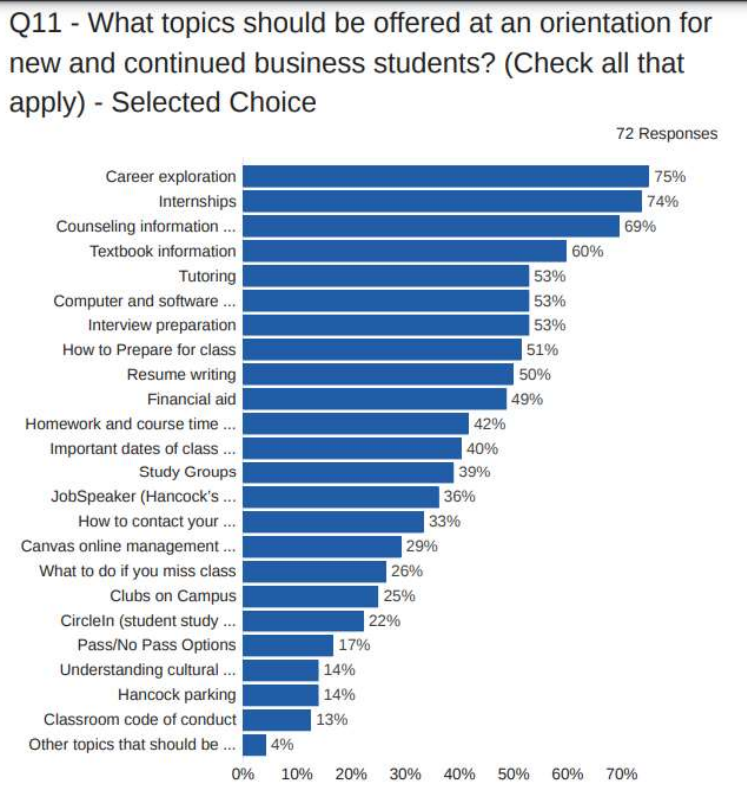
The team decided to create a survey for all Business Students receiving feedback on one of the five themes and it was decided that Orientations would be the topic. There were 73 students who responded to the survey. The complete survey is attached as a pdf.

Survey Results:

When asked if students believed an orientation would be beneficial before starting college courses, there were 93% of the students that either agreed or strongly agreed. See below.



When students were asked what topics should be offered at an orientation the following answers were received with the number 1 and number 2 answers being Career Exploration and Internships.



2. Based on the data analysis and looking through a lens of equity, what do you perceive as *challenges* with student success or access in your area of focus?

Students want more information on Career Exploration, and it may be a challenge to ensure the students engage with other resource departments on campus such as the Career Center for assistance with Career Exploration and Internships.

If a Business Student Orientation continues, a challenge may be getting the advertising out to students. The Business Department was successful in promoting the course and having students sign up for 2 classes but in other departments enrollment for the PD 700 was so low that the courses were cancelled.

3. What are your plans for change or *innovation*?

One of the ways to change or innovate is through the Business Orientation (PD 700 course). Plans for change and innovation for the Orientation are below:

- Assist the counseling department in advertising the new PD 700 College Connect Student orientation with the focus on Business topics
- Make suggestions on some of the topics to be covered at the Business Student Orientation (it was suggested that the career center be part of the orientation and have students enroll in JobSpeaker at the orientation)
- Present and team up with the counselor at the orientation to ensure student success (this can be done by attending the orientation in person or creating personalized videos by the instructors to welcome students and give them insight on how to be successful in the course).

Instructors can also make additions to the class to assist with student success

- Add assignments and information regarding topics identified in the business survey
- Create videos and links to help students be successful and to interact with other departments which facilitate their success, retention and completion of the program

4. How will you *measure* the results of your plans to determine if they are successful?

PD 700 College Connect Business Orientation

The Business and Finance success team will be a collaborator for the PD 700 College Connect course for Business Students.

The PD 700 course did take place during the 2022/2023 school year. The business department created and sent out flyers to all Business students and advertised the course at a booth at Hancock Hello. There were 2 sections, one for day and one for night held in August 2022.

The topics below were covered by Business Instructors and by the counselor and Career Center Staff.

- *Career Exploration*
- *Certificates and requirements*
- *Textbooks*
- *Computer and Software needed*
- *How to Prepare for Class*
- *Homework and course time*
- *Important Dates of Class*
- *How to Contact your Instructor*
- *What to do if you miss class*
- *What do I do if I fall behind on assignments*
- *Canvas*

Career Center topics were done with a hands-on portion led by Career Center staff

- *Career Exploration – covering the Uexplore software*
- *Interview Preparation*
- *Resume Writing*
- *Job Speaker – Hands-on enrollment in the software (JobSpeaker- contains jobs, career exploration and internships).*

Counselor focused topics are below:

- *Time Management*
- *Tutoring*
- *Financial Aid*
- *Pass/No Pass Option*
- *Understanding Cultural differences*
- *Hancock Parking*
- *Classroom Code of Conduct*

100% of those surveyed who attended the Business Student Orientation, PD 700 found the course useful. Recommendations to continue the course with 1 night section the week before school starts at night was given. Also, to continue with the hands-on JobSpeaker portion and have Business instructors help advertise and be guest speakers through attendance or videos.

Additional Measurements of Success

Another way to measure success is through the creation of videos and assignments in the course to facilitate student success.

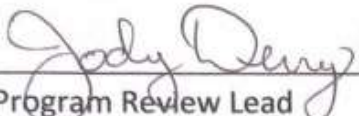
One instructor for CBOT added an activity to their Introduction Discussion Board on Canvas to have students take the Career Interest Quiz at the following site:

<https://www.careeronestop.org/toolkit/careers/interest-assessment.aspx>Links to an external site.

The Career quiz takes about 5 minutes and at the end, the student is shown a list of jobs that match their interests. They will also show the job outlook, pay and requirements. The students are to list a job that matched their interests and let the class know the job title, outlook and pay. The career center is advertised along with the JobSpeaker software through the first discussion board at the beginning of the course. An additional advantage is that it helps to detect if the student is fraud because it was found, fraudulent students are less likely to take the career assessment quiz and report properly on their results.

There are no new program initiative requests for CBOT at this time.

Program Review Signature Page:



Program Review Lead

4/12/23


Date



Program Dean

Apr 17, 2023

Date



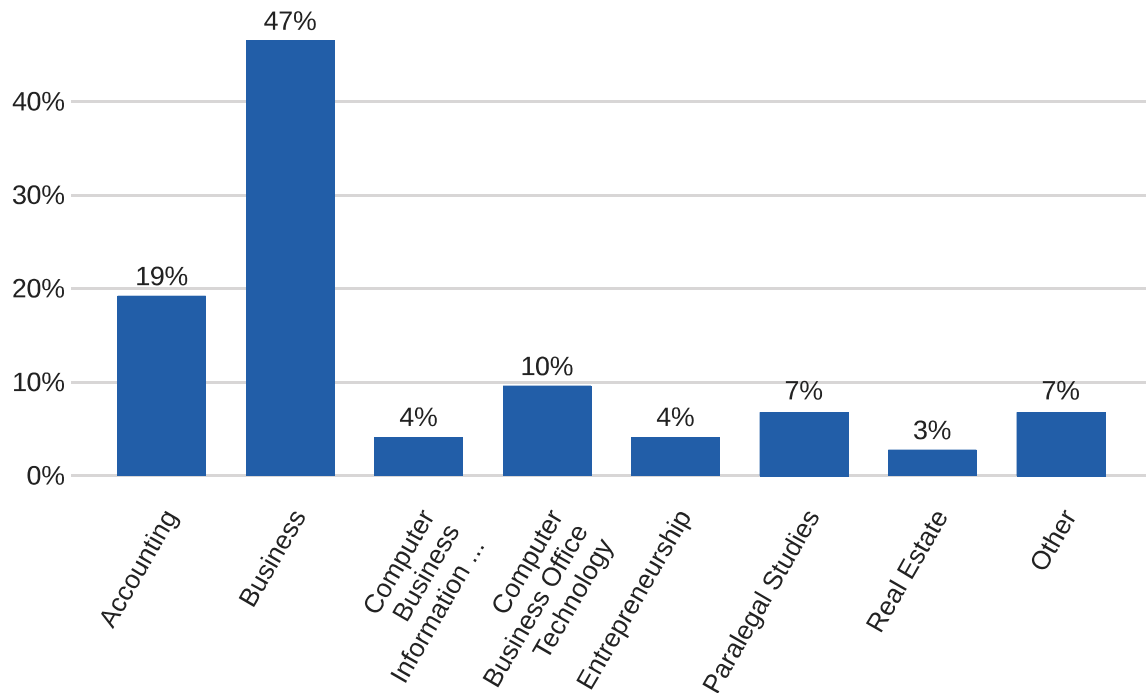
Vice President, Academic Affairs

Date

**Business and Finance Success Team Survey
Spring 2022
Total N = 73**

Q3 - What is your major? - Selected Choice

73 Responses



Q3_8_TEXT - Other - Text

Other - Text

Finance

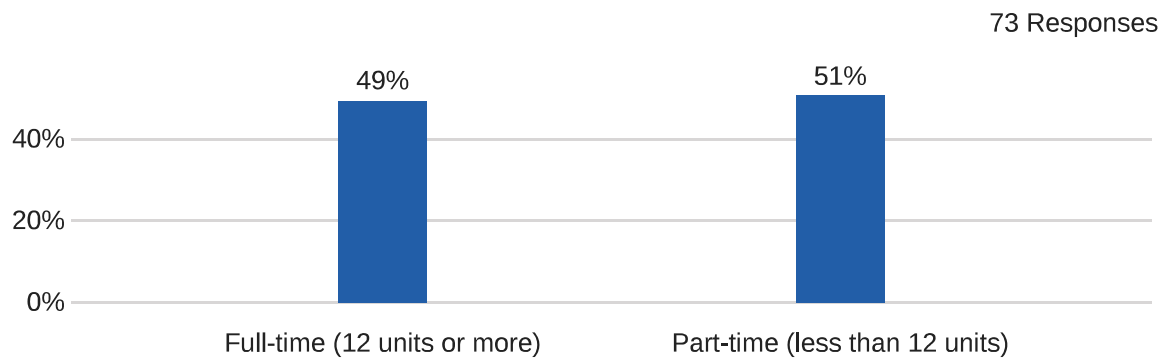
Finance

I don't have any major yet but I am in my way to get it.

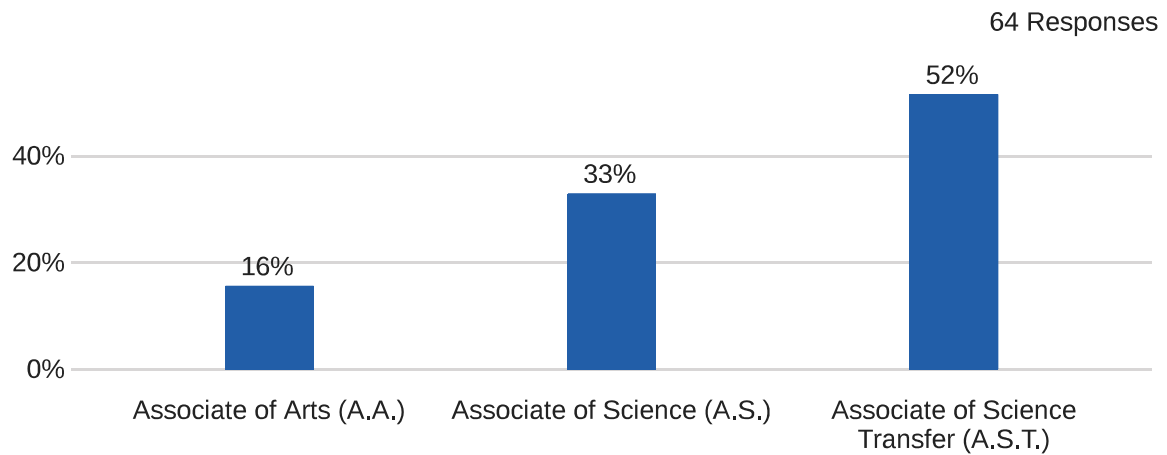
Business administration

Certificate computer business administration

Q4 - Are you currently a full-time student or part-time student?

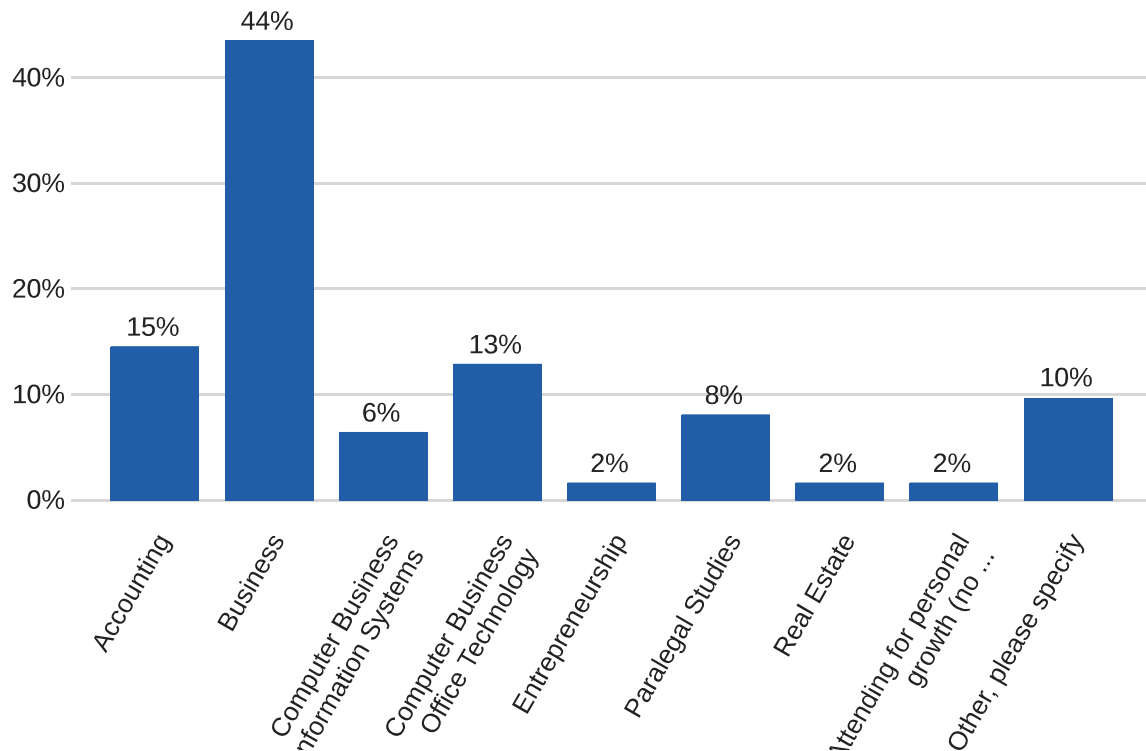


Q5 - What degree are you working towards?



Q6 - What certificates are you working towards? (Choose all that apply) - Selected Choice

62 Responses



Q6_9_TEXT - Other, please specify - Text

Other, please specify - Text

If I qualify for Hancock Certs. I am sure I'll be notified upon completion of my program

Bookkeeper

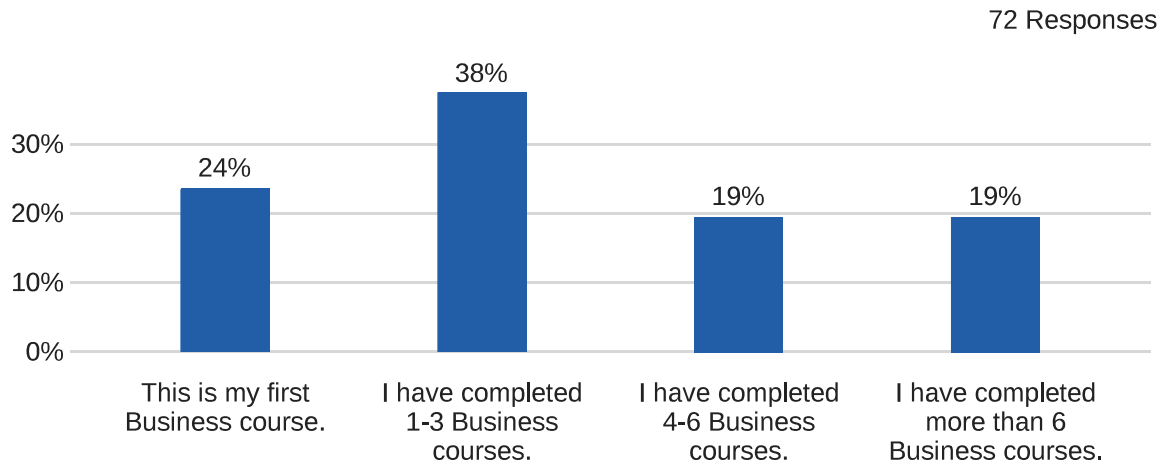
Business administration

Already got my certificate for CBOT

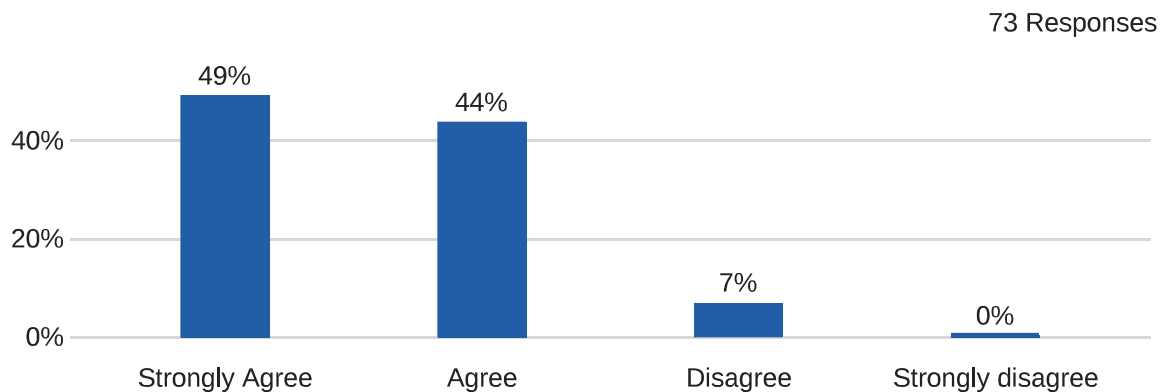
Along with my degree I am trying to earn the business certificates by taking classes offered on Saturdays.

I am not sure

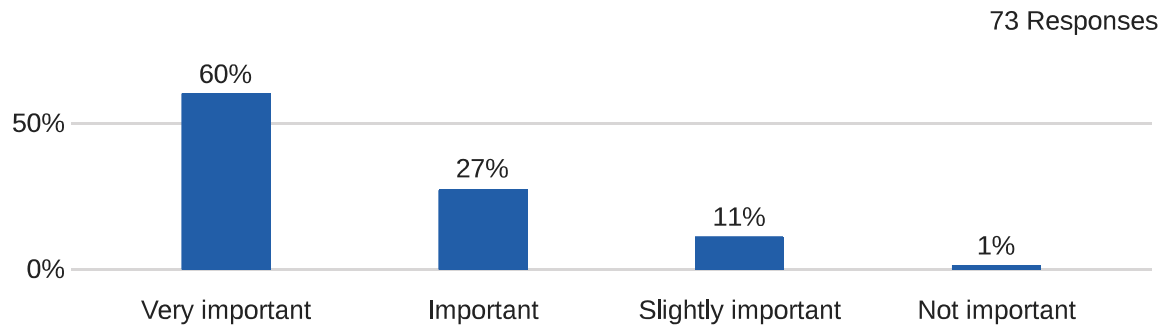
Q7 - How many total courses have you completed in the Business Department (Accounting, Business, Computer Business Information Systems, Computer Business Office Technology, Entrepreneurship, Paralegal Studies or Real Estate)?



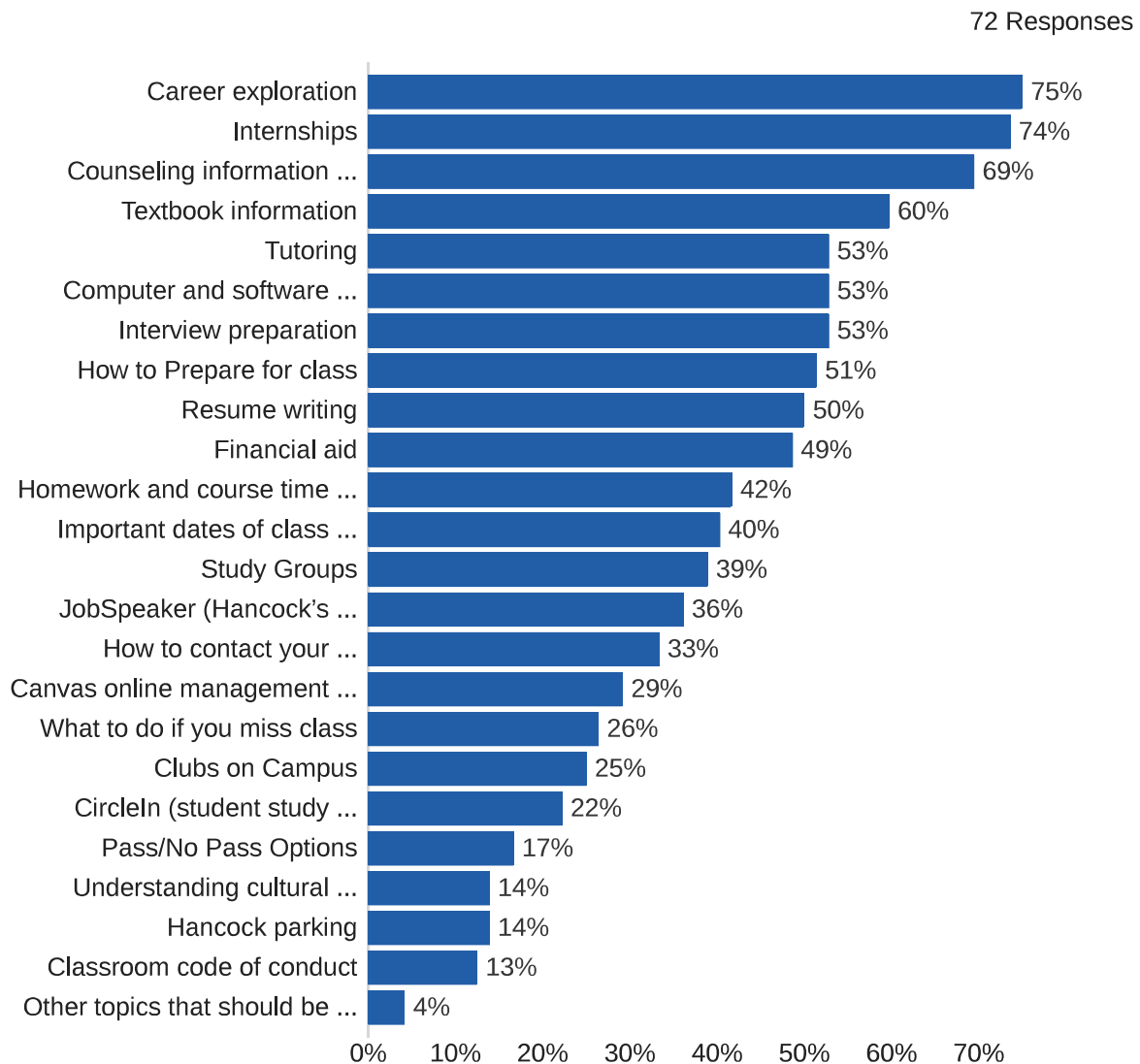
Q9 - I believe an orientation would have been beneficial before starting my college courses.



Q10 - How important is it for the AHC Business Department to offer business students a business focused orientation?



Q11 - What topics should be offered at an orientation for new and continued business students? (Check all that apply) - Selected Choice



Q11_24_TEXT - Other topics that should be included? - Text

Other topics that should be included? - Text

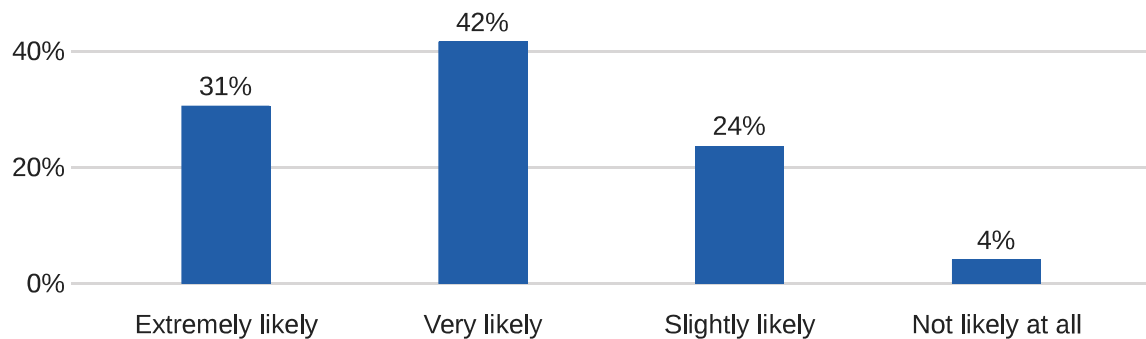
Tutoring!!! Especially for tough ACCOUNTING Classes. Preparation of My lab/Pearson website.

Different certificates available... I knew my degree works plan and had no idea a qualified for multiple CBOT and CBIS certificates of completion and/or accomplishment

Dress for sucess. personal appearance, grooming of hands and nails, com the hair.

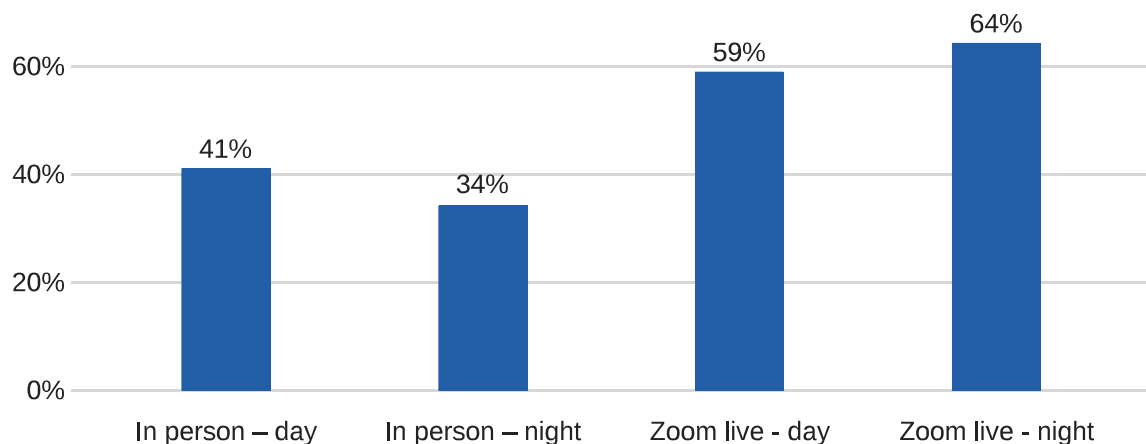
Q12 - How likely are you to attend a business-focused orientation for continuing students?

72 Responses



Q13 - What would be the best days and times for you to attend an orientation? (Check all that apply)

73 Responses



Q14_1 - In-person orientation

In-person orientation

Friday only

After 6pm

Friday

Wednesday, friday

afternoon

monday morinings

Tuesday 9am

50

Monday 6pm

N/A

2:00

Wednesday

M-R after 3

Tuesday 8:30 am

In the evening

6 pm -9pm

Friday

Sat 9am

M-Th 9am-3pm

Weekdays after 6 pm

Friday at 11am-2pm

Tuesday 10:00am

Thursday

Day

6pm or 7pm

Tuesday 3:00

M. To S. At 5 to 7 pm.

Weekends- any time

Friday noon

Saturday mornings

Fridays-Day

Wednesday @1

Saturday

Wednesday 1-4pm

Thursday

May 17th at 1:30pm

Is there a possibility that the orientation can be offered a couple of times in one week? Or maybe a Saturday session? depending on the length of the orientation.

saturday

8am to 11am everyday

Friday

Towards the end of the week. Thursday or Friday

Friday

2 PM

Tuesday morning

M W

Q14_2 - Online Zoom orientation

Online Zoom orientation

Monday-Friday

After 6pm

Friday

Friday

afternoon

evenings after 530pm

Any day 6pm or 7pm

Wednesday 12pm

Night

50

Weekdays after 6pm or Saturday all day

Mon-Thurs

2:00

Any day

Monday or Friday 10-1pm

M-Sa after 5

Tuesday 8:30 am

anytime

6pm-9pm

Mondays or Tuesdays anytime

Friday

M-F 6pm

M-F any time

Weekdays after 5 pm

Tuesday 10:00am

Friday

Every night

Day or Night

6pm or 7pm

Any day Any time

M. To S. At 5 to 7 pm.i

any

m-f after 6pm

After 6PM

Thursday morning

any day in the evening

Thursday-night

Tuesday @1

Saturday

Wednesday 6:30

Wednesday 1-4pm

6pm

Fridays or the weekends during the day and night and any day for night

May 18th at 1:30pm

Same as above. Question, will the student need to miss class to attend orientation?

12:00 P.M

10am to 6pm

Monday

Afternoon to evening times.

any day of week

10 AM

Tuesday morning

Friday at 12:00pm

M-F any time

6 pm

Q15 - Is there anything you would like the Business Department to know about ways to enhance your success while taking business courses at Allan Hancock College? Please give us some suggestions:

Is there anything you would like the Business Department to know about ways to enhance your success while taking business courses at Allan Hancock College? Please give us some suggestions:

More information. About entrepreneurship program

I am appreciative and need all the help I can get so thank you!

Tutoring, best way to study in groups,

I would like to know of where to look for new connections within the surrounding community to be able to have a mentor or at least some advice and practical knowledge of entering real estate and also maybe have the possibility to be able to talk to recent graduates who went into real estate and see what they would do and not do

No

More clear efficient examples(such as video explanations, a step by step example of any chapter related to the course) in courses for those of us who are slow thinkers

Accounting classes are VERY difficult. Instructors solely rely/work through pearson website and it is difficult to use and navigate.

More information about the entrepreneurship major.

I agree with all.

I should have looked better at the classes I signed up for. I could have planned them better. I am 47 and trying to get office skills for the workplace. I didn't look into certificates I could attain. Thankfully Jody Derry let us know about the CBOT certificate that our classes pertained to so I am now earning my certificate this month!

Professor Derry is the only instructor who I have seen send out random emails about different certificates that are available. I spent time going over a degreeworks plan with a counselor and spent 5 semesters taking different BUS, CBOT and CBIS courses while I waited for other courses I needed for my degree to open and qualified for multiple certificates of completion/achievement and would have never known had my interest not been sparked by one of these emails from Professor Derry about the different certificates offered. I want to express my extreme and most sincere gratitude to Professor Derry for taking this above and beyond step for her students.

I believe orientation will help students understand what type of business interest them. It is very easy to feel overwhelmed when picking what you want to major in. A business focused orientation will give the students a better understanding what majoring in business is all about.

An orientation focusing on business will help greatly. Help with updating resume after completing business certificates and business requirements. You are already doing a great job. Thank you.

ACCT 150 should be an in-person class because we need to use QuickBooks and it is a program that most students probably do not have at home.

More information on what business courses you should take.

Having an embedded tutor is important for the tutor to remember topics and be more efficient at the time of tutoring students.

What colleges are the best to go to for business degree for transfer?

Since financial aid is based off of amount of credits taken; is there a way to help an entering student understand how classes overlap each other and similar or alike courses of instruction can allow a student to obtain more than one Associates and/or Certificate? Double Degrees and multiple certificates can be obtained; the student just has to have the available time and proper scheduling.

Please make courses more accessible with different semester options







2022-23 AA CBOT Yearly Planning Review, Academic Services and Support Topics S2023 and Business Success Team Survey Results S2022_4.13.23

Final Audit Report

2023-04-17

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