

I. **Graduating Student Inventory** - This section presents summary data of indirect measures of institutional learning outcomes as indicated in the **Graduating Student Inventory**. The stem for this section reads, "Are these areas of personal growth stronger or weaker than when you began your education?" (*Much weaker* = 1; *Much stronger* = 5) The performance standard for this learning outcome assessment is a total aggregate score of 4.0/80% (minimum score for "successful") and 4.5/90% (minimum score for "excellent").

Measures of Personal Growth and Educational Outcomes

Ability to interpret scripture	4.34
Ability to preach/teach	4.22
Ability to evangelize	3.97
Ability to minister to the needs of others	4.50
Ability to lead effectively	4.50
Empathy for the poor and oppressed	4.22
Ability to pray	3.98
Enthusiasm for learning	4.21
Insight into the troubles of others	4.24
Desire to become an authority in my field	4.41
Trust in God	4.55
Self-discipline and focus	4.24
Ability to live one's faith in daily life	4.22
Clarity of vocational or ministry goals	4.26
Self-confidence	4.29
Critical thinking	4.40
Self-knowledge	4.50
Strength of spiritual life	<u>4.36</u>
Average Score for All Measures	4.30

II. Institutional Effectiveness Data

- A. The following compilation of student retention and completion data by degree program includes the following:
- Fall enrollment in each program for Fall 2019
 - Retention Rates (unique student, Fall-to-Fall enrollment, excluding graduates leaving the program and excluding new fall enrollees).
 - Degrees Conferred (100% of degree length, 150% of degree length, and over 150%) from Fall 2017 through Summer 2018.

Degree Program	Enrollment FALL 2020	Retention Rate Fall 19-Fall 20	Average Retention Rate	Degrees Conferred	
Associates Programs	33			7	
Christian Ministries	21	50%	46.4%	4	
Worship Leadership	12	41.7%		3	
Bachelors Programs	286			49	
Biblical & Theological Studies	67	61.3%	63.5%	9	
Biblical & Messianic Jewish Studies	11	n/a		n/a ¹	
Biblical Counseling	85	68.3%		19	
Christian Ministries	26	50.0%		4	
Cross-Cultural Ministry (old name) ----- Intercultural Studies (new name)	11	77.8%		4	
General Christian Studies	41	54.8%		10	
Media Arts Bach	9	50%		0 ²	
Worship Leadership Bach	35	85.2%		3	
Music & Worship Bach	1	33.3%		0	
Graduate Programs	285				47
Master of Practical Theology	93	76.5%		74.2%	12
Master of Divinity	116	74.5%	13		
Master of Marriage & Family Therapy	47	65.6%	12		
Master of Spiritual Leadership	29	84.6%	11		
Doctoral Program	62				
Doctor of Ministry	62	79.2%	79.2%	0	
Undeclared	2			n/a	
TOTAL	668		68.2%	103	

B. This section presents data for retention and graduations.

Retention Rate	
First-time, Full-time Fall 2019 bachelor cohort returning in fall 2020	61%
Course Completion Rate	
Course Completion for Spring 2019 semester	91%
Graduation Numbers	
Total number of degrees and certificates conferred May 2018	103
Overall graduation rate for First-Time, Full-Time Fall 2014 Cohort of degree/certificate seeking undergraduate students (for IPEDS report):	16% ³

¹ Indicates a first semester program.

² Indicates a new program. No students have graduated yet from this program.

³ The number of students in this cohort is not sufficient to report with confidence and confidentiality a table disaggregated by gender, by each major racial and ethnic subgroup (as defined in IPEDS), or by recipients of Federal grants or loans.

- C. This table presents the vocational job placement rates reported on the July 2020 Graduating Student Survey.

Vocational Job Placement Rate	
Undergraduate students	68%
Graduate students	89%

- D. The table below presents licensure pass rates for the first three graduating classes of the Master of Marriage and Family Therapy program.

Year	Marriage & Family Therapy		Licenses Professional Counselors (LPC)	
	# Students Attempting	Pass Rate	# Students Attempting	Pass Rate
2018 Graduates	9	55%	10	80%
2019 Graduates	0	n/a	7	100%
2020 Graduates	2	100%	5	100%

II. Learning Outcomes Assessment Overview

The tables below are provided to the Undergraduate Academic Council, the Graduate Academic Council, and program directors for faculty review, analysis, and institution and program improvement. Scores on all direct and indirect assessments are rated on or converted to a 5-pt. scale with the performance standard being a score of 4.0/80% (minimum score for "successful") and 4.5/90% (minimum score for "excellent").

- A. This table presents a composite assessment of institutional learning outcomes based on indirect measures of student learning outcomes.

Institutional Learning Outcomes	Indirect Measures			Aggregate Score
	GSS ⁴	SES ⁵	CE ⁶	
Show a commitment to the Lordship of Jesus Christ	4.36	4.51	4.52	4.46
Show the fruit of a Spirit-filled lifestyle and mindset	4.31	4.51	4.61	4.48
Acknowledge the authority of Scripture in the way they live	4.28	4.40	4.36	4.35
Demonstrate firm knowledge of Scripture and ability to apply its principles to life	4.28	4.40	4.56	4.41
Evidence a commitment to the biblical mandate of evangelism and the ability to share their faith	3.97	-	4.58	4.28
Evidence a commitment to the Church and to serve in it	-	4.51	4.66	4.59
Demonstrate the ability to effectively communicate in both written and oral form	4.22	-	4.65	4.44
Give evidence of reasoning skills with the ability to interpret and integrate knowledge	4.37	4.46	4.62	4.48
Demonstrate the ability to do research on a post-secondary level	4.40	-	4.59	4.50
Manifest a commitment to lifelong learning and growth	4.21	-	4.44	4.33
Composite				4.43

⁴ Graduating Student Survey Data

⁵ Student Experience Survey Data

⁶ CoursEval Data

B. This tables present a composite assessment of core (Gen Ed, Christian Foundation, and practicum courses) program learning outcomes based on selected core course assignments (direct assessment). The assignments are either evaluated by faculty utilizing assessment rubrics designed to evaluate educational effectiveness related to learning outcomes or evaluated by practicum supervisors using a rubric to evaluate mapped criteria.

Undergraduate Core Learning Outcomes	Selected Core Courses ⁷		Aggregate Scores
1. Demonstrate a foundational knowledge of Scripture and the doctrines of the Church from the perspective of the Pentecostal and renewal Christian traditions;	Old Testament	3.85	4.27
	Introduction to the Bible	4.37	
	Pentecostal and Charismatic Movement	4.51	
	Life of Jesus	4.34	
2. Demonstrate literacy of the humanities, sciences, and quantitative analysis.	English Composition I & II	4.27	4.41
	Math	-	
	Science	4.54	
3. Demonstrate an appreciation for God's creative design, redemptive purposes, and renewing activity in the broad arena of creation	Introduction to the Bible	4.37	4.39
	Spirit-formed Life	4.25	
	Natural Science and the Bible	4.54	
4. Exhibit Christ-like character through Spirit-empowered life and service	Spirit-Formed Life	4.25	4.45
	Christian Ethics	4.69	
	Practicums	4.40	
5. Respond to cultural and spiritual questions from a biblically based worldview	Philosophy & Christian Thought	4.64	4.70
	Christian Worldview	4.76	
	Christian Ethics	4.69	
6. Integrate biblical and theological knowledge with the philosophical and practical application of ministry;	Introduction to the Bible	4.37	4.28
	Old Testament Studies	3.85	
	Leadership Development	4.51	
	Practicums	4.40	
7. Communicate with clarity and conviction in written and oral, and interpersonal formats;	English Composition I & II	4.27	4.48
	Leadership Development	4.51	
	Public Speaking & Interpersonal Communication.	4.67	
Composite Score			4.43

C. The table below presents a summary of both indirect and direct assessments for the university.

Measures of Student Learning Outcomes	Minimum Value for "Success"	Minimum Value for "Excellent"	Current Score
Indirect Measures			
Graduating Student Survey	4.0	4.5	4.30
Student Experience Survey	4.0	4.5	4.37
Course Evaluations	4.0	4.5	4.50

⁷ Selected core courses share common objectives that develop and assess learning competencies related to the specific degree program.

Direct Measures			
Undergraduate Biblical Core Courses	4.0	4.5	4.45
Undergraduate Selected Major Courses	4.0	4.5	4.45
Undergraduate Selected General Education	4.0	4.5	4.59
Undergraduate Panel Reviewed Courses	4.0	4.5	4.00
Undergraduate Practicum Evaluations	4.0	4.5	4.52
Senior Capstone Paper	4.0	4.5	4.38
Graduate Core Courses	4.0	4.5	4.63
Graduate Panel Reviewed Courses	4.0	4.5	4.23
Graduate Practicum Evaluations	4.0	4.5	4.66
Graduate Capstone Paper	4.0	4.5	4.54