

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	2019	2020	2021
Ability to evangelize	3.89	3.97	3.84
Ability to interpret scripture	4.57	4.34	4.45
Ability to lead effectively	4.38	4.50	4.50
Ability to live one's faith in daily	4.21	4.22	4.34
Ability to minister to the needs of others	4.42	4.50	4.24
Ability to pray	4.09	3.98	4.29
Ability to preach/teach	4.21	4.22	4.21
Clarity of vocational or ministry goals	4.15	4.26	4.26
Critical thinking	4.26	4.40	4.37
Desire to become an authority in my field	4.21	4.41	4.50
Empathy for the poor and oppressed	4.11	4.22	4.26
Enthusiasm for learning	4.21	4.21	4.55
Insight into the troubles of others	4.25	4.24	4.37
Self-confidence	4.19	4.29	4.45
Self-discipline and focus	4.23	4.24	4.37
Self-knowledge	4.32	4.50	4.39
Strength of spiritual life	4.34	4.36	4.45
Trust in God	4.51	4.55	4.63
Average Score for All Measures	4.25	4.30	4.36

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 2021	Fall 2021 Retention Rate (Fall 20-Fall 21)	Average Retention Rate	Degrees Conferred (20-21)
Associates Programs				
Christian Ministries	16	42.1%	42.9%	5
Worship Leadership	8	44.4%		3
Bachelors Programs				
Biblical & Theological Studies*	51	52.5%	65.2%	6
Biblical & Messianic Jewish Studies	21	72.7%		0
Biblical Counseling*	82	61.8%		10
Christian Ministries	23	57.1%		6
Cross-Cultural Ministry (old name) ----- Intercultural Studies (new name)	8	55.6%		2
General Christian Studies	43	47.1%		7
Media Arts Bach	12	77.8%		0
Worship Leadership Bach	34	77.4%		4
Music & Worship Bach	0	0%		0
Graduate Programs				
Master of Practical Theology*	82	59.5%	69.4%	18
Master of Divinity*	114	63.7%		14
Master of Marriage & Family Therapy*	55	85.3%		13
Master of Organizational Leadership*	27	66.7%		11
Doctoral Program				
Doctor of Ministry*	72	83.1%	83.1%	3
Undeclared/Non-Degree Seeking	2	na	na	na
TOTAL	648	69.5%	69.5%	102

B. This section presents data for retention and graduations.

Retention Rates*

Program	2020-2021	2019-2020	2018-2019	3 Yr Average
Associates	50%	0%	100%	75%
Bachelor	38%	61%	69%	56%
Graduate	95%	62%	86%	81%

*Retention rates for associates and bachelors programs are fall-to-fall based on first-time, full-time status. Graduate programs utilize total enrollment from fall to fall.

Graduation Rates*

Program	2014 Cohort	2013 Cohort	2012 Cohort	3 Yr Average
Associates	71%	0%	100%	57%
Bachelor	16%	20%	13%	16%
Graduate	25%	53%	41%	49%

* The completion and graduation rates for certificates, associate degrees, and bachelor degrees are measured at 150% of the expected time for completion (bachelor degree rate is 6 years from the first enrollment).

C. This table presents the vocational job placement rates reported on the Spring 2020¹ 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
2019 Graduates	0	n/a	7	100%
2020 Graduates	2	100%	5	100%
2021 Graduates	2	100%	7	86%

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").

¹ One year after the most recent graduating class.

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 ²	SES ³	CE ⁴	
Show a commitment to the Lordship of Jesus Christ	4.45	4.43	-	4.44
Show the fruit of a Spirit-filled lifestyle and mindset	4.33	4.43	4.29	4.35
Acknowledge the authority of Scripture in the way they live	4.40	4.44	-	4.42
Demonstrate firm knowledge of Scripture and ability to apply its principles to life	4.40	4.44	4.52	4.45
Evidence a commitment to the biblical mandate of evangelism and the ability to share their faith	3.84	-	4.49	4.17
Evidence a commitment to the Church and to serve in it	-	4.40	4.65	4.53
Demonstrate the ability to effectively communicate in both written and oral form	4.21	-	4.50	4.36
Give evidence of reasoning skills with the ability to interpret and integrate knowledge	4.41	4.47	4.45	4.44
Demonstrate the ability to do research on a post-secondary level	4.37	-	4.41	4.39
Manifest a commitment to lifelong learning and growth	4.55	-	4.61	4.58
Composite				4.41

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 ⁵	Selected Core Courses ⁶		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	3.51	3.84
	Introduction to the Bible	3.62	
	Pentecostal and Charismatic Movement	4.52	
	Life of Jesus	3.72	
2. Demonstrate literacy of the humanities, sciences, and quantitative analysis.	English Composition I & II	4.38	4.40
	Math	-	
	Natural Science and the Bible	4.41	
3. Demonstrate an appreciation for God's creative design, redemptive purposes, and renewing	Introduction to the Bible	3.62	4.14
	Spirit-Formed Life	4.39	

² Graduating Student Survey Data

³ Student Experience Survey Data

⁴ CoursEval Data

⁵ The program objectives are published in the current Catalog.

⁶ Selected core courses share common objectives that develop and assess learning competencies related to the specific degree program.

activity in the broad arena of creation	Natural Science and the Bible	4.41	
4. Exhibit Christ-like character through Spirit-empowered life and service	Spirit-Formed Life	4.39	4.68
	Christian Ethics	4.70	
	Practicums	4.95	
5. Respond to cultural and spiritual questions from a biblically based worldview	Philosophy & Christian Thought	4.39	4.62
	Christian Worldview	4.77	
	Christian Ethics	4.70	
6. Integrate biblical and theological knowledge with the philosophical and practical application of ministry;	Introduction to the Bible	3.62	4.12
	Old Testament Studies	3.51	
	Leadership Development	4.38	
	Practicums	4.95	
7. Communicate with clarity and conviction in written and oral, and interpersonal formats;	English Composition I & II	4.38	4.41
	Leadership Development	4.38	
	Public Speaking & Interpersonal Communication.	4.48	
Composite Score			4.32

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	4.36
Student Experience Survey	4.0	4.5	4.37
Course Evaluations	4.0	4.5	4.58
Direct Measures			
Undergraduate Biblical Core Courses	4.0	4.5	4.32
Undergraduate Selected Major Courses	4.0	4.5	4.58
Undergraduate Selected General Education	4.0	4.5	4.64
Undergraduate Panel Reviewed Courses	4.0	4.5	3.82
Undergraduate Practicum Evaluations	4.0	4.5	4.54
Senior Capstone Paper	4.0	4.5	3.67
Graduate Core Courses	4.0	4.5	4.64
Graduate Panel Reviewed Courses	4.0	4.5	3.72
Graduate Practicum Evaluations	4.0	4.5	4.42
Graduate Capstone Paper	4.0	4.5	3.83