

FALL 2021 ASSESSMENT REPORT

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STUDENT LEARNING ASSESSMENT

Student learning occupies the heart of our mission, and GBSC is committed to transparency in our assessment of student learning. Assessment of student learning measures the college's effectiveness in helping students learn and develop. The following data describe the mechanisms used to assess student success based on the Institutional Objectives.

Institutional Objectives

Objective 1: Upon graduation, students from God's Bible School and College will demonstrate a foundational knowledge of the Bible.

Measures: ABHE Bible Content Test; GBSC Theology Test; Graduate Exit Survey; Alumni Survey

The Bible Content and Theology tests are given to a selection of incoming students annually; those who earn a BA complete the tests again during Senior Worldview Seminar, to provide longitudinal data.

ABHE Bible Content Test results

Effective August 1, 2020, the old ABHE Bible Exam and data is no longer available. The new exam is offered free of cost to ABHE members. In light of these changes, it is possible to administer this assessment more frequently and to a broader range of students.

Faculty-developed targets for senior performance are shown in Table 1, along with results; a "passing score" is defined as 60% or higher. Since the test is entirely new, we are restarting data tracking so as not to compare results from different tests. To date, 23 freshmen averaged 56%, and 7 seniors averaged 58%.

Table 1. ABHE Bible Content Test targets and data

Area	Target	Data
Percent SRs passing	80%	57%
Percent SRs improved	100%	N/A

GBSC Theology Test results

In 2005 faculty who teach theology courses in the Bible/Theology Core collaborated to develop a multiple-choice test of material covered in these courses. (Bible courses were not included in this test, as they were assessed using the ABHE Bible Content Test.) The GBSC Theology Test includes 110 items distributed across required theology courses. Test content is heavily Biblical in nature. Table 2 reports results and targets for this test.

See the updated *Percent SRs passing* included in table below. Since the seniors did not complete the test during their freshman year, the *Percent SRs improved* remains unchanged.

Table 2. GBSC Theology Test targets and data

Area	Target	Data
Percent SRs passing	80%	31%
Percent SRs improved	90%	97%

Graduate Exit Survey

The Graduate Exit Survey is administered each semester to graduating students. Selected GBSC items from the Graduate Exit Survey address this objective. Results are shown in Table 3; for each the target is 95%

Table 3. Selected Graduate Exit Survey data

Item	% endorsing preferred response			
	2018-2019 (n=48)	2019-2020 (n=43)	2020-2021 (n=53)	Cumulative (n=261)
Made life changes based on something learned about the Bible in a course	93.75%	86.05%	86.27%	89.92%
I understand and love the Bible, as evidenced by allowing it to shape my worldview.	100%	100%	98.04%	98.18%

Alumni Survey

Alumni were asked to state their level of agreement to the statements in Table 4. Targets are currently 95%.

Table 4. Selected Alumni Survey data

Item	% endorsing preferred response
	2020 (n=383)
Through my study at GBSC I gained...	
Knowledge of the Old and New Testament Scriptures	95.77%
Understanding of Biblical doctrines	93.65%
Understanding of Wesleyan-Arminian Theology	92.59%
A Biblical Worldview, including for my particular area of study	88.83%

Discussion

After another year of data, passing score targets on the Bible and Theology tests are still not achieved. The Assessment Committee reviewed the information and will work with the appropriate faculty members to revise the Theology instrument, shifting to a focus on concepts more than scripture references as much as possible. Faculty who teach core Bible courses have been asked to review ABHE Bible Test items to evaluate validity (i.e., are items covered in our courses? if so, what course?).

The Spring 2020 Graduate Exit Survey data reached a target score regarding one's understanding and love for the Bible, but they are still below target when it comes to life changes made based on something learned in a Bible class. Targets will be reviewed by faculty before the next report cycle, to determine if they remain appropriate (for example, how do transfer students affect these numbers?).

The only measure from the Spring 2020 Alumni survey within the target range was their knowledge of Old and New Testament Scriptures. Therefore, the Assessment Committee might need to review the numbers to achieve relevant targets.

Objective 2: Upon graduation, students from God's Bible School and College will demonstrate a commitment to Biblical truth and to lifelong study and application of its meaning.

Measures: Graduate Exit Survey (selected items); Cross-Curricular Concern embedded assessment

The selected Graduate Exit Survey items are used with permission from the Barna Group.

Cross-Curricular Concern assessment is embedded in courses, with faculty using a holistic rubric to assess students in a course. Assessment is on a 5-point (0-4) rubric, with 3 the target outcome.

Graduate Exit Survey items

Table 5 shows results from selected items. The target for each item is 95% endorsing the preferred response. The Aggregate column shows the corresponding statistic across all participating colleges (IHC-affiliated Bible colleges).

Cross-Curricular Concern Assessment

Current Biblical Worldview Development data is shown in Table 6; see rubric [here](#). Note that data trails the reporting term, so FA21 reporting term covers data from 2020-2021.

Discussion

None of the targets are currently achieved in the Barna items on the Graduate Survey, although some are cumulatively. Most scores are, however, above the cumulative aggregate across institutions sharing the survey. Scores in 4 of the 6 areas dropped from the previous year, and there was an average change of -3.83 from the 2018-2019 data. The average of responses for all

Table 5. Selected Graduate Exit Survey data

Item	% endorsing preferred response				
	2018-2019 (n=48)	2019-2020 (n=43)	2020-2021 (n=53)	Cumulative (n=261)	Cumulative Aggregate
Moral truth is absolute	84.09%	88.09%	89.80%	86.89%	86.04%
Moral/ethical choices are based on principles	85.11%	88.37%	86.54%	88.55%	89.21%
Bible/God as basis for principles	97.81%	93.03%	94.11%	96.03%	96.24%
The Bible is totally accurate in its teachings	97.73%	95.24%	89.80%	95.12%	93.93%
Read the Bible in the last week	100%	92.68%	91.49%	92.08%	92.29%
Totally committed to spiritual development	100%	95%	93.62%	95.08%	93.66%
Made life changes based on something learned about the Bible in a course	93.75%	86.05%	86.27%	89.92%	N/A (GBSC question only)

Table 6. Biblical Worldview Development data

Reporting term (n)	SR average (SD)	% scoring 3 or higher
FA17 (Unk)	2.60 (1.14)	60%
FA18 (11)	3.00 (0.89)	82%
FA19 (26)	3.31 (0.84)	85%
FA20 (24)	3.04 (0.81)	70.83%
FA21 (32)	3.65 (0.49)	96.88%

items in the 2020-2021 survey was 91.95%. Given a margin of error of 4% (confidence level= 95%), the drop in scores is not significant. However, to analyze further, data will be broken down by campus and degree program. The Assessment Committee will also review Graduate Survey items to determine if modifications are warranted.

In the Cross-Curricular Concern embedded assessment, seniors are currently meeting the target average in Biblical Worldview Development with over 96% of seniors achieving it. Scores have largely improved annually, as more data accumulates; this suggests that the target is indeed being achieved, as, statistically, more data more closely approximates the true average. (The anomalous year, 2019-2020, may have been affected by the move to remote learning.) Biblical Worldview was assessed in six courses in 2020-2021.

Objective 3: Upon graduation, students from God's Bible School and College will demonstrate Christian commitment.

Measures: Graduate Exit Survey; Alumni Survey

Graduate Exit Survey items

Tables 7a and 7b show results from selected items. The target for each item is 95% endorsing the preferred response.

Alumni Survey items

Table 8 shows relevant Alumni Survey data. Again, the target for each item is 95% endorsing the preferred response option.

Discussion

Table 7a are items answered on an agreement scale. Only two items reached the target (the rest are still between 80–90%).

- Have you ever made a personal commitment to Jesus Christ that is still important in your life today?
- I have devoted myself to loving and serving God and other people.

Responses over time are showing a decline in most areas.

Table 7b shows activities in which graduates reported their participation in the week prior to taking the survey. Only one items reached the target: Prayed (other than meals or during public services)

The Assessment Committee will review Table 7a, including evaluation of responses by respondent subsets, to develop an action plan. The Committee will also review Graduate Survey items from Table 7b to determine if modifications to the target percentage are warranted. Graduates report their participation in these items within the past week, including fasting for a religious purpose, etc.

Alumni Survey data presents a mixed picture, with a suggestion of greater commitment to the Great Commission than to discipleship/evangelism. This suggests some varied understanding of these terms. It might be helpful to review data to focus only on more recent alumni to identify the effect of current curricular/cocurricular programs. The Assessment Committee will review a suggestion for the Alumni Survey questionnaire: instead of asking if respondents gained knowledge in many of these Christian service areas, add or edit questions about their Christian commitment (e.g., current item: “Through my study at GBSC, I gained the skills necessary to teach, mentor, and disciple believers at all stages and walks of life, seeking to meet the needs of the whole person”; add: “I engage in teaching, mentoring and/or discipling other believers”).

Table 7a. Selected Graduate Exit Survey results

Item	% endorsing preferred response			
	2018-2019 (n=48)	2019-2020 (n=43)	2020-2021 (n=53)	Cumulative (n=261)
Have you ever made a personal commitment to Jesus Christ that is still important in your life today?	100%	100%	98.08%	99.61%
I regularly engage in Christian service/ministry	N/A (new question)	50%	88.24%	85.45%
I am involved in the life of the community in which I reside	100%	50%	80.39%	80%
During your time at GBSC, have you shared your faith or attempted to share your faith outside the context of a class assignment	89.58%	90.70%	86.28%	88.72%
I am totally committed to investing in my own spiritual development.	100%	95%	93.87%	95.8%
I have surrendered control of my life to God	100%	95.12%	91.49%	94.98%
I have submitted to God’s will for my life	97.67%	92.69%	93.62%	94.17%
I have devoted myself to loving and serving God and other people	97.61%	94.87%	97.88%	96.22%
Moral/ethical choices are based on principles	85.11%	88.37%	86.54%	88.55%
Bible/God as basis for principles	97.81%	93.03%	94.11%	96.03%

Table 7b. Selected Graduate Exit Survey results

Item	% endorsing preferred response			
	2018-2019 (n=48)	2019-2020 (n=43)	2020-2021 (n=53)	Cumulative (n=261)
Attended a church service	97.73%	100%	80.85%	93.75%
Prayed (other than meals or during public services)	100%	95.12%	95.74%	96.67%
Read the Bible	97.73%	92.68%	91.49%	92.08%
Talked about my faith with a non-Christian	29.55%	39.02%	23.40%	33.75%
Fasted for religious purposes	25%	17.07%	23.40%	19.58%
Had an extended time of spiritual reflection	54.55%	46.34%	70.21%	54.58%
Spent time in solitude (alone)	77.27%	68.29%	74.47%	72.92%
Completed an act of service to another person (without remuneration)	70.45%	75.61%	68.09%	76.25%
Spent time meditating on Scripture	84.09%	60.98%	78.72%	70.83%
Sacrificed something (time, money, preference, etc.) for another person's benefit	65.91%	80.49%	63.83%	70%

Table 8. Selected Alumni Survey results

Item	% endorsing preferred response
	Spring 2020 (n=383)
I engage in specific activities that I believe carry out the Great Commission	95.31%
I can list specific activities that I believe carry out the Great Commission	95.31%
Through my study I gained...a commitment to discipling others	83.07%
Through my study I gained...a global vision of evangelism and a compassion for the lost	88.89%

Objective 4: Upon graduation, students from God’s Bible School and College will evidence spiritual well-being.

Measures: Emotionally Healthy Discipleship Assessment; SpiritPulse

Emotionally Healthy Discipleship Assessment

The Emotionally Healthy Discipleship Assessment was administered to small numbers of FR (n=9) and SR (n=6) students in Fall 2021. Results did not distinguish between the groups, with most respondents categorized as Emotional Adolescents.

SpiritPulse

The SpiritPulse comes from Todd Hall and provides a snapshot of spiritual life and health. In our initial administration, we did not request raw data to enable analysis by class standing, but can do so in the future. Selected results are presented in table 9, along with national norms, to demonstrate measures that could be used to contrast FR and SR students in the future.

Table 9. Selected SpiritPulse results

Item	FA20 (n=74)	National norm
God’s presence	61%	58%
Experiencing God in prayer	48%	44%
Experiencing God in spiritual practices	41%	37%
Giving and receiving spiritual encouragement	65%	53%
Recognizing my spiritual needs	50%	32%
Internally motivated to grow spiritually	70%	53%
Putting God first in my life	57%	56%
Frequency of prayer	66%	47%
Frequency of spiritual practices	49%	34%
Recognizing the spiritual impact of media	48%	33%
Open to God in suffering	64%	64%
Working through doubts about faith	49%	53%
Viewing life through a spiritual perspective	64%	64%
Serving within the local church	47%	50%
Friends who encourage me spiritually	65%	59%
Corporate worship	79%	58%

Discussion

Objective 4 is new this year...Objective 4 is new this year, and assessment is still under development. Available results likely do not allow a conclusion on objective achievement.

The Assessment Committee needs to review the Emotionally Healthy Discipleship Assessment to determine (1) its suitability and (2) target levels. The Assessment Committee also needs to review SpiritPulse items to develop targets.

Objective 5: Upon graduation, students from God's Bible School and College will demonstrate a desire and commitment to fulfill the Great Commission.

Measures: Alumni Survey supportive; Commissioned Christians Survey; Graduate Exit Survey items

Information from the Alumni Survey provides some evidence for this objective.

Exhaustive searching has found no standardized instrument to assess this objective, so the Assessment Committee has worked to develop the Commissioned Christians Survey and has done some initial testing.

Finally, selected Barna Group items from the Graduate Exit Survey are relevant here.

Alumni Survey

Alumni Surveys show a high percentage of graduates involved in ministry: in the 2008 survey, 92.31%; in the 2020 survey, nearly 50% report ministry professions or homemaking, and 56% provided descriptions of current ministry, while 11% reported being retired. Analysis of open-ended responses regarding ministry concluded that 86% of respondents are involved in ministry activities. A number over 90% supports a conclusion that this objective is achieved.

Commissioned Christians Survey

Drawing on [Kratwohl's affective domain taxonomy](#), the Assessment Committee developed an instrument to address this objective. [Initial results](#) are positive: as anticipated, there is a general trend toward less agreement as respondents progress through the items. More testing, with a broader respondent pool including non-students, is needed before the instrument can be effectively used here. FA21 responses show growth from FR to SR respondents on all items.

Graduate Exit Survey

Selected items from the Graduate Exit Survey address this objective. Results are shown in Table 118; for each the target is 95%.

Table 10. Commissionial Christians Survey Results

Item	% endorsing preferred response		
	FA21 Freshman (n=29)	FA21 Seniors (n=10)	Alumni (n= 383)
Note: FR/SR students rated agreement on a 5-point likert scale; the 2020 Alumni Survey utilized a 6-point likert scale			
I know what the Great Commission is	79.31%	100%	99.48%
I can describe the Great Commission to others	72.41%	90%	99.48%
I have thought seriously about ways Christians can help carry out the Great Commission	65.52%	90%	96.35%
I have talked with others about ways Christians can help carry out the Great Commission	41.38%	60%	95.86%
I have thoughtfully considered various ways I can help carry out The Great Commission	65.52%	90%	97.41%
I am committed to engaging in specific activities that I believe carry out the Great Commission	75.86%	90%	95.31%
I can identify ways of carrying out the Great Commission that are best suited to my spiritual gifts and personality	55.17%	60%	93.75%
I can list specific things I have done and currently do to carry out the Great Commission	58.62%	90%	93.69%

Table 11. Selected Graduate Exit Survey results

Item	% endorsing preferred response			
	2018-2019 (n=48)	2019-2020 (n=43)	2020-2021 (n=53)	Cumulative (n=261)
I have a responsibility to tell others my religious beliefs	90.9%	95%	87.76%	91.02%
I have devoted myself to loving and serving God and other people	97.61%	94.87%	97.88%	96.22%

Discussion

Existing data is limited, but what exists supports a conclusion that this objective is being realized in part. As responses to the Commissioned Christians Survey accumulate, it appears to be an effective measure; the Assessment Committee should consider formal validity/reliability evaluation. Existing responses, though, support a conclusion that this objective is achieved in terms of affective development across students' college programs. The Assessment Committee should also consider new or modified Alumni Survey questions to measure ministry involvement (separate from employment).

Objective 6: Upon graduation, students from God's Bible School and College will identify and use their spiritual gifts for ministry.

Measures: Spiritual Gifts Inventory; Graduate Exit Survey; Alumni Survey

Spiritual Gifts Inventory

The Spiritual Gifts Inventory is completed by students as part of their Engage Ministry Formation work. FA20 distribution of results can be seen [here](#). There are ongoing discussions about how to use this information more effectively throughout students' enrollment.

Graduate Exit Survey

Selected items from the Graduate Exit Survey address this objective. Results are shown in Table 12; for each the target is 95%

Table 12. Selected Graduate Exit Survey results

Item	% endorsing preferred response			
	2018-2019 (n=48)	2019-2020 (n=43)	2020-2021 (n=53)	Cumulative (n=261)
I know what my spiritual gifts are	77.08%	72.09%	86.27%	81.01%
I used my spiritual gifts in ministry activity	81.25%	69.04%	84.31%	80.47%
I have an understanding of my spiritual gifts and know how to harness them in... discipling and mentoring others.	N/A	50%	82.35%	78.18%
I had sufficient opportunity to display my gifts and talents.	79.16%	61.91%	80.39%	75.59%

Table 13. Selected Alumni Survey results

Item	% endorsing preferred response
	Spring 2020 (n=383)
My practical ministry experience helped me develop my spiritual gifts	86.29%
I can Identify ways of carrying out the Great Commission that are best suited to my spiritual gifts and personality	93.75%

Alumni Survey

Selected items from the Alumni Survey address this objective. Results are shown in Table 13; for each the target is 95%.

Discussion

As they enter GBSC in their freshman year, students are asked to identify their first, second, and third spiritual gift. They are encouraged to participate in ministry related to those spiritual gifts throughout their years as a student. The Engage Program leader will be asked to begin collecting data from students each semester about their use of spiritual gifts in ministry activities.

While scores on the Graduate Exit Survey items do not meet the target, the scores on the spiritual gifts questions are increasing. This should be monitored for improvements based on Engage work — that survey is a “lagging indicator” since only graduating students complete it.

The Alumni Surveys (see Objective 5) show a high percentage of graduates involved in ministry: in the 2008 survey, 92.31%; in the 2020 survey, nearly 50% report ministry professions or homemaking, and 56% provided descriptions of current ministry, while 11% reported being retired, and open-ended response analysis suggests 86% of respondents engage in ministry.

The preferred response percentage on the Alumni Survey on items related to spiritual gifts also does not meet the target. Still, the scores are higher than on the Graduate Survey.

Objective 7: Upon graduation, students from God’s Bible School and College will demonstrate awareness of diverse cultural elements and the ability to evaluate them from a Christian worldview.

Measures: Cross-Curricular Concern embedded assessment; Graduate Exit Survey

Diversity appreciation is a Cross-Curricular Concern assessed by faculty in selected courses. Additionally, selected items on the Graduate Exit Survey address this objective.

Cross-Curricular Concern Assessment

Current Diversity Appreciation data is shown in Table 14; see rubric [here](#). No scores were collected for juniors and seniors last year, limiting this measure’s validity. The trend, though, is in a positive direction, with increasing averages and decreasing standard deviations. Past data shows 64% of seniors score 3 or higher; the target is 80%. Diversity Appreciation was only addressed in one course this past year.

Graduate Exit Survey

One Graduate Exit Survey item asks students to evaluate their growth in appreciation of cultural diversity. Other (Barna Group) items address diversity differently, probing whether respondents have a perspective in line with GBSC’s [faculty statement on diversity](#), which includes seeing some diversity as outside God’s approval. As with other Graduate Exit Survey items, the target is 95% endorsing the preferred response; see results in Table 15.

Table 14. Diversity Appreciation Cross-Curricular Concern data

<i>Class standing</i>	<i>FA-17 Average (SD)</i>	<i>FA-18 Average (SD)</i>	<i>2019-20 Average (SD)</i>	<i>2020-21 Average (SD)</i>
<i>Freshman</i>	2.24 (0.96)	2.36 (0.98)	2.33 (0.82)	3.33 (0.52)
<i>Sophomore</i>	2.41 (0.93)	2.56 (0.95)	4.00 (N/A)	3.00 (0.0)
<i>Junior</i>	2.50 (0.67)	2.76 (0.75)	N/A	3.00 (0.0)
<i>Senior</i>	2.33 (0.52)	2.82 (0.75)	N/A	3.09 (0.30)

Table 15. Selected Graduate Exit Survey data

	% endorsing preferred response		
	2019-2020 (n=43)	2020-2021 (n=53)	Cumulative (n=261)
I have improved in appreciation of cultural diversity	92.5%	94.12%	92.03%
The Bible specifically condemns homosexuality	97.5%	100%	96.69%
It doesn't matter what religious faith you follow...	100%	95.92%	98.36%
Christians and Muslims worship the same God...	95%	93.75%	96.67%

Discussion

While additional data would strengthen conclusions, existing data suggests that this objective is being partially achieved. Of particular value will be additional course-embedded assessment results.

Objective 8: A written Christian servant-leadership philosophy statement that identifies leadership skills appropriate to their majors

Measures: Graduate Exit Survey; Alumni Survey

Graduate Survey item

Graduating students are asked this question: “What is your philosophy of servant leadership? What skills does servant leadership include?” Responses, along with the student’s major, are evaluated by the Assessment Committee as meeting expectations or not meeting expectations. The target is for at least 70% of graduates to meet expectations. Table 16 presents results.

Alumni Survey item

A question has been added to the Alumni Survey for future administrations.

Discussion

Results show students meeting the target, with more than 80% of respondents overall rated by more than half the evaluators as “meets expectations.” There are ongoing discussions within Academic and Assessment Committees about this objective and possible revisions to it; there may be a proposal in May related to this.

Table 16. Evaluation of servant-leadership philosophy statements

Category	SP-19	SP-20	SP-21
Total responses	26	22	42
AA/AAS	7 (27%)	8 (36%)	10 (24%)
BA	19 (73%)	14 (64%)	28 (67%)
MA	N/A	N/A	4 (10%)
Rated 100% “meets expectations”	17 (65.38%)	13 (59.09%)	21 (50%)
AA/AAS	4 (57.14%)	4 (50%)	4 (40%)
BA	13 (68.42%)	9 (64%)	16 (57%)
MA	N/A	N/A	1 (25%)
Rated >50% “meets expectations”	5(19.23%)	3 (13.63%)	13 (31%)
AA/AAS	3 (42.86%)	1 (12.5%)	4 (40%)
BA	2 (10.53%)	2 (14.29%)	8 (29%)
MA	N/A	N/A	1 (25%)
Rated 0% “meets expectations”	3 (11.54%)	3 (13.63%)	5 (12%)
AA/AAS	0 (0%)	2 (25%)	2 (20%)
BA	3 (42.86%)	1 (7.14%)	1 (4%)
MA	N/A	N/A	2 (50%)

Program Objectives

In recent Assessment Weeks, academic divisions have developed outcomes assessment plans for all degree programs, calling for cycles of assessment. The discussion below links to those plans and to existing data, when available.

Divisions will incorporate assessment results into their Board reports. These reports will also include planned changes resulting from assessment of student learning. (Board reports from past semesters already show divisions engaging in this process with effectiveness assessment.)

Division of Professional Studies

- [Programmatic assessment plan](#)
- [Assessment Driven Changes](#)
- Spring 2021 assessment update is included in the division's [Assessment Week report](#)

Division of Ministerial Education

- [Programmatic assessment plan](#)
- [Course Assessment & Changes](#)
- Spring 2021 assessment update is included in the division's [Assessment Week report](#)

Division of Music

- [Programmatic assessment plan](#)
- [2020 UJE assessment report](#)
- Spring 2021 assessment update is included in the division's [Assessment Week report](#)

Graduate Program

- Spring 2021 assessment update is included in the division's [Assessment Week report](#)

Aldersgate Distance Education Program

- No update is available for Spring 2021. The most recent assessment update can be viewed in the division's Spring 2020 [Assessment Week report](#)

INSTITUTIONAL EFFECTIVENESS ASSESSMENT

Institutional Effectiveness Data

Assessment of institutional effectiveness has to do with how well a college is functioning operationally. The data presented below comes from the Noel-Levitz Student Satisfaction Inventory (SSI) and the internally developed Student Life Survey (SLS). Both use 7-point satisfaction scales, and averages of 5 or higher are seen as acceptable. Due to complications caused by the pandemic, the SSI was not administered in 2019-2020; thus there is a gap. While it was not administered the previous year, we do have data from 2020-21, and each category saw an increase, staying well above the national norms. New SLS results are listed in Table 18 below.

Both instruments combine individual items into categories or scales. Scores here are category satisfaction averages. No scores are below target levels, suggesting good institutional effectiveness. Asterisks indicate the statistical significance of the difference between GBSC averages and national norms (*=0.05 level, **=0.01 level, ***=0.001 level).

Table 17. SSI Scale Averages

Scale	2016-17	2017-2018	2020-21 (national norm)
Student Centeredness	6.46	6.21	6.35 (5.47)***
Campus Life	6.16	5.70	5.79 (4.94)***
Instructional Effectiveness	6.22	5.85	6.06 (5.61)**
Recruitment/Financial Aid Effectiveness	6.21	5.85	6.01 (5.33)***
Campus Services	6.08	5.98	6.13 (5.66)**
Academic Advising Effectiveness	6.09	6.02	5.94 (5.53)*
Registration Effectiveness	6.06	5.84	6.21 (5.26)***
Safety and Security	5.91	5.55	5.85 (5.29) **
Campus Climate	6.46	6.11	6.34 (5.51)***

Table 18. SLS Category Averages

Scale	2015-2016	2019-2020	2020-2021
Policies	5.04	5.65	5.55
Recreation	5.53	5.82	5.63
Services	5.51	5.58	5.33
Spirituality	5.12	6.13	6.14
Staff	6.16	6.29	6.14

For the first time in Fall 2020 GBSC participated in the NSSE Pulse (NSSE, the National Survey of Student Engagement, is a highly regarded student-experience survey). Full results are available [here](#); selected results are presented in Table 19. There are no comparisons for this first use, but numbers are very positive, especially with pandemic constraints.

Table 19. NSSE Pulse Items Percentage Responding Positively

Item	FA20
How much does GBSC emphasize...	
Providing support to help students succeed academically?	89%
Providing support for your overall well-being?	87%
Helping you manage your non-academic responsibilities?	62%
Quality of interactions with...	
Students	85%
Academic advisors	76%
Faculty	87%
Student services staff	85%
Other administrative staff/offices	85%
Agreement that...	
I feel comfortable being myself at this institution.	91%
I feel valued by this institution.	94%
I feel like part of the community at this institution.	86%
How would you evaluate your entire educational experience so far? (Excellent or Good)	90%
Extent institution has kept students safe/healthy during? (Very much or Quite a bit)	83%

EVALUATIVE CONCLUSION

Student Learning Assessment

Existing institutional data supports a conclusion that student learning objectives are largely achieved, but below target levels in some cases. This warrants investigation by the Assessment Committee.

Programmatic assessment is on track. Existing plans should be implemented, including ongoing collection of data, review of results against established targets, planning for changes based on data, implementation of planned changes and review of new data to determine the effectiveness of changes.

Institutional Effectiveness Assessment

Institutional effectiveness data is strongly positive, with no scale/category scores below target levels. Additional data can supplement existing information.

The Assessment Committee should continue work to replace the UIE system with administrative-level assessment reports/dashboards.