

FALL 2022 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 are no longer available. The new exam is offered free of cost to ABHE members.

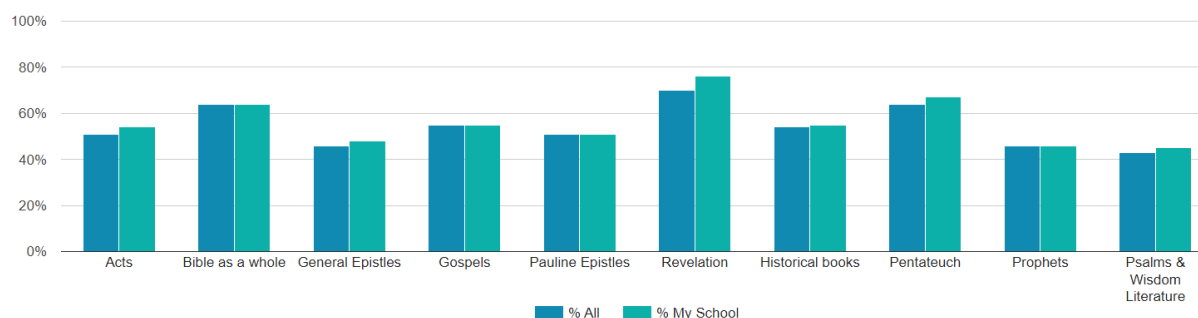
Table 1 shows faculty-developed targets for senior performance and results; a "passing score" is defined as 60% or higher. Since the test is entirely new, we are restarting data tracking so as not to compare results from different tests. To date, 23 freshmen averaged 55%, and 10 seniors averaged 59%. No longitudinal data exist at this time.

The t -value is -0.62945. The p -value is .266832. The difference is *not* significant at $p < .05$.

Table 1. ABHE Bible Content Test targets and data

Area	Target	Data
Percent SRs passing	80%	60%
Percent SRs improved	100%	N/A

Chart 1. Performance by Category: All ABHE Bible Colleges



The percentage of seniors who pass the ABHE Content Test continues to fall below target levels. Still, they are within a “passing score.” While the percentage of seniors who “pass” the test is 60%, GBSC Fall 22 performance by category (freshmen and senior) scores are either equal to or slightly higher than students across all ABHE Bible colleges who take the exam (Chart 1).

Bible faculty members reviewed each test item to ensure the content is being addressed in the GBSC Bible Core. All questions included in the exam were found to be valid.

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 consists of 110 items distributed across required theology courses. Test content is heavily Biblical. Table 2 reports the results and targets for this test.

Five seniors have completed the test since last year. Table 2 shows the updated *Percent SRs passing*. Since these 5 seniors did not complete the test during their freshman year, the *Percent SRs improved* remains unchanged.

Table 2. GBSC Theology Test targets and data

<i>Area</i>	<i>Target</i>	<i>Data</i>
Percent SRs passing	80%	30%
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; the target is 90% for each. Faculty updated the targets from 95% to 90% in Fall 2022.

Table 3. Selected Graduate Exit Survey data

Item	% endorsing preferred response			
	2019-2020 (n=43)	2020-2021 (n=53)	2021-2022 (n=40)	Cumulative (n=302)
**Made life changes based on something learned about the Bible in a course	86.05%	86.27%	84.62%	89.26%
I understand and love the Bible, as evidenced by allowing it to shape my worldview.	100%	98.04%	97.30%	97.85%

Table 3a

During your time at GBSC, did you make any life changes based on something you learned about the Bible in a course?

Transfer	Campus (n)	No	Yes
No	ADEP (15)	13.33%	86.67%
	Grad (5)	20.00%	80.00%
	Main (86)	11.63%	88.37%
No Total		12.26%	87.74%
Yes	ADEP (14)	28.57%	71.43%
	Grad (1)		100.00%
	Main (8)	14.29%	85.71%
Yes Total		22.73%	77.27%
Grand Total		14.06%	85.94%

There was a 10% difference between transfer and non-transfer students. Non-transfer students scored **87.74%**; main campus students scored **88.37%**, both still below the 90% threshold.

**Even with the updated target levels, the scores from the “life changes” question on the Graduate Exit Survey fall below target levels. The Assessment Committee changed the wording (as of Fall 2022) on this question from “Made life changes based on something learned about the Bible in a course” to “Based on Biblical truth I have learned as a GBSC student, I have made changes in my thinking or behavior.”

Alumni Survey

Alumni were asked to state their level of agreement with the statements in Table 4. Targets are currently 90%.

Table 4. Selected Alumni Survey data

<i>Item</i>	<i>% endorsing preferred response</i>		
	2020 (n=50)*	2022 (n=55)*	Cumulative (n=873)**
Through my study at GBSC I gained...			
Knowledge of the Old and New Testament Scriptures	91.66%	95.24%	96.89%
Understanding of Biblical doctrines	95.84%	92.68%	94.74%
Understanding of Wesleyan-Arminian Theology	91.67%	95.13%	95.22%
A Biblical Worldview, including for my particular area of study	87.50%	95.23%	91.85%

*Includes respondents who indicated they graduated within the past 5 years.

**Includes all respondents for all administrations

Discussion

The percentage of seniors passing the ABHE Bible Content Test continues to fall below target levels. During last spring semester, Bible faculty members were tasked with reviewing each of the test items to ensure content is addressed in the GBSC Bible Core. All questions included in the exam were found to be valid. It might help to next examine how the GBSC Bible core classes cover the test items.

After another year of data, passing score targets on the Bible and Theology tests are still not achieved. Since the average percentage of seniors is 50 percentage points below the target level and consistently runs low, the GBSC Theology Test should be revised to more accurately measure what is currently covered in GBSC Theology courses. 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 rather than scripture references as much as possible.

Pivot tables were created for each question on the Graduate Survey to determine how groups of students affect the scores. Data was broken down by campus (ADEP, Graduate, Main) and by whether or not they were a transfer student.

Alumni survey scores continue to increase. All 2022 and cumulative Alumni survey scores are within the target range.

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

Cross-Curricular Concern assessments are 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 as the target outcome.

Graduate Exit Survey items

Table 5 shows results from selected items. The target for each item is 90% endorsing the preferred response. The Aggregate column shows the corresponding statistic across all participating colleges (IHC-affiliated Bible colleges).

Table 5. Selected Graduate Exit Survey data

Item	% endorsing preferred response				
	2019-2020 (n=43)	2020-2021 (n=53)	2021-2022 (n=40)	Cumulative (n=302)	Cumulative Aggregate
Moral truth is absolute	88.09%	89.80%	82.05%	86.27%	85.47%
Moral/ethical choices are based on principles	88.37%	86.54%	84.62%	87.03%	84.80%
Bible/God as the basis for principles	93.03%	94.11%	94.87%	96.56%	96.97%
The Bible is totally accurate in its teachings	95.24%	89.80%	97.37%	95.44%	94.46%
Read the Bible in the last week	92.68%	91.49%	89.74%	91.79%	92.31%
Totally committed to spiritual development	95%	93.62%	94.87%	95.69%	92.87%
Made life changes based on something learned about the Bible in a course	86.05%	86.27%	84.62%	89.26%	N/A (GBSC question only)

Pivot tables were created for each question on the Graduate Survey to determine how groups of students affect the scores. Data was broken down by campus (ADEP, Graduate, Main) and by whether or not they were a transfer student.

Table 5a

Some people believe there are moral truths that are absolute, meaning that those moral truths or principles do not change according to the circumstances. Other people believe that moral truth always depends upon the situation, meaning their moral and ethical decisions depend upon the circumstances. How about you? Do you believe there are moral absolutes that are unchanging, or do you believe moral truth is relative to the circumstances? Or is this something you have never really thought about? If so, is that because you have thought about this matter and have not arrived at a conclusion, or because you have not really thought about the matter? Which statement below best describes your view?

Transfer	Campus (n)	Don't know	Moral truth is absolute	Moral truth is relative to circumstances	Never thought about it	Thought about it, have no conclusion
No	ADEP (15)		100.00%			
	Grad (5)		100.00%			
	Main (86)	2.38%	82.14%	4.76%	7.14%	3.57%
No Total		1.94%	85.44%	3.88%	5.83%	2.91%
Yes	ADEP (14)		100.00%			
	Grad (1)		100.00%			
	Main (8)		71.43%	14.29%		14.29%
Yes Total			90.91%	4.55%		4.55%
Grand Total		1.60%	86.40%	4.00%	4.80%	3.20%

- Only students from main campus had a different answer about absolutes than “moral truth is absolute.”
- 85.44% of non-transfer (main campus) students and 90.91% of transfer (main campus) students believe that truth is absolute.

Table 5b

Think about the choices you make every day. People make their decisions in different ways. When you are faced with a moral or ethical choice, which ONE of the following statements best describes how you decide what to do? In other words, which one statement best describes how you usually make your moral or ethical decisions?

Transfer	Campus (n)	Don't know	I do whatever feels right or comfortable in that situation	I do whatever will make the most people happy or create the least conflict	I do whatever will produce the most positive outcome for me personally	I follow a set of specific principles or standards I believe in that serve as guidelines for my behavior	Other
No	ADEP (15)					100.00%	
	Grad (5)					100.00%	
	Main (86)	1.16%	4.65%	3.49%	1.16%	83.72%	5.81%
No Total		0.94%	3.77%	2.83%	0.94%	86.79%	4.72%
Yes	ADEP (14)					92.86%	7.14%
	Grad (1)					100.00%	
	Main (8)					62.50%	37.50%
Yes Total						82.61%	17.39%
Grand Total		0.77%	3.08%	2.31%	0.77%	85.38%	6.92%

- Graduate students scored 100% within the preferred response
- ADEP non-transfer students: 100%; ADEP transfer students: 92.86%
- Main campus non-transfer students: 83.72%; main campus transfer students: 62.50%

Table 5c

What is the basis or source of those principles and standards that you take into consideration? In other words, where do those standards and principles come from? What would you turn to in order to discover the appropriate principles?

Transfer	Campus (n)	Don't know	God -- speaking directly to you	Lessons learned from past experience	Other	The Bible	Values taught by your parents
No	ADEP (15)				6.67%	80.00%	13.33%
	Grad (5)					100.00%	
	Main (86)	1.18%	5.88%	1.18%	5.88%	85.88%	
No Total		0.95%	4.76%	0.95%	5.71%	85.71%	1.90%
Yes	ADEP (14)					100.00%	
	Grad (1)					100.00%	
	Main (8)				25.00%	75.00%	
Yes Total					8.70%	91.30%	
Grand Total		0.78%	3.91%	0.78%	6.25%	86.72%	1.56%

- Transfer Graduate, non-transfer Graduate, and ADEP non-transfer students stated they choose the Bible 100% as their source of principles and standards.
- Main campus non-transfer students: 85.88%; main campus transfer students: 75%
- ADEP transfer students: 80%

Table 5d

The Bible is totally accurate in all of its teachings

Transfer	Campus (n)	Agree somewhat	Agree strongly	Don't know	Strongly disagree
No	ADEP (15)		78.57%		21.43%
	Grad (5)		100.00%		
	Main (86)	2.41%	95.18%	1.20%	1.20%
No Total		1.96%	93.14%	0.98%	3.92%
Yes	ADEP (14)		92.86%		7.14%
	Grad (1)		100.00%		
	Main (8)	14.29%	57.14%		28.57%
Yes Total		4.55%	81.82%		13.64%
Grand Total		2.42%	91.13%	0.81%	5.65%

- Transfer Graduate & non-transfer Graduate students strongly agree 100% that the Bible is accurate in all of its teachings.
- ADEP non-transfer students: 75.57%; ADEP transfer students: 92.86%
- Main campus non-transfer students: 95.18%; main campus transfer students: 57.14%
- While the total number across all students is within the preferred response (91.13%), the 57% from the main campus transfer students (3 out of 8 students) is dropping that score.

Table 5e*Read the Bible in the last week*

Transfer	Campus (n)	No	Yes
No	ADEP (15)	13.33%	86.67%
	Grad (5)		100.00%
	Main (86)	9.30%	90.70%
No Total		9.43%	90.57%
Yes	ADEP (14)	7.14%	92.86%
	Grad (1)		100.00%
	Main (8)	62.50%	37.50%
Yes Total		26.09%	73.91%
Grand Total		12.40%	87.60%

- 100% of graduate students read the Bible in the week preceding taking the Graduate survey; ADEP non-transfer students: 86.67%; ADEP transfer: 92.86%
- Main campus non-transfer students: 90.70%; main campus transfer students: 37.50%

Table 5f*I am totally committed to investing in my own spiritual development.*

Transfer	Campus (n)	Don't know	Somewhat agree	Somewhat disagree	Strongly agree	Strongly disagree
No	ADEP (15)		14.29%	7.14%	78.57%	
	Grad (5)				100.00%	
	Main (86)		17.07%		80.49%	2.44%
No Total			15.84%	0.99%	81.19%	1.98%
Yes	ADEP (14)		14.29%		78.57%	7.14%
	Grad (1)				100.00%	
	Main (8)	40.00%	40.00%		20.00%	
Yes Total		10.00%	20.00%		65.00%	5.00%
Grand Total		1.65%	16.53%	0.83%	78.51%	2.48%

- Transfer Graduate & non-transfer Graduate students: 100% are committed
- ADEP transfer and non-transfer: 78.57% strongly agree; 14.29% somewhat agree= 92.86%
- Non-transfer main campus: (strongly agree + somewhat agree) ; 97.56%
- Transfer main campus: (strongly agree + somewhat agree)= 60.00%

Table 5g

During your time at GBSC, did you make any life changes based on something you learned about the Bible in a course?

<i>Transfer</i>	<i>Campus</i>	No	Yes
No	ADEP (15)	13.33%	86.67%
	Grad (5)	20.00%	80.00%
	Main (86)	11.63%	88.37%
No Total		12.26%	87.74%
Yes	ADEP (14)	28.57%	71.43%
	Grad (1)		100.00%
	Main (8)	14.29%	85.71%
Yes Total		22.73%	77.27%
Grand Total		14.06%	85.94%

Even with the updated target levels (from 95% to 90%), the scores from the “life changes” question on the Graduate Exit Survey fall below target levels. The Assessment Committee changed the wording (as of Fall 2022) on this question from “Made life changes based on something learned about the Bible in a course” to “Based on Biblical truth I have learned as a GBSC student, I have made changes in my thinking or behavior.”

Cross-Curricular Concern Assessment

Current Biblical Worldview Development data is shown in Table 6; see rubric [here](#). The target is at least 80% of seniors rated 3 or higher. Note that data trails the reporting term, so FA22 reporting term covers data from the 2021-2022 academic year.

Table 6. Biblical Worldview Development data

<i>Reporting year (n)</i>	<i>SR average (SD)</i>	<i>% scoring 3 or higher</i>
2019-20 (18)	3.67 (0.69)	88.89%
2020-21 (41)	3.56 (0.59)	95.13%
2021-22 (18)	3.35 (0.70)	83.33%

Discussion

Four of the 7 targets are currently achieved in the Barna items on the Graduate Survey. Most scores, however, are above the cumulative aggregate across institutions sharing the survey. In all 4 areas of the survey, scores dropped again over the previous year (same as last year).

To account for these changes, the data was broken down by campus and degree program. The Assessment Committee also revisited the Graduate Survey questions and edited the wording on one (Table 5g). Scores from main campus students’ responses are the lowest in each category of

the Graduate Survey for this objective except one. Main campus non-transfer students had the lowest scores in the question about moral absolutes. Forming a focus group to discuss these items is suggested and also tracking their longevity at GBSC before graduating might provide some insight into the data.

In the Cross-Curricular Concern embedded assessment, seniors are currently meeting the target average in Biblical Worldview Development with more than 83% of seniors achieving it.

Cumulative scores for freshmen (n=38) show 63.16% rated 3 or higher. In comparison, 90.91% of seniors (n=77) were rated 3 or higher.

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 90% endorsing the preferred response.

Alumni Survey items

Table 8 shows relevant Alumni Survey data. Again, the target for each item is 90% endorsing the preferred response option.

Table 7a. Selected Graduate Exit Survey results

Item	% endorsing preferred response			
	2019-2020 (n=43)	2020-2021 (n=53)	2021-2022 (n=40)	Cumulative (n=302)
Have you ever made a personal commitment to Jesus Christ that is still important in your life today?	100%	98.08%	100%	99.66%
I regularly engage in Christian service/ministry	50%	88.24%	87.18%	86.32%
**I am involved in the life of the community in which I reside	50%	80.39%	58.97%	71.58%
During your time at GBSC, have you shared your faith or attempted to share your faith outside the context of a class assignment	90.70%	86.28%	86.84%	88.52%
I am totally committed to investing in my own spiritual development.	95%	93.87%	94.87%	95.69%
I have surrendered control of my life to God	95.12%	91.49%	97.43%	95.34%
I have submitted to God’s will for my life	92.69%	93.62%	94.87%	94.29%
I have devoted myself to loving and serving God and other people	94.87%	97.88%	94.87%	96.05%
Moral/ethical choices are based on principles	88.37%	86.54%	84.62%	87.03%
Bible/God as basis for principles	93.03%	94.11%	94.87%	96.56%

Table 7a1

I regularly engage in Christian service/ministry.

<i>Transfer</i>	<i>Campus (n)</i>	I am unsure.	This is more false than true in my life.	This is more true than false in my life.
No	ADEP (15)		18.18%	81.82%
	Grad (5)			100.00%
	Main (86)	7.14%	3.57%	89.29%
No Total		5.63%	5.63%	88.73%
Yes	ADEP (14)		11.11%	88.89%
	Grad (1)			100.00%
	Main (8)			100.00%
Yes Total			6.67%	93.33%
Grand Total		4.65%	5.81%	89.53%

- 100% of Graduate (transfer and non-transfer) and non-transfer main campus students regularly engage in Christian ministry
- **88.73%** of non-transfer students (all campuses combined) vs. 93.33% of transfer students.

Table 7a2

I am involved in the life of the community in which I reside.

<i>Transfer</i>	<i>Campus (n)</i>	I am unsure.	This is more false than true in my life.	This is more true than false in my life.
No	ADEP (15)			100.00%
	Grad (5)			100.00%
	Main (86)	16.07%	21.43%	62.50%
No Total		12.68%	16.90%	70.42%
Yes	ADEP (14)	11.11%	22.22%	66.67%
	Grad (1)			100.00%
	Main (8)	20.00%		80.00%
Yes Total		13.33%	13.33%	73.33%
Grand Total		12.79%	16.28%	70.93%

**Due to possible misinterpretation of this question, the participating colleges agreed to change the wording to: “I have been involved in the life of the online or campus community during my time at [Bible college].” The data for this new wording will show up in the next assessment cycle.

Table 7a3

During your time at GBSC, have you shared your faith (or attempted to share your faith) outside the context of a class assignment?

<i>Transfer</i>	<i>Campus (n)</i>	Yes, more than		
		No	once	Yes, once
No	ADEP (15)		93.33%	6.67%
	Grad (5)	20.00%	80.00%	
	Main (86)	1.16%	12.79%	69.77%
No Total		0.94%	11.32%	73.58%
Yes	ADEP (14)	14.29%	64.29%	21.43%
	Grad (1)		100.00%	
	Main (8)	12.50%	12.50%	50.00%
Yes Total		4.35%	13.04%	60.87%
Grand Total		1.55%	11.63%	71.32%

- ADEP and Graduate students have the highest rate of sharing their faith outside of a class context.
- Main campus non-transfer students: **69.77%**; main campus transfer students: **50.00%**.

Table 7a4

I have submitted to God's will for my life.

Transfer	Campus (n)	Don't know	Somewhat agree	Strongly agree	Strongly disagree	
No	ADEP (15)	0.00%		92.86%	7.14%	
	Grad (5)			100.00%		
	Main (86)	0.00%	1.20%	13.25%	83.13%	2.41%
No Total		0.00%	0.98%	10.78%	85.29%	2.94%
Yes	ADEP (14)		7.14%	14.29%	71.43%	7.14%
	Grad (1)				100.00%	
	Main (8)	0.00%	40.00%	20.00%	40.00%	
Yes Total		0.00%	15.00%	15.00%	65.00%	5.00%
Grand Total		0.00%	3.28%	11.48%	81.97%	3.28%

- ADEP and Graduate students have the highest rate of submitting to God's will for their lives . Main campus non-transfer students: 83.13%; main campus transfer students: 40.00%.

Table 7a5

Think about the choices you make every day. People make their decisions in different ways. When you are faced with a moral or ethical choice, which ONE of the following statements best describes how you decide what to do? In other words, which one statement best describes how you usually make your moral or ethical decisions?

Transfer	Campus (n)	Don't know	I do whatever feels right or comfortable in that situation	I do whatever will make the most people happy or create the least conflict	I do whatever will produce the most positive outcome for me personally	I follow a set of specific principles or standards I believe in that serve as guidelines for my behavior	Other
No	ADEP (15)					100.00%	
	Grad (5)					100.00%	
	Main (86)	1.16%	4.65%	3.49%	1.16%	83.72%	5.81%
No Total		0.94%	3.77%	2.83%	0.94%	86.79%	4.72%
Yes	ADEP (14)					92.86%	7.14%
	Grad (1)					100.00%	
	Main (8)					62.50%	37.50%
Yes Total						82.61%	17.39%
Grand Total		0.77%	3.08%	2.31%	0.77%	85.38%	6.92%

- Graduate students scored 100% within the preferred response
- ADEP non-transfer students: 100%; ADEP transfer students: 92.86%
- Main campus non-transfer students: 83.72%; main campus transfer students: 62.50%

Table 7b. Selected Graduate Exit Survey results

Item	% endorsing preferred response			
	2019-2020 (n=43)	2020-2021 (n=53)	2021-2022 (n=40)	Cumulative (n=302)
Attended a church service	100%	80.85%	87.18%	92.86%
Prayed (other than meals or during public services)	95.12%	95.74%	97.44%	96.79%
Read the Bible	92.68%	91.49%	89.74%	91.79%

*Note from Assessment Committee on 8/10/22: "Drop as measures for this SLO: fasting, solitude, meditating, spiritual reflection, act of service, sacrifice, talking w/non-Christian about faith..."

Table 8. Selected Alumni Survey results

Item	% endorsing preferred response		
	2020 (n=50)*	2022 (n=55)*	Cumulative (n=873)**
I engage in specific activities that I believe carry out the Great Commission	87.50%	92.68%	94.09%
I can list specific things I have done and currently do to carry out the Great Commission	86.95%	90.24%	94.52%
Through my study I gained...a commitment to discipling others	87.50%	100%	86.78%
***Through my study I gained...a global vision of evangelism and a compassion for the lost	75.00%	100%	100%

*Includes respondents who indicated they graduated within the past 5 years.

**Includes all respondents for all administrations

***Only answered by Bi/Th majors

Discussion

All current measures of Objective 3 are from indirect measures; a direct measure of Objective 3 is lacking. Direct measures could include a faculty/dean staff survey asking about student evidence of Christian commitment for on campus students. Discussions are ongoing about direct measures for ADEP and graduate students.

Selected Graduate Exit Survey results (**Table 7a**) are items answered on an agreement scale. Only 4 items did not reach the 90% target. Last year, there were 8/10 items that did not reach the target. While the target changed (from 95% to 90%), the scores are mostly increasing. Items below the target:

- I regularly engage in Christian service/ministry: **87.18%**
- I am involved in the life of the community in which I reside: **58.97%**
- During your time at GBSC, have you shared your faith or attempted to share your faith outside the context of a class assignment: **86.84%**
- Moral/ethical choices are based on principles: **84.62%**

The greatest area of increase was: I have surrendered control of my life to God, from 91.49% to 97.43%.

Pivot tables were created for each question on the Graduate Survey to determine how groups of students affect the scores. Data was broken down by campus (ADEP, Graduate, Main) and by whether or not they were a transfer student.

Selected Graduate Exit Survey results (**Table 7b**) show activities in which graduates reported their participation in the week prior to taking the survey. Only one item reached the target: Prayed (other than meals or during public services)

The Assessment Committee reviewed Table 7a, including evaluation of responses by respondent subsets and developed an action plan. The Committee determined to remove fasting, solitude, meditating, spiritual reflection, acts of service, sacrifice, talking with a non-Christian about their faith, etc as measures for this objective; the time aspect of this question may skew data, given that (1) students may be completing the survey in the final days before graduation and (2) not all these disciplines would be expected every week.

The Alumni Survey (**Table 8**) scores continue to increase. All 2022 and cumulative Alumni Survey scores are within the target range. The greatest increase was in the alumni having a global vision for evangelism and a compassion for the lost. This question is only answered by Bi/Th majors.

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

Measures: Emotionally Healthy Discipleship Assessment; Shalom 3, SpiritPulse, WellBeing Pulse

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. Of FA20 survey respondents, 83% reported that their overall spiritual well-being was either “good” or “great” (4-point scale).

In addition to the overall item, the “Pulse” instruments provide a picture of both students’ perception of importance as well as current health in a variety of areas. The target is for items relevant to objective #4 to be rated as an area of health.

Percentages indicate the percent of students who selected an area in response to the question, “What’s good about the {domain} of your life?” Selected SpiritPulse domains and results are presented in Table 9, along with norms, to demonstrate measures that could be used to contrast FR and SR students in the future.

Table 9. Selected SpiritPulse results

Item	Area of Health?	FA20 (n=74)	Norm Group
Relationship with God			
Experiencing God in prayer	No	48%	44%
Experiencing God in spiritual practices	No	41%	37%
Relationships & Self Care			
Giving and receiving spiritual encouragement	Yes	65%	53%
Love for Others	Yes	85%	78%
Internally motivated to grow spiritually	Yes	70%	53%
Spiritual Community			
Friends who encourage me spiritually	Yes	65%	59%
Corporate worship	Yes	79%	58%
Spiritual Practices			
Putting God first in my life	No	57%	56%
Frequency of prayer	Yes	66%	47%
Viewing life through a spiritual perspective	Yes	64%	64%

Wellbeing Pulse

The Wellbeing Pulse is another instrument from Todd Hall and provides a more-comprehensive assessment of well being and health. Results selected from the “Spiritual Well-being” domain are presented in table 10, along with national norms, to demonstrate measures that could be used to contrast FR and SR students in the future.

The target is for selected items to be rated as an area of health. Percentages indicate the percent of students who selected an area in response to the question, “What’s good about the spiritual domain of your life?”

Table 10. Selected Wellbeing Pulse results

Item	Area of Health?	FA21 (n=86)	Norm Group
A clear vision of how I should strive to live	Yes	50%	51%
Accountability to live a moral life	Yes	47%	43%
Feeling connected to a larger purpose	Yes	53%	64%
Friends who encourage my spirituality	Yes	57%	53%
Growing in love for others	Yes	55%	61%
Participation in a faith community	Yes	52%	49%
Showing compassion to those in need	Yes	48%	54%
Spiritual practices that promote growth	No	45%	49%
Ultimate values and beliefs that guide my life	Yes	55%	67%

Discussion

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

The Assessment Committee reviewed the results of the Emotionally Healthy Discipleship Assessment and decided to move away from this measure; freshman and seniors scored too similarly to be useful. Instead, the [Shalom 3](#) is being piloted. The Committee is also considering future use of the [Spiritual Well-being Scale](#).

The Assessment Committee should continue to review SpiritPulse items for additional measures relevant to this objective and should set a target for the overall spiritual well-being item. All items from the FA20 SpiritPulse administration were rated at or above the norm group.

On the FA21 WellBeing Pulse Survey, students were asked to indicate which areas are going well (good frequency). For example, 55% of students selected “growing in love for others”. Percentages in red are below the national norms.

Questions that students reported more than 10 percentage points below the national norms:

- Feeling connected to a larger purpose 53% vs. 64%
- Ultimate values and beliefs that guide my life 55% vs. 67%

Of selected SpiritPulse/Wellbeing Pulse items, 4 were below target in that they were not rated an area of health for students:

- Experiencing God in prayer
- Experiencing God in spiritual practices
- Putting God first in my life
- Spiritual practices that promote growth

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; Commissionals Christians Survey; Graduate Exit Survey items

Exhaustive searching has found no standardized instrument to assess this objective, so the Assessment Committee developed the Commissionals Christians Survey.

Information from the Alumni Survey provides some evidence for this objective (shown in Table 12).

Finally, selected Barna Group items from the Graduate Exit Survey (Table 13) are relevant here.

Commissional Christians Survey

Drawing on [Krathwohl's affective domain taxonomy](#), the Assessment Committee developed an instrument to address this objective. Respondents rate their agreement on a 5-point likert scale. As anticipated, there is a general trend toward less agreement as respondents progress through the items. Available data suggests SR respondents score above or similarly to FR on most items.

Table 11. Commissional Christians Survey Results

Item	% endorsing preferred response			
	FA21 Freshman (n=29)	FA21 Seniors (n=10)	FA22 Freshman (n=43)	FA22 Seniors (n=6)
Note: FR/SR students rated agreement on a 5-point likert scale				
I know what the Great Commission is	79.31%	100%	93.02%	100%
I can describe the Great Commission to others	72.41%	90%	86.05%	100%
I have thought seriously about ways Christians can help carry out the Great Commission	65.52%	90%	83.72%	83.33%
I have talked with others about ways Christians can help carry out the Great Commission	41.38%	60%	67.44%	66.67%
I have thoughtfully considered various ways I can help carry out The Great Commission	65.52%	90%	86.05%	83.33%
I am committed to engaging in specific activities that I believe carry out the Great Commission	75.86%	90%	86.05%	100%
I can identify ways of carrying out the Great Commission that are best suited to my spiritual gifts and personality	55.17%	60%	77.42%	50%
I can list specific things I have done and currently do to carry out the Great Commission	58.62%	90%	79.07%	83.33%

Chart 2. Freshman vs. Senior—FA22 Commission Survey Results

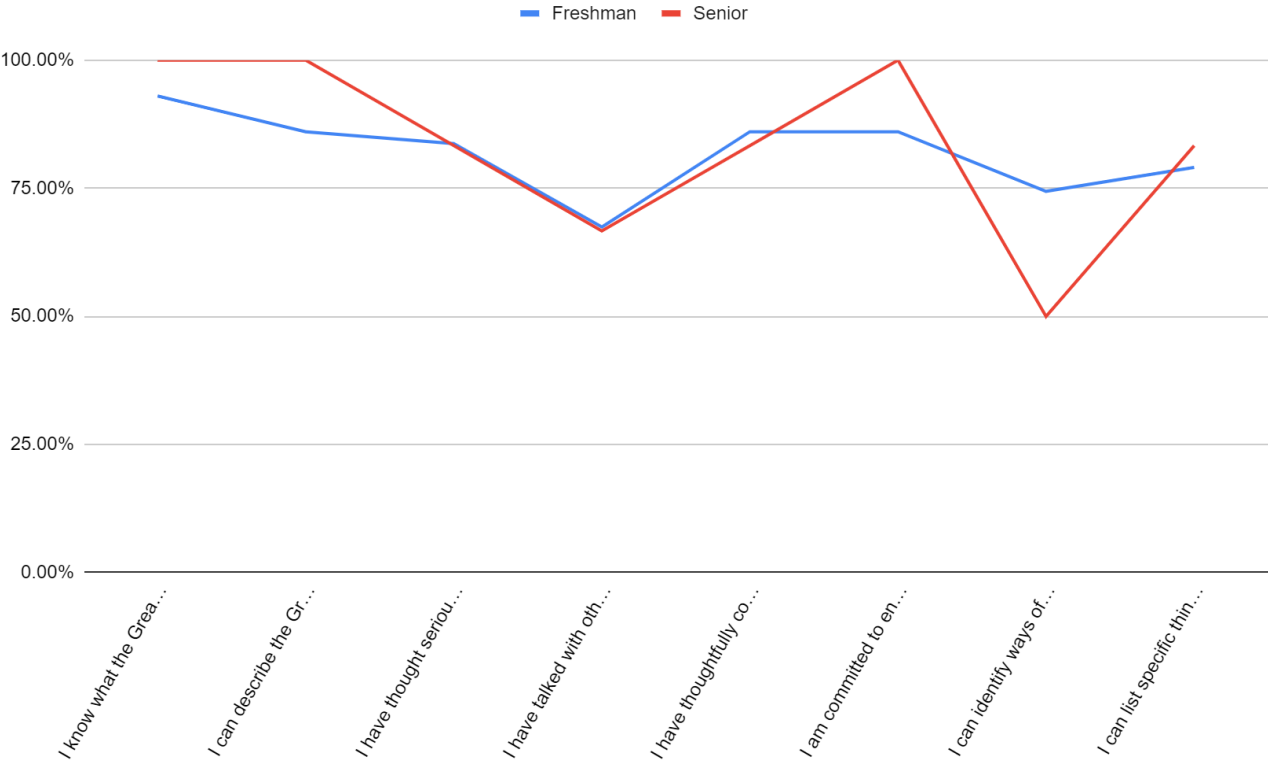


Table #12. Selected Alumni Survey Items

Item	% endorsing preferred response	
	2020 (n= 383)	2022 (n=492)
Note: Alumni rated agreement on a 6-point likert scale		
I know what the Great Commission is	99.48%	99.57%
I can describe the Great Commission to others	99.48%	98.69%
I have thought seriously about ways Christians can help carry out the Great Commission	96.35%	95.18%
I have talked with others about ways Christians can help carry out the Great Commission	95.86%	93.02%
I have thoughtfully considered various ways I can help carry out The Great Commission	97.41%	94.34%
I engage in specific activities that I believe carry out the Great Commission	95.31%	93.07%
I can identify ways of carrying out the Great Commission that are best suited to my spiritual gifts and personality	93.75%	91.26%
I can list specific things I have done and currently do to carry out the Great Commission	93.69%	95.22%

Graduate Exit Survey

Selected items from the Graduate Exit Survey address this objective. Results are shown in Table 13; for each the target is 90%.

Table 13. Selected Graduate Exit Survey results

Item	% endorsing preferred response			
	2019-2020 (n=43)	2020-2021 (n=53)	2021-2022 (n=40)	Cumulative (n=302)
I have a responsibility to tell others my religious beliefs	95%	87.76%	94.73%	91.55%
I have devoted myself to loving and serving God and other people	94.87%	97.88%	94.87%	96.05%

Table 13a.

I have devoted myself to loving and serving God and other people.

<i>Transfer</i>	<i>Campus (n)</i>	Don't know	Somewhat agree	Somewhat disagree	Strongly agree	Strongly disagree
No	ADEP (15)		14.29%		85.71%	
	Grad (5)				100.00%	
	Main (86)		18.07%		79.52%	2.41%
No Total			16.67%		81.37%	1.96%
Yes	ADEP (14)		7.14%		85.71%	7.14%
	Grad (1)				100.00%	
	Main (8)	20.00%	20.00%	20.00%	40.00%	
Yes Total		5.00%	10.00%	5.00%	75.00%	5.00%
Grand Total		0.82%	15.57%	0.82%	80.33%	2.46%

- Graduate students rate themselves 100% that they strongly agree about devoting themselves to loving and serving God and others.
- Main campus non-transfer students: 79.52% strongly agree; 18.07% somewhat agree= 97.59%
- Main campus transfer students: 40% strongly agree; 20% somewhat agree= 60%
- ADEP non-transfer students: 85.71% strongly agree; 7.14% somewhat agree= 92.85%
- ADEP transfer students: 85.71% strongly agree; 14.29% somewhat agree= 100%

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).

All 2022 Graduate Survey and cumulative Graduate Survey scores are within the target range, even though the main campus student responses are somewhat low.

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 Survey

The [Spiritual Gifts Survey](#) is completed by students as part of their Engage Ministry Formation requirements. 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 14; for each the target is 90%

Table 14. Selected Graduate Exit Survey results

Item	% endorsing preferred response			
	2019-2020 (n=43)	2020-2021 (n=53)	2021-2022 (n=40)	Cumulative (n=302)
I know what my spiritual gifts are	72.09%	86.27%	87.18%	81.88%
I use my spiritual gifts in ministry activity	69.04%	84.31%	84.61%	81.09%
I have an understanding of my spiritual gifts and know how to harness them in discipling and mentoring others.	50%	82.35%	84.62%	81.05%
I had sufficient opportunity to display my gifts and talents.	61.91%	80.39%	71.80%	74.49%

Table 14a*I know what my spiritual gifts are.*

Transfer	Campus (n)	Agree	Disagree	Not sure	Strongly agree	Strongly disagree
No	ADEP (15)	46.67%			46.67%	6.67%
	Grad (5)	20.00%			80.00%	
	Main (86)	55.81%	1.16%	19.77%	23.26%	
No Total		52.83%	0.94%	16.04%	29.25%	0.94%
Yes	ADEP (14)	64.29%		14.29%	14.29%	7.14%
	Grad (1)				100.00%	
	Main (8)	57.14%		28.57%	14.29%	
Yes Total		59.09%		18.18%	18.18%	4.55%
Grand Total		53.91%	0.78%	16.41%	27.34%	1.56%

- **77.27%** of all students either agree or strongly agree that they know what their spiritual gifts are. 16% of students are not sure.
- Graduate students are the most sure of their spiritual gifts: 100% of graduate students either strongly agree or agree.
- Main campus students: 79.07% of non-transfer main campus students either agree or strongly agree that they know what their spiritual gifts are; 71.43% of transfer main campus students either agree or strongly agree that they know what their spiritual gifts are.
- Only ADEP students (14%) responded that they strongly disagree about knowing what their spiritual gifts are.

Table 14b*I use my spiritual gifts in ministry activity.*

Transfer	Campus (n)	Agree	Disagree	Not sure	Strongly agree	Strongly disagree
No	ADEP (15)	46.67%			46.67%	6.67%
	Grad (5)	20.00%		20.00%	60.00%	
	Main (86)	45.88%	3.53%	18.82%	30.59%	1.18%
No Total		44.76%	2.86%	16.19%	34.29%	1.90%
Yes	ADEP (14)	64.29%		14.29%	14.29%	7.14%
	Grad (1)				100.00%	
	Main (8)	42.86%		28.57%	28.57%	
Yes Total		54.55%		18.18%	22.73%	4.55%
Grand Total		46.46%	2.36%	16.54%	32.28%	2.36%

- Graduate (100%) and ADEP (over 90%) students use their spiritual gifts most in ministry activity.
- **76.47%** of non-transfer main campus students either agree or strongly agree that they use their spiritual gifts in ministry activity; **71.43%** of transfer main campus students either agree or strongly agree that they use their spiritual gifts in ministry activity.

Alumni Survey

Selected items from the Alumni Survey address this objective. Results are shown in Table 15; for each the target is 90%.

Table 15. Selected Alumni Survey results

Item	% endorsing preferred response		
	2020 (n=50)*	2022 (n=55)*	Cumulative (873)**
My practical ministry experience helped me develop my spiritual gifts	87.51%	90.48%	86.79%
I can Identify ways of carrying out the Great Commission that are best suited to my spiritual gifts and personality	79.17%	95.12%	92.39%

*Includes respondents who indicated they graduated within the past 5 years.

**Includes all respondents for all administrations

Table 16. Selected Alumni Survey results

Item	% providing description of current ministry		
	2008 (n=39)	2020 (n=214)	2022 (229)
Alumni ministry involvement	92.31%	86.45%	82.02%

Discussion

As they enter GBSC in their freshman year, students complete an inventory 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. Each semester, the Engage Ministry Coordinator asks students to reflect on whether they utilized their spiritual gifts in ministry. Retrieving data related to this would increase the strength of this objective.

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 show a high percentage of graduates involved in ministry: In the 2008 survey, 92.31%. In the 2020 survey, open-ended response analysis suggests 86% of respondents engage in ministry. The 2022 survey saw a slight drop in results, with 82% of respondents describing their ministry activity. Ministry involvement from Alumni appears to be decreasing. However, the response rate to the question about ministry involvement is also decreasing. In

the survey, 87% of respondents answered the question about ministry involvement in 2008; 56% in 2020, and 47% in 2022.

Responses to the 2022 Alumni Survey (Table 15) concluded that 90% of respondents believe their practical ministry experience helped them develop their spiritual gifts and 95% shared that they can identify ways of carrying out the Great Commission that are best suited to their gifts and personality. A number over 90% supports a conclusion that this objective is achieved.

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 17; see rubric [here](#). The target is at least 80% of seniors rated 3 or higher.

The cumulative scores for freshmen (n=12) show 50% rated 3 or higher. In comparison, 88.23% of seniors (n=17) were rated 3 or higher. Though the number of assessments are limited, the data suggests significant growth over time.

Table 17. Diversity Appreciation Cross-Curricular Concern data

<i>Reporting year (n)</i>	<i>SR average (SD)</i>	<i>% seniors scoring 3 or higher</i>
<i>2019-20 (1)</i>	<i>4.00 (N/A)</i>	<i>100%</i>
<i>2020-21 (11)</i>	<i>2.91 (0.30)</i>	<i>90.91%</i>
<i>2021-22 (5)</i>	<i>2.80 (0.45)</i>	<i>80%</i>

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 90% endorsing the preferred response; see results in Table 18.

Table 18. Selected Graduate Exit Survey data

	% endorsing preferred response			
	2019-2020 (n=43)	2020-2021 (n=53)	2021-2022 (n=40)	Cumulative (n=302)
I have improved in appreciation of cultural diversity	92.5%	94.12%	89.74%	91.75%
The Bible specifically condemns homosexuality	97.5%	100%	100%	97.16%
It doesn't matter what religious faith you follow...	100%	95.92%	100%	98.59%
Christians and Muslims worship the same God...	95%	93.75%	100%	97.13%

Discussion

While additional data would strengthen conclusions, existing data suggests that this objective is being partially achieved. Additional course-embedded assessment results will be particularly valuable in identifying trends. Though, available data shows senior students are meeting the target.

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 Alumni to be rated "meets expectations" by more than 50% of evaluators. Table 19 presents results.

Table 19. Evaluation of graduates' servant-leadership philosophy statements

Category	SP-20	SP-21	SP-22
Total responses	22	42	39
AA/AAS	8 (36%)	10 (24%)	22 (41.03%)
BA	14 (64%)	28 (67%)	16 (56.41%)
MA	N/A	4 (10%)	1 (2.56%)
Rated 100% "meets expectations"	13 (59.09%)	21 (50%)	12 (30.77%)
AA/AAS	4 (50%)	4 (40%)	3 (18.75%)
BA	9 (64%)	16 (57%)	9 (40.91%)
MA	N/A	1 (25%)	0 (0%)
Rated >50% "meets expectations"	3 (13.63%)	13 (31%)	14 (35.90%)
AA/AAS	1 (12.5%)	4 (40%)	6 (37.50%)
BA	2 (14.29%)	8 (29%)	8 (36.36%)
MA	N/A	1 (25%)	0 (0%)
Rated 0% "meets expectations"	3 (13.63%)	5 (12%)	7 (17.95%)
AA/AAS	2 (25%)	2 (20%)	5 (9.09%)
BA	1 (7.14%)	1 (4%)	2 (31.25%)
MA	N/A	2 (50%)	0 (0%)

Alumni Survey item

A question has been added to the Alumni Survey asking "What is your philosophy of servant leadership? What skills does servant leadership include?" The target is for at least 70% of Alumni to be rated "meets expectations" by more than 50% of evaluators. Table 20 presents this data.

Table 20. Evaluation of alumni servant-leadership philosophy statements*

Category	SP-22
Total responses	34
AA/AAS	5 (14.71%)
BA	26 (76.47%)
MA	3 (8.82%)
Rated 100% “meets expectations”	11 (32.35%)
AA/AAS	0 (0%)
BA	11 (42.31%)
MA	0 (0%)
Rated >50% “meets expectations”	15 (44.12%)
AA/AAS	1 (20%)
BA	11 (42.31%)
MA	3 (100%)
Rated 0% “meets expectations”	3 (8.82%)
AA/AAS	1 (20%)
BA	2 (7.69%)
MA	0 (0%)

*Alumni servant-leadership statements were evaluated for respondents who indicated they graduated within the past 5 years.

Discussion

Results show students hitting slightly below the target, with 67% of Graduate Survey respondents rated by more than half the evaluators as “meets expectations.” The Alumni respondent ratings were above target -- 76% meeting expectations per more than half of evaluators. There continue to be discussions within Academic and Assessment Committees about this objective and possible revisions to it.

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 2022 assessment update is included in the division's [Assessment Week report](#)

Division of Ministerial Education

- [Programmatic assessment plan](#)
- [Assessment driven changes](#)
- Spring 2022 assessment update is included in the division's [Assessment Week report](#)

Division of Music

- [Programmatic assessment plan](#)
- [Assessment driven changes](#)
- Spring 2022 assessment update is included in the division's [Assessment Week report](#)

Graduate Program

- [Programmatic assessment plan](#)
- Spring 2022 assessment update is included in the division's [Assessment Week report](#)

Aldersgate Distance Education Program

- Spring 2022 assessment update is included in the division's [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. Current data shows each category is well above the national norm. New SLS results are listed in Table 21 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. All 2021-2022 SSI scores are above national norms; asterisks indicate the statistical significance of the difference between GBSC averages and national norms (*=0.05 level, **=0.01 level, ***=0.001 level).

Table 21. SSI Scale Averages

Scale	2017-2018	2020-21	2021-2022 (national norm)
Student Centeredness	6.21	6.35	6.31 (5.57)***
Campus Life	5.70	5.79	5.83 (5.01)***
Instructional Effectiveness	5.85	6.06	6.19 (5.71)**
Recruitment/Financial Aid Effectiveness	5.85	6.01	6.10 (5.45)***
Campus Services	5.98	6.13	6.12 (5.78)*
Academic Advising Effectiveness	6.02	5.94	6.02 (5.62)*
Registration Effectiveness	5.84	6.21	6.15 (5.39)***
Safety and Security	5.55	5.85	5.74 (5.45)
Campus Climate	6.11	6.34	6.24 (5.60)***

Table 22. SLS Category Averages

Scale	2019-2020	2020-2021	2021-2022
Policies	5.65	5.55	5.38
Recreation	5.82	5.63	5.53
Services	5.58	5.33	5.05
Spirituality	6.13	6.14	6.03
Staff	6.29	6.14	6.30

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 23. There are no comparisons for this one-time offering, but numbers are very positive, especially with pandemic constraints.

Future participation in the regular NSSE survey would provide useful institutional data.

Table 23. 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%

[Data dashboards](#) for institutional effectiveness are currently being developed in collaboration with individual departments. Administrators will identify key measures and data items to house in their dashboard as well as set appropriate targets and follow up procedures (i.e. focus groups). Results are tracked in dashboards over time and are regularly updated to reflect new data as it becomes available. The dashboard project will eventually provide a centralized location for departments to access essential data and analytics “at-a-glance.” This will allow for better gauging of effectiveness at the department level and serve as a tool to aid in decision making.

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. The Assessment Committee will continue to evaluate and make adjustments and recommendations.

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.

Assessments of programs (currently Ministerial Education) are underway. A checklist of Program Assessment has been created to evaluate all programs consistently.

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.

It has also been suggested to align the Institutional Objectives with Institutional Goals to map all outcomes more effectively.