

FALL 2023 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 Knowledge Exam; GBSC Theology Test; Graduate Exit Survey; Alumni Survey

The Bible Knowledge 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 Knowledge Exam results

Effective August 1, 2020, the old ABHE Bible Exam and data are no longer available. The new [ABHE Bible Knowledge Exam](#) is offered free of cost to ABHE members.

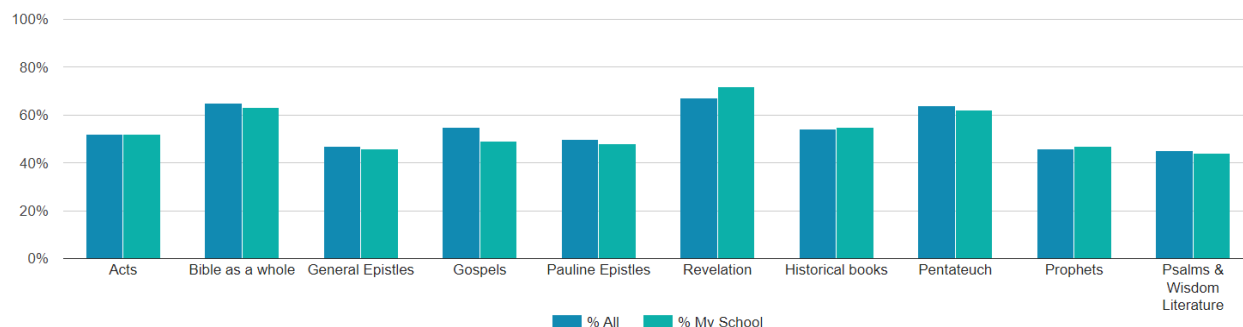
Table 1 shows faculty-developed targets for senior performance and results; a "passing score" is defined as 60% or higher. Data tracking was restarted in 2020 so as not to compare results from different tests. To date, the average freshmen score (n=52) is 54%, and the average senior score (n=17) is 57%. No longitudinal data exist at this time.

The t -value is 1.6253. The p -value is 0.1088. The difference is *not* significant

Table 1. ABHE Bible Knowledge Exam targets and data

Area	Target	Data
Percent SRs passing (n=17)	80%	52%
Percent SRs improved	100%	N/A

Chart 1. FA23 ABHE/GBSC Comparison by Category



The percentage of seniors who pass the ABHE Bible Knowledge Exam continues to fall below target levels. Still, it is helpful to note that GBSC Fall 2023 scores by category (freshmen and senior) are similar to students across all ABHE Bible colleges who take the exam (Chart 1). The GBSC category score with the biggest difference (Gospels) is 6% lower than the ABHE comparison. Four categories (Acts, Revelation, Historical Books, and Prophets) are either equal to or slightly higher than ABHE.

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.

Table 2 shows the updated *Percent SRs passing*. Though longitudinal (freshman/senior) data is available for 7 of the seniors, 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			
	2020-2021 (n=53)	2021-2022 (n=40)	2022-2023 (n=30)	Cumulative (n=332)
**Made life changes based on something learned about the Bible in a course	86%	85%	97%	90%
I understand and love the Bible, as evidenced by allowing it to shape my worldview.	98%	97%	100%	98%

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

Item	% endorsing preferred response		
	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. Despite being below target, current data shows a marked difference between the percentage of freshman (33%) and seniors (52%) earning a passing score.

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.

The associated Graduate Survey questions show students at GBSC (after wording revision) rate above the expected targets. The wording change is shown below.

Old question: "I made life changes based on something learned about the Bible in a course"

Revised question: "Based on Biblical truth I have learned as a GBSC student, I have made changes in my thinking or behavior."

Alumni survey scores continue to increase. All 2022 and cumulative Alumni survey scores are within the target range. Additional data is scheduled for collection in Spring 2024.

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; Cross-Curricular Concern embedded assessment

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				
	2020-2021 (n=53)	2021-2022 (n=40)	2022-2023 (n=30)	Cumulative (n=332)	Cumulative Aggregate
Moral truth is absolute	90%	82%	82%	86%	85%
Moral/ethical choices are based on principles	87%	85%	93%	88%	85%
Bible/God as the basis for principles	94%	95%	96%	92%	89%
The Bible is totally accurate in its teachings	90%	97%	93%	95%	94%
Read the Bible in the last week	91%	90%	93%	92%	92%
Totally committed to spiritual development	94%	95%	96%	96%	93%
Made life changes based on something learned about the Bible in a course	86%	85%	97%	90%	N/A (GBSC question only)

Pivot tables were created for questions below the targets 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	Don't know	Moral truth is absolute	Moral truth is relative to circumstances	Never thought about it	Response	Thought about it, have no conclusion	Grand Total
						0.86%		0.86%
Total						0.86%		0.86%
No	ADEP		13.79%	0.86%				14.66%
	Grad		6.03%					6.03%
	Main	2.59%	48.28%	3.45%	2.59%		2.59%	59.48%
No Total		2.59%	68.10%	4.31%	2.59%		2.59%	80.17%
Yes	ADEP		10.34%					10.34%
	Grad		0.86%					0.86%
	Main		6.03%	0.86%	0.86%			7.76%
Yes Total			17.24%	0.86%	0.86%			18.97%
Grand Total		2.59%	85.34%	5.17%	3.45%	0.86%	2.59%	100.00%

- **85.34%** of students (combined) stated that “moral truth is absolute.”
 - 97% of ADEP students
 - 94% non-transfer ADEP
 - 100% transfer ADEP
 - 81% of main campus students
 - 81% of non-transfer main campus students
 - 78% of transfer main campus students
 - 100% of graduate students

Cross-Curricular Concern 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.

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 the FA23 reporting term covers data from the 2022-2023 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)	89%
2020-21 (41)	3.56 (0.59)	95%
2021-22 (18)	3.35 (0.70)	83%
2022-23 (46)	3.57 (0.62)	93%

Discussion

Five of the seven 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.

The Assessment Committee changed the wording (as of Fall 2022) on the “life changes” 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.” Scores are now within expected target levels.

Only one area is still below targets: “moral truth is absolute.” The overall percentage did not change from last year. 85% of students across all campuses and degrees responded that truth is absolute.

In the Cross-Curricular Concern embedded assessment, seniors are currently meeting the target average in Biblical Worldview Development with 93% of seniors achieving it.

Cumulative scores for freshmen (n=113) show 60% rated 3 or higher. In comparison, 94% of seniors (n=157) 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			
	2020-2021 (n=53)	2021-2022 (n=40)	2022-2023 (n=30)	Cumulative (n=332)
Have you ever made a personal commitment to Jesus Christ that is still important in your life today?	98.08%	100%	100%	100%
I regularly engage in Christian service/ministry	88%	88%	90%	87%
**I am involved in the life of the community in which I reside	80%	59%	90%	76%
During your time at GBSC, have you shared your faith or attempted to share your faith outside the context of a class assignment	86%	87%	93%	89%
I am totally committed to investing in my own spiritual development.	94%	95%	96%	96%
I have surrendered control of my life to God	91%	97%	96%	95%
I have submitted to God’s will for my life	93.62%	95%	93%	94%
I have devoted myself to loving and serving God and other people	97.88%	95%	100%	96%
Moral/ethical choices are based on principles	86.54%	85%	93%	88%
Bible/God as basis for principles	94.11%	95%	96%	92%

Table 7b. Selected Graduate Exit Survey results

Item	% endorsing preferred response			
	2020-2021 (n=53)	2021-2022 (n=40)	2022-2023 (n=30)	Cumulative (n=332)
Attended a church service	81%	87%	96%	93%
Prayed (other than meals or during public services)	96%	97%	89%	96%
Read the Bible	92%	90%	93%	92%

*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	88%	93%	94%
I can list specific things I have done and currently do to carry out the Great Commission	87%	90%	95%
Through my study I gained...a commitment to discipling others	88%	100%	87%
***Through my study I gained...a global vision of evangelism and a compassion for the lost	75%	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.

All Graduate Survey items reached the targeted levels except: Prayed (other than meals or during public services), dropping from 97% to 89%.

The Assessment Committee changed the wording on the very lowest question from last year from: I am involved in the life of the community in which I reside to I have been involved in the life of the online or campus community during my time at {{Q1}}. The score increased from 59% to 90%.

All items except one reached the 90% target. Last year, there were 4/10 items that did not reach the target and 8/10 did not meet the target the year before. While the target changed (from 95% to 90%), the scores still increase each year.

Selected Alumni Survey results (Table 8) are items answered on an agreement scale. All items from the most-recent administration reached the 90% target. In the previous administration, 4/4 items did not reach the target.

The greatest area of increase (for all students) was: Through my study I gained...a commitment to discipling others, from 88% to 100%.

The greatest area of increase (for Bi/Th students) was: Through my study I gained...a global vision of evangelism and a compassion for the lost, from 75% to 100%.

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, Spiritual Well-being Scale

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 FA22 responses, 80% of on-campus students and 98% of online students 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 (Campus)

Item	FA20 (n=74)	FA22 (n=87)	Norm Group	Area of Health? (FA22)
Relationship with God				
Experiencing God in prayer	48%	37%	44%	No
Experiencing God in spiritual practices	41%	35%	37%	No
Relationships & Self Care				
Giving and receiving spiritual encouragement	65%	55%	54%	Yes
Love for others	85%	80%	78%	Yes
Internally motivated to grow spiritually	70%	48%	54%	No
Spiritual Community				
Friends who encourage me spiritually	65%	64%	60%	Yes
Corporate worship	79%	71%	54%	Yes
Spiritual Practices				
Putting God first in my life	57%	54%	55%	No
Frequency of prayer	66%	43%	48%	No
Viewing life through a spiritual perspective	64%	58%	60%	Yes

Table 10. Selected SpiritPulse results (Online)

Item	FA22 (n=44)	Norm Group	Area of Health? (FA22)
Relationship with God			
Experiencing God in prayer	61%	44%	No
Experiencing God in spiritual practices	52%	36%	No
Relationships & Self Care			
Giving and receiving spiritual encouragement	68%	54%	Yes
Love for others	82%	78%	Yes
Internally motivated to grow spiritually	59%	54%	Yes
Spiritual Community			
Friends who encourage me spiritually	63%	60%	Yes
Corporate worship	63%	54%	Yes

Putting God first in my life	73%	55%	Yes
Frequency of prayer	55%	48%	No
Viewing life through a spiritual perspective	66%	60%	Yes

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 11. 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

Assessment for Objective 4 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. After an initial testing of the [Shalom 3](#), the Committee decided to use the (free) [Spiritual Well-being Scale](#), which offers more meaningful/relevant items, has a simpler administration, and has been tested for reliability. Initial data is being collected during 2023-2024.

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. Online students' SpiritPulse responses in FA22 stated above the norm group; however, for on-campus students, 6/10 of the items moved to slightly below the norm group during the FA22 administration. For on campus students, they scored below the norm group on all questions in the "Relationship with God" and "Spiritual Practices" categories.

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; Commissioned Christians Survey; Graduate Exit Survey items

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

Information from the Alumni Survey provides some evidence for this objective (shown in Table 13).

Finally, selected Barna Group items from the Graduate Exit Survey (Table 14) 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. An additional administration is scheduled for Spring 2024.

Table 12. 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%	100%	93%	100%
I can describe the Great Commission to others	72%	90%	86%	100%
I have thought seriously about ways Christians can help carry out the Great Commission	65%	90%	84%	83%
I have talked with others about ways Christians can help carry out the Great Commission	41%	60%	67%	67%
I have thoughtfully considered various ways I can help carry out The Great Commission	66%	90%	86%	83%
I am committed to engaging in specific activities that I believe carry out the Great Commission	76%	90%	86%	100%
I can identify ways of carrying out the Great Commission that are best suited to my spiritual gifts and personality	55%	60%	77%	50%
I can list specific things I have done and currently do to carry out the Great Commission	58.62%	90%	79%	83%

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

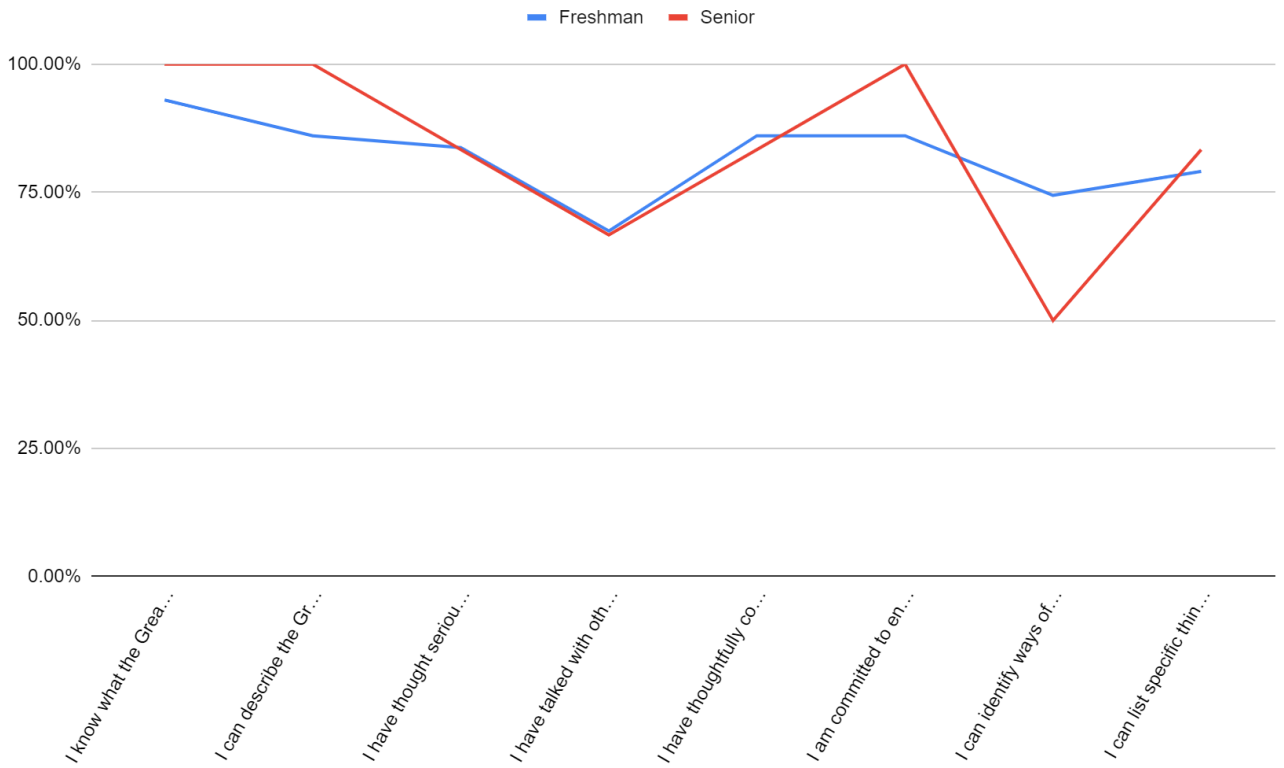


Table 13. Selected Alumni Survey Items

Item	% endorsing preferred response	
	2020 (n= 383)	2022 (n=492)
Note: Agreement rated on a 6-point likert scale		
I know what the Great Commission is	100%	100%
I can describe the Great Commission to others	100%	99%
I have thought seriously about ways Christians can help carry out the Great Commission	96%	95%
I have talked with others about ways Christians can help carry out the Great Commission	96%	93%
I have thoughtfully considered various ways I can help carry out The Great Commission	97%	94%
I engage in specific activities that I believe carry out the Great Commission	95%	93%
I can identify ways of carrying out the Great Commission that are best suited to my spiritual gifts and personality	94%	91%
I can list specific things I have done and currently do to carry out the Great Commission	94%	95%

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			
	2020-2021 (n=53)	2021-2022 (n=40)	2022-2023 (n=30)	Cumulative (n=332)
I have a responsibility to tell others my religious beliefs	88%	95%	93%	92%
I have devoted myself to loving and serving God and other people	98%	95%	100%	96%

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 2023 Graduate Survey and cumulative Graduate Survey scores are within the target range.

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 15; for each the target is 90%

Table 15. Selected Graduate Exit Survey results

Item	% endorsing preferred response			
	2020-2021 (n=53)	2021-2022 (n=40)	2022-2023 (n=30)	Cumulative (n=332)
I know what my spiritual gifts are	86%	87%	83%	82%
I use my spiritual gifts in ministry activity	84%	85%	69%	80%
I have an understanding of my spiritual gifts and know how to harness them in discipling and mentoring others.	82%	85%	86%	82%
I had sufficient opportunity to display my gifts and talents.	80%	72%	83%	75%

Table 16. Selected Alumni Survey results

Item	% providing description of current ministry		
	2008 (n=39)	2020 (n=214)	2022 (229)
Alumni ministry involvement	92%	86%	82%

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.

Scores on the Graduate Exit Survey items do not meet the target. The scores on the spiritual gifts questions increased last year in all areas, but decreased in 2022-2023 in two areas. 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 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

Cross-Curricular Concern Assessment

Diversity appreciation is a Cross-Curricular Concern assessed by faculty in selected courses. 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=23) show 70% rated 3 or higher. In comparison, 74% of seniors (n=73) were rated 3 or higher. Though the number of assessments are limited, the data suggests growth over time.

Table 17. Diversity Appreciation Cross-Curricular Concern data

Reporting year (n)	SR average (SD)	% seniors scoring 3 or higher
2019-20 (1)	4.00 (N/A)	100%
2020-21 (11)	2.91 (0.30)	91%
2021-22 (5)	2.80 (0.45)	80%
2022-23 (37)	3.32 (0.75)	84%

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			
	2020-2021 (n=53)	2021-2022 (n=40)	2022-2023 (n=30)	Cumulative (n=332)
I have improved in appreciation of cultural diversity	94%	90%	90%	92%
The Bible specifically condemns homosexuality	100%	100%	100%	97.42%

It doesn't matter what religious faith you follow...	95.92%	100%	100%	98.71%
Christians and Muslims worship the same God...	93.75%	100%	96.30%	97.06%

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.

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](#)
- [Course-level assessment report](#)
- [Assessment driven changes](#)
- Spring 2023 assessment update is included in the division's [Assessment Week report](#)

Division of Ministerial Education

- [Programmatic assessment plan](#)
- [Assessment driven changes](#)
- Spring 2023 assessment update is included in the division's [Assessment Week report](#)

Division of Music

- [Programmatic assessment plan](#)
- [Assessment driven changes](#)
- Spring 2023 assessment update is included in the division's [Assessment Week report](#)

Graduate Program

- [Programmatic assessment plan](#)
- Spring 2023 assessment update is included in the division's [Assessment Week report](#)

Aldersgate Distance Education Program

- Spring 2023 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 (Table 19) 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 20 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 2022-2023 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 19. SSI Scale Averages

Scale	2020-2021	2021-2022	2022-2023 (national norm)
Student Centeredness	6.35	6.31	6.39 (5.93)***
Campus Life	5.79	5.83	5.96 (5.39)***
Instructional Effectiveness	6.06	6.19	6.05 (5.89)
Recruitment/Financial Aid Effectiveness	6.01	6.10	6.05 (5.78)*
Campus Services	6.13	6.12	6.07 (5.87)
Academic Advising Effectiveness	5.94	6.02	5.88 (5.79)
Registration Effectiveness	6.21	6.15	6.05 (5.87)
Safety and Security	5.85	5.74	5.66 (5.77)
Campus Climate	6.34	6.24	6.30 (5.85)***

Table 20. SLS Category Averages

Scale	2020-2021	2021-2022	2022-2023
Policies	5.55	5.38	5.71
Recreation	5.63	5.53	5.67
Services	5.33	5.05	5.38
Spirituality	6.14	6.03	6.13
Staff	6.14	6.30	6.50

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 21. 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 21. 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.

Program reviews are conducted regularly (one program per semester). A checklist of Program Assessment has been created to evaluate all programs consistently. Most recently, a review of the Student Affairs department was completed in Fall 2023.

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.