

**2019 URSHAN GRADUATE SCHOOL OF THEOLOGY ALUMNI SURVEY  
RESULTS SUMMARY**

Urshan Office of Institutional Effectiveness

May 2019



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## **2019 Urshan Graduate School of Theology Alumni Survey– Results Summary**

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The 2019 UGST Alumni survey was distributed by e-mail to 112 former students (30 MACM, 31 MDIV, and 51 MTS) who graduated from UGST in the 2017-18 academic year or earlier.

Forty-five former students responded: 11 MACM, 13 MDIV, and 21 MTS

The attached summary is for all three programs; some tables also show breakouts by degree.



### Which of the following best describes your current employment status? (overall)

Field	Choice Count
Employed full time	71% 32
Employed part time	2% 1
Unemployed looking for work	0% 0
Unemployed not looking for work	4% 2
Doing unpaid volunteer work that is related to your degree and looking for paid work	0% 0
Doing unpaid volunteer work that is related to your degree and NOT looking for paid work	2% 1
Doing bivocational ministry (holding an unpaid or partially paid position in a local church, while also working another part- or full-time job)	18% 8
Retired	0% 0
Student	2% 1
Disabled	0% 0
Total	45

### Which of the following best describes your current employment status? (by degree)

Field	MTS	MDIV	MACM
Employed full time	81% 17	54% 7	73% 8
Employed part time	5% 1	0% 0	0% 0
Unemployed looking for work	0% 0	0% 0	0% 0
Unemployed not looking for work	0% 0	15% 2	0% 0
Doing unpaid volunteer work that is related to your degree and looking for paid work	0% 0	0% 0	0% 0
Doing unpaid volunteer work that is related to your degree and NOT looking for paid work	5% 1	0% 0	0% 0
Doing bivocational ministry (holding an unpaid or partially paid position in a local church, while also working another part- or full-time job)	5% 1	31% 4	27% 3
Retired	0% 0	0% 0	0% 0
Student	5% 1	0% 0	0% 0
Disabled	0% 0	0% 0	0% 0
Total	21	13	11

## Sole or Primary Bivocational Employment (overall)

Field	Position 1
Ministry - sole pastor	11% 4
Ministry - senior pastor	8% 3
Ministry - associate or assistant pastor	5% 2
Ministry - Christian education (in a congregation)	3% 1
Ministry - youth work (in a congregation)	3% 1
Ministry - musician or liturgist (in a congregation)	- 0
Ministry - supply minister	- 0
Ministry - interim minister	- 0
Ministry -prison ministry	- 0
Ministry - social justice	- 0
Ministry - pastoral counselor (not in a congregation)	- 0
Ministry - pastoral counselor (in a congregation)	- 0
New church development/church planting	3% 1
Retreat or spiritual director (not in a congregation)	- 0
Campus ministry or youth worker (not in a congregation)	- 0
Hospital/hospice/healthcare chaplaincy	3% 1
Military chaplaincy	- 0
Missionary service (foreign)	5% 2
Missionary service (home)	- 0
Denominational administrator or staff	3% 1
Teacher, faculty, or staff in pre-K, primary, or secondary school (faith-based school)	5% 2
Teacher, faculty, or staff in pre-K, primary, or secondary school (secular school)	3% 1
Faculty, administration, or staff (seminary or faith-based college/university)	16% 6
Faculty, administration, or staff (secular college/university)	3% 1
Social work/social services	8% 3
Government (federal, state, county, municipal, tribal)	11% 4
For-profit business or employee	11% 4
Self-employed (please describe)	3% 1
Other (please describe)	14% 5
Total	37



## Sole or Primary Bivocational (MACM)

Field	Position 1
Ministry - sole pastor	9% 1
Ministry - senior pastor	9% 1
Ministry - associate or assistant pastor	9% 1
Ministry - Christian education (in a congregation)	- 0
Ministry - youth work (in a congregation)	9% 1
Ministry - musician or liturgist (in a congregation)	- 0
Ministry - supply minister	- 0
Ministry - interim minister	- 0
Ministry -prison ministry	- 0
Ministry - social justice	- 0
Ministry - pastoral counselor (not in a congregation)	- 0
Ministry - pastoral counselor (in a congregation)	- 0
New church development/church planting	- 0
Retreat or spiritual director (not in a congregation)	- 0
Campus ministry or youth worker (not in a congregation)	- 0
Hospital/hospice/healthcare chaplaincy	- 0
Military chaplaincy	- 0
Missionary service (foreign)	- 0
Missionary service (home)	- 0
Denominational administrator or staff	- 0
Teacher, faculty, or staff in pre-K, primary, or secondary school (faith-based school)	- 0
Teacher, faculty, or staff in pre-K, primary, or secondary school (secular school)	9% 1
Faculty, administration, or staff (seminary or faith-based college/university)	27% 3
Faculty, administration, or staff (secular college/university)	9% 1
Social work/social services	- 0
Government (federal, state, county, municipal, tribal)	9% 1
For-profit business or employee	9% 1
Self-employed (please describe)	- 0
Other (please describe)	9% 1
Total	11

Sole or Primary Bivocational (*MDIV*)

Field	Position 1
Ministry - sole pastor	- 0
Ministry - senior pastor	- 0
Ministry - associate or assistant pastor	14% 1
Ministry - Christian education (in a congregation)	14% 1
Ministry - youth work (in a congregation)	- 0
Ministry - musician or liturgist (in a congregation)	- 0
Ministry - supply minister	- 0
Ministry - interim minister	- 0
Ministry -prison ministry	- 0
Ministry - social justice	- 0
Ministry - pastoral counselor (not in a congregation)	- 0
Ministry - pastoral counselor (in a congregation)	- 0
New church development/church planting	- 0
Retreat or spiritual director (not in a congregation)	- 0
Campus ministry or youth worker (not in a congregation)	- 0
Hospital/hospice/healthcare chaplaincy	- 0
Military chaplaincy	- 0
Missionary service (foreign)	- 0
Missionary service (home)	- 0
Denominational administrator or staff	- 0
Teacher, faculty, or staff in pre-K, primary, or secondary school (faith-based school)	14% 1
Teacher, faculty, or staff in pre-K, primary, or secondary school (secular school)	- 0
Faculty, administration, or staff (seminary or faith-based college/university)	29% 2
Faculty, administration, or staff (secular college/university)	- 0
Social work/social services	14% 1
Government (federal, state, county, municipal, tribal)	- 0
For-profit business or employee	14% 1
Self-employed (please describe)	- 0
Other (please describe)	14% 1
Total	7

Sole or Primary Bivocational (*MTS*)

Field	Position 1
Ministry - sole pastor	16% 3
Ministry - senior pastor	11% 2
Ministry - associate or assistant pastor	- 0
Ministry - Christian education (in a congregation)	- 0
Ministry - youth work (in a congregation)	- 0
Ministry - musician or liturgist (in a congregation)	- 0
Ministry - supply minister	- 0
Ministry - interim minister	- 0
Ministry -prison ministry	- 0
Ministry - social justice	- 0
Ministry - pastoral counselor (not in a congregation)	- 0
Ministry - pastoral counselor (in a congregation)	- 0
New church development/church planting	5% 1
Retreat or spiritual director (not in a congregation)	- 0
Campus ministry or youth worker (not in a congregation)	- 0
Hospital/hospice/healthcare chaplaincy	5% 1
Military chaplaincy	- 0
Missionary service (foreign)	11% 2
Missionary service (home)	- 0
Denominational administrator or staff	5% 1
Teacher, faculty, or staff in pre-K, primary, or secondary school (faith-based school)	5% 1
Teacher, faculty, or staff in pre-K, primary, or secondary school (secular school)	- 0
Faculty, administration, or staff (seminary or faith-based college/university)	5% 1
Faculty, administration, or staff (secular college/university)	- 0
Social work/social services	11% 2
Government (federal, state, county, municipal, tribal)	16% 3
For-profit business or employee	11% 2
Self-employed (please describe)	5% 1
Other (please describe)	16% 3
Total	19

## Secondary Bivocational (*overall*)

Field	Position 2
Ministry - sole pastor	4% 1
Ministry - senior pastor	4% 1
Ministry - associate or assistant pastor	20% 5
Ministry - Christian education (in a congregation)	12% 3
Ministry - youth work (in a congregation)	12% 3
Ministry - musician or liturgist (in a congregation)	4% 1
Ministry - supply minister	8% 2
Ministry - interim minister	4% 1
Ministry -prison ministry	4% 1
Ministry - social justice	4% 1
Ministry - pastoral counselor (not in a congregation)	- 0
Ministry - pastoral counselor (in a congregation)	- 0
New church development/church planting	4% 1
Retreat or spiritual director (not in a congregation)	- 0
Campus ministry or youth worker (not in a congregation)	4% 1
Hospital/hospice/healthcare chaplaincy	8% 2
Military chaplaincy	- 0
Missionary service (foreign)	- 0
Missionary service (home)	- 0
Denominational administrator or staff	- 0
Teacher, faculty, or staff in pre-K, primary, or secondary school (faith-based school)	- 0
Teacher, faculty, or staff in pre-K, primary, or secondary school (secular school)	- 0
Faculty, administration, or staff (seminary or faith-based college/university)	8% 2
Faculty, administration, or staff (secular college/university)	- 0
Social work/social services	- 0
Government (federal, state, county, municipal, tribal)	4% 1
For-profit business or employee	- 0
Self-employed (please describe)	12% 3
Other (please describe)	20% 5
Total	25

## Secondary Bivocational (MACM)

Field	Position 2
Ministry - sole pastor	- 0
Ministry - senior pastor	- 0
Ministry - associate or assistant pastor	- 0
Ministry - Christian education (in a congregation)	- 0
Ministry - youth work (in a congregation)	33% 2
Ministry - musician or liturgist (in a congregation)	- 0
Ministry - supply minister	17% 1
Ministry - interim minister	- 0
Ministry -prison ministry	17% 1
Ministry - social justice	17% 1
Ministry - pastoral counselor (not in a congregation)	- 0
Ministry - pastoral counselor (in a congregation)	- 0
New church development/church planting	- 0
Retreat or spiritual director (not in a congregation)	- 0
Campus ministry or youth worker (not in a congregation)	17% 1
Hospital/hospice/healthcare chaplaincy	- 0
Military chaplaincy	- 0
Missionary service (foreign)	- 0
Missionary service (home)	- 0
Denominational administrator or staff	- 0
Teacher, faculty, or staff in pre-K, primary, or secondary school (faith-based school)	- 0
Teacher, faculty, or staff in pre-K, primary, or secondary school (secular school)	- 0
Faculty, administration, or staff (seminary or faith-based college/university)	- 0
Faculty, administration, or staff (secular college/university)	- 0
Social work/social services	- 0
Government (federal, state, county, municipal, tribal)	- 0
For-profit business or employee	- 0
Self-employed (please describe)	17% 1
Other (please describe)	17% 1
Total	6

## Secondary Bivocational (MDIV)

Field	Position 2
Ministry - sole pastor	- 0
Ministry - senior pastor	- 0
Ministry - associate or assistant pastor	29% 2
Ministry - Christian education (in a congregation)	14% 1
Ministry - youth work (in a congregation)	- 0
Ministry - musician or liturgist (in a congregation)	- 0
Ministry - supply minister	14% 1
Ministry - interim minister	14% 1
Ministry -prison ministry	- 0
Ministry - social justice	- 0
Ministry - pastoral counselor (not in a congregation)	- 0
Ministry - pastoral counselor (in a congregation)	- 0
New church development/church planting	14% 1
Retreat or spiritual director (not in a congregation)	- 0
Campus ministry or youth worker (not in a congregation)	- 0
Hospital/hospice/healthcare chaplaincy	14% 1
Military chaplaincy	- 0
Missionary service (foreign)	- 0
Missionary service (home)	- 0
Denominational administrator or staff	- 0
Teacher, faculty, or staff in pre-K, primary, or secondary school (faith-based school)	- 0
Teacher, faculty, or staff in pre-K, primary, or secondary school (secular school)	- 0
Faculty, administration, or staff (seminary or faith-based college/university)	14% 1
Faculty, administration, or staff (secular college/university)	- 0
Social work/social services	- 0
Government (federal, state, county, municipal, tribal)	- 0
For-profit business or employee	- 0
Self-employed (please describe)	- 0
Other (please describe)	14% 1
Total	7

## Secondary Bivocational (MTS)

Field	Position 2
Ministry - sole pastor	8% 1
Ministry - senior pastor	8% 1
Ministry - associate or assistant pastor	25% 3
Ministry - Christian education (in a congregation)	17% 2
Ministry - youth work (in a congregation)	8% 1
Ministry - musician or liturgist (in a congregation)	8% 1
Ministry - supply minister	- 0
Ministry - interim minister	- 0
Ministry -prison ministry	- 0
Ministry - social justice	- 0
Ministry - pastoral counselor (not in a congregation)	- 0
Ministry - pastoral counselor (in a congregation)	- 0
New church development/church planting	- 0
Retreat or spiritual director (not in a congregation)	- 0
Campus ministry or youth worker (not in a congregation)	- 0
Hospital/hospice/healthcare chaplaincy	8% 1
Military chaplaincy	- 0
Missionary service (foreign)	- 0
Missionary service (home)	- 0
Denominational administrator or staff	- 0
Teacher, faculty, or staff in pre-K, primary, or secondary school (faith-based school)	- 0
Teacher, faculty, or staff in pre-K, primary, or secondary school (secular school)	- 0
Faculty, administration, or staff (seminary or faith-based college/university)	8% 1
Faculty, administration, or staff (secular college/university)	- 0
Social work/social services	- 0
Government (federal, state, county, municipal, tribal)	8% 1
For-profit business or employee	- 0
Self-employed (please describe)	17% 2
Other (please describe)	25% 3
Total	12

**Is the sole or primary position you selected above related to your degree or certificate program at Urshan? (overall)**

Field	Choice Count
Very related	41% 17
Somewhat related	22% 9
Not at all related	37% 15
Total	41

**Is the sole or primary position you selected above related to your degree or certificate program at Urshan? (by degree)**

Field	MTS	MDIV	MACM
Very related	29% 6	38% 5	55% 6
Somewhat related	24% 5	23% 3	9% 1
Not at all related	38% 8	23% 3	36% 4
Total	21	13	11

**What is the size of the congregation (average Sunday attendance)? (overall)**

Field	Choice Count
Less than 100	43% 3
100-249	14% 1
250-499	14% 1
500-999	29% 2
1,000 or more	0% 0
Total	7

**What is the size of the congregation (average Sunday attendance)? (by degree)**

Field	MTS	MDIV	MACM
Less than 100	14% 3	0% 0	0% 0
100-249	0% 0	8% 1	0% 0
250-499	0% 0	0% 0	9% 1
500-999	5% 1	0% 0	9% 1
1,000 or more	0% 0	0% 0	0% 0
Total	21	13	11





**JOB TITLE****EMPLOYER****MACM**

Assistant Pastor	New Life United Pentecostal Church of Austin
-----	The Lifeway Pentecostals
Professor - General Education	Urshan College
Lecturer and Program Director of BA in Human Services	Urshan College
Educator	Illinois School for the Deaf
Youth Pastor	Greater Life Church
Development Officer	Urshan College/Urshan Graduate School of Theology
Chaplain	Triangle Community Ministry
Senior Economist,	Government of Canada
Sr. UX Content Strategist	Pentagon Federal Credit Union

**MDIV**

Associate Pastor	The Sanctuary Church
Safety and Training Supervisor	Petroleum Services Corporation
Chaplain	Veteran Affairs
Personal banker	Wells Fargo Bank
Study Specialist	Edward Jones
Principal/Associate Pastor	Next Generation Christian Academy/Apostolic Light UPC
Faculty	Urshan College
ACPE Certified Educator Candidate, Hospital Staff Chaplain	Barnes Jewish Hospital
Bank Teller	Community Bank of Louisiana
Director - Employee Assistance Program	Mercy Health
Director of Distance Learning	Urshan Graduate School

**MTS**

Daughter Work pastor	Christian Life Church
Pastor	The Sanctuary
Career Missionary	Global Missions, United Pentecostal Church International
Middle School Teacher	Calvary Education Center
Pharmacy Manager	Walmart
Chaplain	Hospice
Quality Assurance	Kestra Financial
Substance Abuse Therapist	Community Mental Health
Senior Manager of Web & Mobile Development	WorldStrides
Information Technology	Department of Veterans Affairs
Graphic Designer	Cornett
Senior Project Engineer	The Manitoba Water Services Board
Director of Library Services/Theological Librarian/Professor	Urshan College/Urshan Graduate School of Theology
Director of Communications`	United Pentecostal Church International
Nursing Home Ministry Director	Frontier Health and Rehabilitation
Clinical Therapist	St. Louis County Department of Health
Administrator	University of Colorado
Director of Paraguay Apostolic Bible College & Pastor of UPC of Lambaré©, Paraguay, S.A.	UPCI Global Missions

## Countries in which Employed

Field	Choice Count
United States of America	36
Australia	1
Canada	2
Paraguay	1

## States in which Employed

Field	Choice Count
Colorado	3% 1
Florida	3% 1
Illinois	3% 1
Indiana	3% 1
Kentucky	3% 1
Louisiana	6% 2
Michigan	3% 1
Minnesota	3% 1
Missouri	32% 10
North Carolina	3% 1
Ohio	3% 1
Texas	19% 6
Virginia	6% 2
Wisconsin	6% 2
Total	31

**Annual salary for the position you described above.**

Field	Choice Count
Less than \$10,000	5% 2
\$10,000 to \$19,999	3% 1
\$20,000 to \$29,999	18% 7
\$30,000 to \$39,999	10% 4
\$40,000 to \$49,999	10% 4
\$50,000 to \$59,999	10% 4
\$60,000 to \$69,999	13% 5
\$70,000 to \$79,999	8% 3
\$80,000 to \$89,999	3% 1
\$90,000 to \$99,999	10% 4
\$100,000 to \$149,999	10% 4
\$150,000 or more	0% 0
Total	39

**Are you currently a student?**

Field	Choice Count
Yes	21% 9
No	79% 34
Total	43

**Have you earned any degrees or certificates since you graduated from UGST?**

Field	Choice Count
Yes	28% 12
No	72% 31
Total	43

**How valuable were the following experiences to you?**

Field	Did Not Participate		Very Valuable		Somewhat Valuable		Not Valuable		Total
Practicum, internship, field experience	28%	12	60%	26	9%	4	2%	1	43
Community service or volunteer work	29%	12	45%	19	24%	10	2%	1	42
Work on optional research project with faculty	60%	25	31%	13	10%	4	0%	0	42
Independent study or self-designed major	50%	21	48%	20	2%	1	0%	0	42
Capstone course, senior project, or thesis	2%	1	81%	34	17%	7	0%	0	42
Group or team projects	16%	7	44%	19	35%	15	5%	2	43
Work on projects with students in other majors	46%	19	27%	11	24%	10	2%	1	41

**How well do you think UGST prepared you for:**

Field	Very Well		Somewhat Well		Not at All		Total
A job related your major	76%	31	17%	7	7%	3	41
Graduate or professional study related to your major	83%	34	15%	6	2%	1	41

**How satisfied are you with your overall educational experience at UGST?**

Field	Choice Count
Very Satisfied	90% 37
Somewhat Satisfied	7% 3
Somewhat Dissatisfied	2% 1
Very Dissatisfied	0% 0
Total	41

## Why are you Very Satisfied?

Why are you Very Satisfied?

I came away with a stronger knowledge of the Bible, theological studies and how to articulate and teach what I've learned.

Expanded my field of view of Biblical and Theological knowledge available to me, and taught me how to continue as a student in life. My continual growth and development is a direct result of the foundation formed at UGST.

Although I am not currently serving in pastoral ministry (My family relocated from FL to VA 2 years ago), I did serve as a home missions pastor while attending and several years after I graduated UGST. I attended UGST as a distance learner because I take the work of ministry seriously and am convinced that ministry leaders, especially pastors, should be as well equipped as possible for His service. During my time at UGST, I faced many challenges and struggles, from a new family to the new church plant, inadequate financial and spiritual support for the sponsoring church, and general ministry burnout. Because of UGST, I am alive today, my marriage is in-tact and my children are growing up in a loving home. Had I not been exposed to the great professors, especially Dr. Littles, Dr. Norris, Dr. Cindy Miller, I don't think the previous statement would be true.

The education I received at UGST has propelled me for chaplaincy work and ministerial work at my local church. I have tools in my toolbox now that I was not aware were available or existed :)

UGST faculty presented a wide variety of scholarly views and provided ample resources for further study. It was an intellectually stimulating environment that provided room for me to grow and explore independently as a scholar. At the same time, the unique theology and approach to the biblical text endorsed by Oneness Pentecostals was clearly communicated and demonstrated in all courses.

We were exposed to critical scholarship and were prepared to handle learning at other institutions.

It helped me find like minded Apostolic people.

Academically, it was rigorous. Socially, it was stimulating. Ministerially, it was formative. It was all I expected and more.

I felt like I received good foundational experiences to grow on.

The quality of education prepared me for full-time ministry and for further academic work.

I have been able to move from UGST to a doctoral program seamlessly. The faculty prepared me for content and assignment depth.

The combination of academic excellence with practical application emphasis have combined to serve me well. To have the ability to think strategically outside of the box while also caring for people with skill and training is an invaluable combination.

Quality of teaching staff and post-graduate level of curriculum.

Great learning and development as a student.

UGST did more than just teach us what to think about the Bible. I learned methods of study so that I could think critically and form my own opinions. The methods I learned at UGST will help me to study and learn for the rest of my life.

I learned how to write well on a graduate level, which has prepared me for my doctoral program.

I thoroughly enjoyed my experience at UGST. Some of the best moments of my life transpired while I was enrolled there. I fell in love with the Christ-like community, and I have extremely fond memories of that time in my life. I learned a lot that has aided my biblical study and teaching in a church setting.

I believe I received a rigorous experience academically as well as had significant personal and spiritual growth. I am delighted I attended at the right time as I am not confident this would have been the case if I attended today.

UGST is an excellent school. I had amazing professors in a spiritually enriched environment with an academically challenging curriculum.

Excellent experience and wonderful time!

## How satisfied were you with the following?

Field	Did Not Use	Very Satisfied	Somewhat Satisfied	Somewhat Dissatisfied	Very Dissatisfied
Accessibility of administrative/staff support	1	35	6	0	0
Admissions & registration	0	34	3	5	0
Availability of faculty	0	37	5	0	0
Building maintenance and landscaping	2	20	14	4	2
Career & vocational	17	12	6	2	4
Class size	1	36	5	0	0
Counseling	14	19	7	0	1
Distance education	11	25	5	0	0
Ease in scheduling required courses	0	33	7	1	1
Extracurricular and cultural activities	12	16	10	2	1
Financial Aid	19	14	6	3	0
Fitness facilities	35	0	1	1	4
Food service	21	7	10	2	1
Health and wellness program	34	0	3	1	3
Housing	25	4	9	1	2
IT - Resources and Infrastructure	0	22	15	3	1
IT - Support	10	16	12	2	1
Library – adequacy of collection	1	21	18	2	0
Library –support for students	2	26	12	2	0
Pastoral care	14	17	8	1	1
Quality of teaching	1	39	2	0	0
Safety and security	0	35	5	0	1
Spiritual formation	1	35	6	0	0
Student debt and finance counseling	28	5	6	1	1
Tutoring	33	3	4	1	0
Writing and research support	16	17	6	1	1



**To what extent has your major at UGST contributed to your knowledge, skills, and personal development in the following areas?**

Field	Very Much		Quite a Bit		Some		Very Little	
Acquiring an ability to adapt to changing technologies	17%	7	29%	12	31%	13	24%	10
Acquiring an ability to work in teams	24%	10	33%	14	33%	14	10%	4
Acquiring an ability to work independently	50%	21	33%	14	10%	4	7%	3
Acquiring job or work related knowledge and skills	36%	15	31%	13	19%	8	14%	6
Acquiring leadership and management skills	36%	15	38%	16	17%	7	10%	4
Analyzing quantitative problems	31%	13	21%	9	31%	13	17%	7
Improving interpersonal skills (teamwork, ethics, leadership)	50%	21	36%	15	14%	6	0%	0
Speaking clearly and effectively	57%	24	29%	12	14%	6	0%	0
Thinking critically and analytically	76%	32	17%	7	7%	3	0%	0
Understanding ethical standards in your field	52%	22	29%	12	10%	4	10%	4
Using computing and information technology	14%	6	31%	13	26%	11	26%	11
Writing clearly and effectively	67%	28	24%	10	7%	3	2%	1
Total		42		42		42		42