



URSHAN COLLEGE & URSHAN GRADUATE SCHOOL OF THEOLOGY
ACADEMIC ASSESSMENT REPORT
 2021-2022 Academic Year

5/17/22
Date

Dr. Cindy Miller
Your Name

GR - MDIV - Divinity
Program

2020-2021 Action Plan Follow up. Please refer to your 2019-2020 assessment report and provide a status update for each action plan in that report. Three templates are provided below. Copy and paste the template if you submitted more than three actions plans last cycle.

Action Plan Number: 1.2 **Title:** The professor has committed to clarify specifics of the assignment to more clearly reflect this particular objective.

Status: In Progress Complete On Hold Cancelled

If action plan is **In Progress** or **Complete**, please provide a brief summary of what was done, and how you have studied the impact on student learning to day. What ongoing plans do you have to study the impact on student learning that will occur as a result of this action? If action plan is **On Hold** or **Cancelled**, please provide a rationale for this decision. Please discuss future plans, if any.

The adjunct professor was contacted by Program Chair and the assessment measure explained. The adjunct professor met with both Program Chair and the Assessment officer to evaluate current assignments and implement new methods for assessment going forward.

Action Plan Number: 2.1 **Title:** Created a sample of questions used to guide the oral defense that exemplifies the diverse contexts in which ministry occurs using multiple theoretical perspectives.

Status: In Progress Complete On Hold Cancelled

If action plan is **In Progress** or **Complete**, please provide a brief summary of what was done, and how you have studied the impact on student learning to day. What ongoing plans do you have to study the impact on student learning that will occur as a result of this action? If action plan is **On Hold** or **Cancelled**, please provide a rationale for this decision. Please discuss future plans, if any.

A question bank was created and utilized in the Portfolio defense. This helped students reflect on their classroom learning, guidance from mentors, personal bias, past experiences and acknowledge the influence of each on their current practice of ministry.

Action Plan Number: 3.2 **Title:** The faculty will discuss replacing this measure with one from the Personal Spiritual Disciplines course.

Status: In Progress Complete On Hold Cancelled

If action plan is **In Progress** or **Complete**, please provide a brief summary of what was done, and how you have studied the impact on student learning to day. What ongoing plans do you have to study the impact on student learning that will occur as a result of this action? If action plan is **On Hold** or **Cancelled**, please provide a rationale for this decision. Please discuss future plans, if any.

The professor of record chose the Final Paper in Personal Spiritual Disciplines to assess this measure.

Action Plan Number: 5.3 **Title:** Add question to ATS alumni survey.

Status: In Progress Complete On Hold Cancelled

If action plan is **In Progress** or **Complete**, please provide a brief summary of what was done, and how you have studied the impact on student learning to day. What ongoing plans do you have to study the impact on student learning that will occur as a result of this action? If action plan is **On Hold** or **Cancelled**, please provide a rationale for this decision. Please discuss future plans, if any.

Question was created by Program Chair and submitted to the UOIE. Program Chair has followed up with UOIE to be sure it is included in the next alumni survey.



URSHAN COLLEGE & URSHAN GRADUATE SCHOOL OF THEOLOGY
ACADEMIC ASSESSMENT REPORT
2021-2022 Academic Year

2020-2021 ASSESSMENT REFLECTION

Please describe the impact your assessment activity has had on student learning in your program.

Time spent in assessment allowed faculty to discuss and brainstorm on the goals and objectives to the degree program. While assessing, we looked at outdated measures as well as ways to upgrade and focus on new measures moving forward. The process of evaluation caused us to look more closely at the experience of the students which includes co-curricular opportunities. Conversations included developing assessment awareness for adjunct instructors. Action Plan: revise reflection questions away from individual input and create a collective voice for reflection.

Please describe the impact your assessment activity has had on your teaching.

The reflection questions are difficult to answer because it does not allow for feedback from adjunct faculty. Speaking for the few available we feel that assessment provides an opportunity to rethink our goals for classes and keep our degree program objectives aligned with course objectives. However, if assessment writing week were to be moved to August, in conjunction with Faculty In-Service, we would have adjunct faculty engagement and feedback. Action Plan: move Assessment writing to Faculty In-Service in August and involve Adjunct Professors in the assessment process.

Department Chair Review. I have reviewed this report and agree with the findings and action plans.

Signature Cindy Miller, Ph.D. Date 5/17/2022

Assessment Director Review. I have reviewed this report and agree that it meets assessment guidelines.

Signature Cullen Chrestman Date 5/25/2022

1920-2022

ASSESSMENT REPORTING INSTRUCTIONS

There is space on the following pages for you to record your assessment results, interpretation of the data, and action plans for improving student learning. Please use those spaces to respond to the questions on this page. Refer to the *Assessment 101* handbook pages noted with each question for any additional information. Use the last page of the template to note any changes to your assessment outcomes, measures, targets, etc. Please contact Cullen Chrestman or Wanda Baker if you have any questions.

Question 1 (Sample). How many students were included in the data collection for Measure x.y? How were they selected? If data collection did not occur, please explain why, and describe plans for data collection in the coming cycle. (pp. 36, 42)

Question 2 (Results). Please provide a brief summary of your analysis of the data for Measure x.y. (p. 42)

Question 3 (Target). Do your data indicate that target was met? Partially met? Not met? Not reported this cycle? (If not reported, please indicate the reason.) (p. 43)

Question 4 (Discussion). Please provide a brief summary of the factors you believe contributed to these results. (p. 43)

Question 5 (Action Plan). If the targets for this measure were **Not Met** or **Partially Met**, please provide one or more action plans that indicate how you will improve student learning on this outcome. If the targets were **Met**, you may provide one or more action plans, if you choose. For each action plan, please provide the following (pp. 47-51):

- A short title of the action plan
- Short description of the planned action, with a brief rationale focused on student learning
- The intended impact on student learning
- Specific steps needed to implement the planned action, with person(s) or group(s) responsible
- Expected start date and completion date
- Resources, if any, needed to implement the action. Include cost of resources.

Assessment Plan Update. If action plans include changes to an assessment outcome, measure, target, or sampling, please note those changes on the last page of this template.

OUTCOME 1

Graduates of the M.Div. program will be able to produce graduate level biblical and theological reflection from an Apostolic Pentecostal tradition that is in conversation with the context of broader Christianity.

Measure 1.1 (Direct)

Research Paper for HT 503 The Story of Christianity.

Target 1.1

80% or more of students will score 4 or higher on "Analysis of Other Christian Traditions."

Sampling 1.1

100% of MDiv students because they all take Story of Christianity

Question 1 (Sample)

Data collection did not occur because the class was not offered.

Question 2 (Results)

Question 3 (Target)

Question 4 (Discussion)

Question 5 (Action Plans).

The faculty will discuss replacing this measure as HT503 has not been offered as frequently. This measure could be assessed using Dr. Paris' Religions course or Dr. Painter's Patristics course. Another option would be to offer a common assignment that would be used in ALL history courses.

Measure 1.2 (Direct)

Research Paper on Imago Dei from BT/MN605 Pastoral Theology

Target 1.2

80% of students will score 4 or higher on "Analysis of the Apostolic Pentecostal Tradition."

Sampling 1.2

100% of MDiv students because they all take BT/MN605 Pastoral Theology

Question 1 (Sample)

Five MDiv students were enrolled in MN605 Pastoral Theology

Question 2 (Results)

There were five MDiv students in the course graded using a four point rubric consisting of exceeds expectations, meets expectations, needs improvement, does not meet expectations.

Score	N.	Pct.
Exceeds		
Meets	4	80
Needs improvement	1	20
Does not meet		

Question 3 (Target)

Met

Question 4 (Discussion)

Students are able to connect their Apostolic core values and their Apostolic Pentecostal theology with practical ministry application. This is evidenced in the paper used for this measure.

Question 5 (Action Plans).

No action plan.

Measure 1.3 (Indirect)

Association of Theological Schools Graduating Student Questionnaire: Table 15: 2, 6, 9, 10, 11 and Table 21: 8, 12

Target 1.3

Overall mean of 4.0 or higher on these items

Sampling 1.3

100% of all M.Div. graduating students who responded to the 2020-2021 survey.

Question 1 (Sample)

Four MDiv students filled out the ATS survey.

Question 2 (Results)

Overall mean for the survey items selected was 4.8 on a 5 point scale.

Question 3 (Target)

Met.

Question 4 (Discussion)

After looking at the individual components on the survey, our conclusion is that students responding to the survey have fully engaged with and absorbed materials taught related to apostolic and other faith traditions.

Question 5 (Action Plans).

No action plan.

OUTCOME 2

Graduates of the M.Div. program will engage with diverse contexts in which ministry occurs using multiple theoretical perspectives.

Measure 2.1 (Direct)

Middler Portfolio Oral Defense – Diverse Contexts of Ministry Rubric item

Target 2.1

Formative: 80% or more of middler students will earn a rating of “Meets Expectations” or better on the rubric item on the first attempt.

Sampling 2.1

Formative: All M.Div. students completing a middler portfolio

Question 1 (Sample)

One student was included in this data collection because one MDiv student completed the Middler Portfolio Oral defense in 2021-22

Question 2 (Results)

There was one student in the course graded using a four point rubric consisting of exceeds expectations, meets expectations, needs improvement, does not meet expectations.

Score	N.	Pct.
Exceeds	1	100
Meets		
Needs improvement		
Does not meet		

Question 3 (Target)

Met

Question 4 (Discussion)

The question bank created helped guide the oral defense allowing us to assess the case-based learning of Field Education students in the oral presentation of their Middler Defense.

Question 5 (Action Plans).

No action plan.

Measure 2.2 (Direct)

Sermon assignment in MN611 Intro to Preaching

Target 2.2

80% or more of MDiv students will earn a rating of "Meets Expectations" or better on the "Diverse Contexts/Theoretical Perspectives" rubric item

Sampling 2.2

All MDiv students enrolled in MN611

Question 1 (Sample)

Course has not run yet for the 21-22 year, we will complete the assessment after completion of the June class. Professor of record was contacted by Program Chair to remind him of this assessment piece.

Question 2 (Results)

Question 3 (Target)

Question 4 (Discussion)

Every year we are waiting for data in order to finalize the assessment report. This could easily be avoided by moving assessment writing to August when grades have been finalized and we are all on campus together for Faculty In Service work.

Question 5 (Action Plans).

Officially request that writing week for assessment reports be moved to August so that all current data is available for accurate assessment work providing consistent data results.

Measure 2.3 (Indirect)

ATS Graduate Exit Survey – table 19 all questions

Target 2.3

Overall mean of 4.0 or higher on these items

Sampling 2.3

100 of all MDiv graduating students.

Question 1 (Sample)

4 MDiv students were included in the data collection because they filled out the ATS survey.

Question 2 (Results)

Overall mean for the survey items selected was 4.7 on a 5 point scale.

Question 3 (Target)

Met.

Question 4 (Discussion)

The faculty are not surprised with this result since the program is typically populated with students that entered with growth in mind.

Question 5 (Action Plans).

No action plan.

1920-2020

OUTCOME 3

Graduates of the M.Div. program will develop in the practice of ongoing Spiritual Formation.

Measure 3.1 (Direct)

Middler Portfolio – Self-Evaluation essay

Target 3.1

Formative: 80% or more of middler students will earn a rating of “Meets Expectations” or better on the rubric item

Sampling 3.1

Formative: All middler M.Div. students

Question 1 (Sample)

There was one MDiv students who completed the Middler Portfolio self-evaluation essay.

Question 2 (Results)

There was one students in the course graded using a four point rubric consisting of exceeds expectations, meets expectations, needs improvement, does not meet expectations.

<u>Score</u>	<u>N.</u>	<u>Pct.</u>
Exceeds	1	100
Meets		
Needs improvement		
Does not meet		

Question 3 (Target)

Met.

Question 4 (Discussion)

Because the spiritual growth goals are required in the course, the faculty are pleased that this target has been met. The directions to students are clear, as indicated by all students meeting expectations.

Question 5 (Action Plans).

No action plan.

Measure 3.2 (Direct)

Spiritual Formation assignment in MN501 Personal Spiritual Disciplines

Target 3.2

80% or more of MDiv students will earn a rating of “Meets Expectations” or better on the “Ongoing Spiritual Formation” rubric item

Sampling 3.2

100% of MDiv students enrolled in the MN501

Question 1 (Sample)

One MDiv student was enrolled in MN501 Spring 2022.

Question 2 (Results)

<u>Score</u>	<u>N.</u>	<u>Pct.</u>
Exceeds	1	100
Meets		
Needs improvement		
Does not meet		

Question 3 (Target)

Met.

Question 4 (Discussion)

It is assumed that this target was met because the assignment includes a plan of action related to personal spiritual disciplines for the purpose of ongoing spiritual formation. This assignment is a quality assessment piece for not only this assessment year but for ongoing assessment years.

Question 5 (Action Plans).

No action plan.

Measure 3.3 (Indirect)

ATS Graduate Exit Survey – table 14: #2, 7, 8, 11, 15

Target 3.3

Overall mean of 4.0 or higher on these items

Sampling 3.3

100% of MDiv graduating students.

Question 1 (Sample)

4 MDiv students were included in the data collection because they filled out the ATS survey.

Question 2 (Results)

Overall mean for the survey items selected was 4.9 on a 5 point scale.

Question 3 (Target)

Met.

Question 4 (Discussion)

After looking at the individual components on the survey, our conclusion is that students responding to the survey have fully engaged with and absorbed materials taught related to ongoing spiritual formation.

Question 5 (Action Plans).

Going forward we would like to examine the impact of Chapel services and spiritual retreats on the continued spiritual formation of on-campus students. Further discussion is needed to determine how to assess this appropriately. Contact will be made with the Dean of Spiritual Life and the UOIE to follow up.

OUTCOME 4

Graduates of the M.Div. program will practice a breadth of pastoral competencies in accordance with the nature of the student's calling.

Measure 4.1 (Direct)

Middler Portfolios

Target 4.1

Formative: 80% or more of middler students will earn a "meets expectations" on the Pastoral Competencies Rubric line item.

Sampling 4.1

Formative: 100% of middler M.Div. students

Question 1 (Sample)

One MDiv student completed the Middler Portfolio

Question 2 (Results)

There was one student in the course graded using a four point rubric consisting of exceeds expectations, meets expectations, needs improvement, does not meet expectations.

<u>Score</u>	<u>N.</u>	<u>Pct.</u>
Exceeds		
Meets	1	100
Needs improvement		
Does not meet		

Question 3 (Target)

Met.

Question 4 (Discussion)

Students in this assessment cycle were diverse in callings but career focused. Because of this, the students in the MDiv program appear to be equipped and focused in areas of pastoral competence. The faculty may elect to increase the target, or standards of the assignment if this measure is met again in the next cycle.

Question 5 (Action Plans).

No action plan.

Measure 4.2 (Direct)

Senior Portfolio

Target 4.2

90% or more of Sr. students will earn a "meets expectations" on the Pastoral Competencies Rubric line item

Sampling 4.2

Formative: 100% of Senior M.Div. students defending a Final Portfolio

Question 1 (Sample)

There were three MDiv students who completed the Senior Portfolio

Question 2 (Results)

There were three students in the course graded using a four point rubric consisting of exceeds expectations, meets expectations, needs improvement, does not meet expectations.

<u>Score</u>	<u>N.</u>	<u>Pct.</u>
Exceeds	3	100
Meets		
Needs improvement		
Does not meet		

Question 3 (Target)

Met.

Question 4 (Discussion)

In this cycle of evaluation these three students though diverse in their calling and pastoral goals came with specific career paths in mind and upon completion of their degree had achieved those specific goals. Assessment has highlighted a concern that students choosing a Biblical/Theological emphasis struggle with the practical application of lived experience in ministry.

Question 5 (Action Plans).

The faculty needs to discuss how a Biblical/Theological emphasis fits with a practical theology degree and how ministerial experience would be lived out and researched based on PT objectives (based on Pastoral competencies/ministry)

Measure 4.3 (Indirect)

Association of Theological Schools Graduating Student Questionnaire Table 15: 1-18

Target 4.3

Overall mean of 4.0 or higher on these items

Sampling 4.3

100% of all MDiv graduating students.

Question 1 (Sample)

4 MDiv students were included in the data collection because they filled out the ATS survey.

Question 2 (Results)

Overall mean for the survey items selected was 4.5 on a 5 point scale.

Question 3 (Target)

Met.

Question 4 (Discussion)

Although we met the target, we are aware that a student's degree emphasis determines how they will respond to the more pastoral competency specific survey items. The faculty must keep student's emphasis in mind when assessing this particular area.

Question 5 (Action Plans).

No action plan.

OUTCOME 5

Graduates of the M.Div. program will conduct research in pastoral ministry.

Measure 5.1 (Direct)

Final Thesis written in BT/MN688 Thesis I

Target 5.1

80% or more of students will earn a mean of 3 or higher on the combined scale

Sampling 5.1

MDiv students enrolled in BT/MN688 Thesis I completing and defending their thesis

Question 1 (Sample)

One MDiv student enrolled in BT/MN688 Thesis 1 completed and defended a thesis

Question 2 (Results)

Overall mean for the Thesis capstone rubric 3.5 on a 4 point scale.

Question 3 (Target)

Met. Since very few MDiv students choose the Thesis route, student sampling will always be a challenge.

Question 4 (Discussion)

MDiv Biblical/Theological should be required to write a thesis as the Portfolio focuses on practical involvement, tracking their ministry experience. This should be a faculty discussion.

Question 5 (Action Plans).

The faculty needs to discuss how a Biblical/Theological emphasis fits with a practical theology degree and how ministerial experience would be lived out and researched based on PT objectives.

Measure 5.2 (Direct)

PC 621 Introduction to Pastoral Care Paper – Literature review and analysis rubric items

Target 5.2

80% or more of students will earn a mean rating of “Meets Expectations” or better on the rubric.

Sampling 5.2

100% of all MDiv graduating students

Question 1 (Sample)

There was one MDiv student enrolled in PC621.

Question 2 (Results)

There was one student in the course graded using a 4-point rubric consisting of “Exceeds Expectations,” “Meets Expectations,” “Does Not Meet Expectations,” “No Score.”

Score.	N.	Pct.
Exceeds	1	100%
Meets		
Does not		
No score		

Question 3 (Target)

Met.

Question 4 (Discussion)

Student success could be directly linked to having a TA to mentor students in the research and writing component of this class. For most students, a literature review is a new form of research and having the opportunity to write multiple drafts and receive immediate feedback provided the success experienced.

Question 5 (Action Plans).

Continue to provide a TA for research/writing helps.

Measure 5.3 (Indirect)

Alumni Survey questions related to research after graduation

Target 5.3

70% or more of students will score a mean of 4 or higher on the combined scale.

Sampling 5.3

All MDiv alumni after 3 years

Question 1 (Sample)

No data collected. Questions were submitted to the UOIE. Waiting for updated survey.

Question 2 (Results)

Question 3 (Target)

Question 4 (Discussion)

Question 5 (Action Plans).

An email has been sent to the UOIE and we are waiting to hear back.

If you want to make any changes to your **assessment plan**, please enter **ONLY** the changes in the spaces provided below.

Outcome 1	
Measure 1.1	
Sampling 1.1	
Target 1.1	
Measure 1.2	
Sampling 1.2	
Target 1.2	
Measure 1.3	
Sampling 1.3	
Target 1.3	

Outcome 2	
Measure 2.1	
Sampling 2.1	
Target 2.1	
Measure 2.2	
Sampling 2.2	
Target 2.2	
Measure 2.3	
Sampling 2.3	
Target 2.3	

Outcome 3	
Measure 3.1	
Sampling 3.1	
Target 3.1	
Measure 3.2	
Sampling 3.2	
Target 3.2	
Measure 3.3	
Sampling 3.3	
Target 3.3	

Outcome 4	
Measure 4.1	
Sampling 4.1	
Target 4.1	
Measure 4.2	
Sampling 4.2	
Target 4.2	
Measure 4.3	
Sampling 4.3	
Target 4.3	

Outcome 5	
Measure 5.1	
Sampling 5.1	
Target 5.1	
Measure 5.2	
Sampling 5.2	
Target 5.2	
Measure 5.3	
Sampling 5.3	
Target 5.3	