

Johnson University

ABHE Programmatic Accreditation Undergraduate Performance Indicators

Programs in the School of Bible & Theology and ministry programs in the School of Christian Ministries are accredited by the Commission on Accreditation of the Association for Biblical Higher Education (ABHE), an accrediting body recognized by the Council for Higher Education Accreditation. These programs include:

- Bible and Theology major (required of all undergraduate students)
- Bachelor of Arts in Bible Teaching (new fall 2023)
- Bachelor of Theology (new fall 2023)
- Bachelor of Arts in Ministry Leadership
- Bachelor of Science in Pastoral Care and Counseling

UNDERGRADUATE RETENTION RATES

The Freshman to Sophomore retention rate is a measure of the rate at which students persist in their educational program at an institution, expressed as a percentage. For four-year institutions, this is the percentage of first-time bachelors (or equivalent) degree-seeking undergraduates from the previous fall who are again enrolled in the current fall. The Bachelor of Arts in Bible Teaching, Bachelor of Theology, and the Bachelor of Science in Pastoral Care and Counseling do not have enough data to calculate retention rates.

Undergrad Program	Fall 2022 to Fall 2023
Institutional Undergrad Retention	74%
Bible and Theology major	73%
Bachelor of Arts in Bible Teaching (new fall 2023)	-
Bachelor of Theology (new fall 2023)	-
Bachelor of Arts in Ministry Leadership	71%
Bachelor of Science in Pastoral Care and Counseling	-

UNDERGRADUATE GRADUATION RATES

Cohort of full-time, first-time bachelor degree-seeking undergraduate students and tracks their completion status when completing all requirements of their program of study in 4 years or less (100%), 6 years or less (150%), or 8 years or less (200% time). The Bachelor of Arts in Bible Teaching, Bachelor of Theology, and the Bachelor of Science in Pastoral Care and Counseling do not have enough data to calculate graduation rates.

Undergrad Program	Fall 2015 Graduation at 4 years 100%	Fall 2015 Graduation at 6 years 150%	Fall 2015 Graduation at 8 years 200%
Institutional Undergrad Graduation Rates	58%	62%	67%
Bible and Theology major	58%	61%	62%
Bachelor of Arts in Bible Teaching (new fall 2023)	-	-	-
Bachelor of Theology (new fall 2023)	-	-	-
Bachelor of Arts in Ministry Leadership	39%	39%	39%
Bachelor of Science in Pastoral Care and Counseling	-	-	-

UNDERGRADUATE JOB PLACEMENT

Job placement information is collected through a voluntary exit survey and alumni survey. The Bible and Theology major is an additional major, not a professional major, and is not included. No respondents were graduating with the Bachelor of Arts in Bible Teaching, Bachelor of Theology, or the Bachelor of Science in Pastoral Care and Counseling.

Graduating Student Exit Survey 2022-2023

How prepared do you feel for a job in your field?	Extremely prepared	Prepared	A little prepared
Bachelor of Arts in Bible Teaching (new fall 2023)	-	-	-
Bachelor of Theology (new fall 2023)	-	-	-
Bachelor of Arts in Ministry Leadership n=14)	14%	64%	21%
Bachelor of Science in Pastoral Care and Counseling	-	-	-

Which statement best describes your plans after graduating?	I already have a job in my field.	I will be looking for a job in my field	I will be looking for a job in a different field	I plan on continuing education in my current field
Bachelor of Arts in Bible Teaching (new fall 2023)	-	-	-	-
Bachelor of Theology (new fall 2023)	-	-	-	-
Bachelor of Arts in Ministry Leadership (n=14)	57%	21%	14%	7%
Bachelor of Science in Pastoral Care and Counseling	-	-	-	-

Alumni Survey 2022-23

How long after graduation did it take to find a job? 2-Year Graduate: Between Dec. 2020-Aug 2021	I had a job before I graduated	I found a job within 3 months of graduating	I found a job within 12 months of graduating	I am seeking employment	No response
Bachelor of Arts in Ministry Leadership (n=8)	50%	13%	25%		13%
Bachelor of Science in Pastoral Care and Counseling (n=3)	33%			33%	33%

What is your current job situation? 2-Year Graduate: Between Dec. 2020-Aug 2021	Employed full-time in the same field as my degree	Employed full-time in a different field	Not employed-seeking employment	No response
Bachelor of Arts in Ministry Leadership (n=8)	88%			13%
Bachelor of Science in Pastoral Care and Counseling (n=3)		67%	33%	

UNDERGRADUATE STUDENT LEARNING OUTCOMES

The institution identifies expected outcomes, assesses the extent to which it achieves these outcomes, and provides evidence of seeking improvement based on analysis of the results of student learning outcomes for each of its educational programs. Assessment of Student Learning Outcomes is available for the Bible and Theology major, both modalities of the Ministry Leadership major, and the Pastoral Care and Counseling major.

Bible and Theology major

Purpose. The Bible & Theology Major provides students with the knowledge and skills needed to read, interpret, and apply the biblical text. It promotes spiritual growth and missional engagement and equips them to fulfill the Great Commission in local and global contexts.

- SLO 1:* Graduates will be able to recall basic facts about the content and context of the biblical text.
- SLO 2:* Graduates will be able to utilize credible tools and resources to responsibly interpret the biblical text from historical, literary, and theological angles.
- SLO 3:* Graduates will be able to interact critically with biblical and theological scholarship.
- SLO 4:* Graduates will be able to apply biblical teaching to personal and vocational contexts.

Bachelor of Arts in Bible Teaching

Purpose. The Bachelor of Arts in Bible Teaching prepares students for teaching Bible in private Christian schools.

- SLO 1:* Graduates will be able to apply intermediate-level biblical language skills in the exegesis of biblical texts.
- SLO 2:* Graduates will be able to implement an effective system of discipline and classroom management based on a Christian philosophical foundation.
- SLO 3:* Graduates will be able to apply principles of human development with a holistic view of the child to the classroom.
- SLO 4:* (for All-Levels Certification): Graduates will be able to implement technological and technical skills required for competent classroom instruction.

Bachelor of Theology

Purpose. The Bachelor of Theology prepares students for teaching Bible in congregational or other settings, as well as for further studies in graduate and seminary programs. Through this program, students grow in biblical and theological depth and breadth versus the standard Bible & Theology Major.

- SLO 1:* Graduates will be able to communicate biblical and theological concepts effectively through teaching and preaching.
- SLO 2:* Graduates will be able to develop a strategy for personal spiritual formation.
- SLO 3:* Graduates will be able to translate biblical passages accurately from both the original Hebrew and Greek languages.
- SLO 4:* Graduates will be able to utilize language tools such as lexicons, concordances, and commentaries that are based on the original languages.
- SLO 5:* Graduates will be able to apply intermediate-level biblical language skills in the exegesis of biblical texts in the emphasized language.

Ministry Leadership Major (face-to-face)

Purpose. The Ministry Leadership Major prepares Christian students to lead Christian ministries with Christlikeness, biblical wisdom, and skillful leadership in order to extend the kingdom of God among all nations.

Ministry Leadership Core

SLO 1: Graduates will be able to develop a strategy for personal spiritual formation.

SLO 2: Graduates will be able to create sermons that accurately communicate biblical truths.

SLO 3: Graduates will be able to apply healthy interpersonal skills in ministry leadership scenarios.

SLO 4: Graduates will be able to provide appropriate care to those with pastoral needs.

SLO 5: Graduates will be able to synthesize best practices for leading a congregation to accomplish its unique mission.

Concentrations

SLO 6: Graduates will be able to integrate best practices for their chosen concentration.

Ministry Leadership Major (online)

Purpose. The Ministry Leadership Major prepares Christian students to lead Christian ministries with Christlikeness, biblical wisdom, and skillful leadership in order to extend the kingdom of God among all nations.

SLO 1: Graduates will be able to develop a strategy for personal spiritual formation.

SLO 2: Graduates will be able to create sermons that accurately communicate biblical truths.

SLO 3: Graduates will be able to apply healthy interpersonal skills in ministry leadership scenarios.

SLO 4: Graduates will be able to provide appropriate care to those with pastoral needs.

SLO 5: Graduates will be able to synthesize best practices for leading a congregation to accomplish its unique mission.

Pastoral Care and Counseling Major

Purpose. The Pastoral Care and Counseling Major prepares Christian students to lead Christian ministries with Christlikeness, biblical wisdom, and pastoral care and counsel in order to extend the kingdom of God among all nations.

SLO 1: Graduates will be able to develop a strategy for personal spiritual formation.

SLO 2: Graduates will be able to create sermons that accurately communicate biblical truths.

SLO 3: Graduates will be able to apply healthy interpersonal skills in ministry leadership scenarios.

SLO 4: Graduates will be able to provide appropriate care to those with pastoral needs.

SLO 5: Graduates will be able to utilize basic counseling skills in a pastoral ministry context.

Assessment of Undergraduate Student Learning Outcomes 2021-2023

Bible and Theology major

A. Core SLO	B. Closing the Loop on LY	C. Course(s) & Measure(s)	D. Results	E. Discussion	F. Use of Results Proposed improvements made based on D. Results.
<p>SLO 1: Graduates will be able to recall basic facts about the content and context of the biblical text</p>	<p>The 2020-2021 assessment report was the last report since the adoption of the two-year assessment cycle calendar by the Office of Institutional Effectiveness & Assessment. That report, produced about 2 years ago, did not include assessment data for SLO 1. As indicated in that report, one of the remaining improvement steps related to the 2019 revised curriculum of the School of Bible & Theology was the need for the faculty to re-align the Bible Facts questions with content corresponding to the new courses in the new curriculum.</p> <p>This action step was successfully completed, and this report contains two years' worth of assessment data for SLO 1, thus closing the loop on the improvement's steps for this SLO.</p>	<p><u>New Testament Facts:</u> The data come from a sample of 61 students (n=61) who took Orientation to NT in Spring 2022 and Spring 2023 on the TN campus. The instrument consists of 20 questions from the New Testament portion of the Bible Facts list. The questions were embedded within regular course exams.</p> <p><u>Old Testament Facts:</u> The data come from a sample of 190 students (n=190) who took Orientation to the OT classes during the period of fall 2021-spring 2023 on the TN campus. The instrument consists of 37 questions from the Old Testament portion of the Bible Facts list. The questions were embedded within regular course exams.</p> <p><u>Orientation to Theology Facts:</u> The data come from a total of 189 students</p>	<p><u>New Testament:</u> 68.9% of the scores fell within the target range of 4-5 on a scale of 5. The average score for the whole sample is 3.73 ($\bar{x}=3.73$), which falls below the benchmark score of 4 on a scale of 5. The median score is 4, which, in this distribution, may represent a more realistic summary of students' performance.</p> <p><u>Old Testament:</u> 59.5 % of the scores fell within the target range of 4-5 on a scale of 5. The average score for the whole sample is 4.05, which is just slightly above the benchmark composite score of 4 on a scale of 5. In order to meet the assessment standards</p> <p>of the School of Bible & Theology, 80% of the</p>	<p><u>New Testament:</u> These results show that close to one-third (32%) of the students had difficulty learning the information. Twenty percent (20%) of the scores fell in the low achievement range of 1-2 on a scale of 5. The data for this assessment did not include direct references to the questions, so it is not possible to determine which questions or area of the information students are struggling with.</p> <p><u>Old Testament:</u> While the average score (4.05) for the sample (n=190) is slightly above the benchmark of 4 on a 5-point scale, the percentage of correct answers on</p>	<p>Based on the results for SLO 1, the faculty has decided, as an improvement action, to develop an instructional tool to reinforce the teaching of Bible facts in all orientation courses. A faculty member was designated to be the point person for each orientation course area. This tool should be developed in fall 2023, tried out in spring 2024, and fully implemented in Fall 2024.</p>

		<p>(n=189) who took Orientation to Theology classes during the period of fall 2021-spring 2023 on the TN campus. The instrument consists of 30 questions from the Orientation to Theology portion of the Bible Facts list. The questions were embedded within regular course exams.</p>	<p>students are required to obtain a score between 4 and 5.</p> <p><u>Orientation to Theology:</u> 70.5 % of the scores fell within the target range of 4-5 on a scale of 5. This means only 70% of the students obtain a score between 4 and 5. In order to meet the assessment standards of the School of Bible & Theology, 80% of the students are required to obtain a score between 4 and 5. However, the average score of all the students is 4, which meets the composite benchmark score of 4 on a scale of 5.</p>	<p>the test falls short of the 80% success rate required.</p> <p><u>Orientation to Theology:</u> 70.5 % of the scores fell within the target range of 4-5 on a 5-point scale. This means only 70% of the students obtain a score between 4 and 5. In order to meet the assessment standards of the School of Bible & Theology, 80% of the students are required to obtain a score between 4 and 5.</p>	
<p>SLO 2: Graduates will be able to utilize credible tools and resources to responsibly interpret the biblical text from historical, literary, and theological angles.</p>		<p>The data for this report come from a sample of 17 seniors enrolled in Bible courses offered during the period of fall 2021-spring 2023. The <i>Bible & Theology Major SLO 2 Rating Scale</i> was used to collect data from assignments embedded in these courses. All the standards under this SLO were compiled under one composite score that reflects aspects of the interpretation skills that</p>	<p>88 % of the scores fell within the target range of 4-5 on a scale of 5. The average score (\bar{x}=4.18) for the sample falls above the established benchmark of 4.</p>	<p>In order to meet the assessment goals of the School of Bible & Theology, at least 80% of the students are required to obtain a score between 4 and 5. Based on these results, it can be concluded that this outcome is achieved and that students are able to use credible tools and resources to</p>	

		students were taught to develop.		interpret the biblical text. These results show that there is room for improvement, but the tendency, as impelled by the new curricular provisions, is toward improved performance.	
SLO 3: Graduates will be able to interact critically with biblical and theological scholarship.	This present report also reflects the full implementation of both the orientation courses and the 3000-4000-level courses under the 2019 revised curriculum. This implementation happened largely within the context of the Covid pandemic. During those troubling times, the faculty had postponed certain action steps related to SLOs 3 pending the full implementation of the 3000-4000 level courses under the new curriculum. The faculty's expectation was that the noted deficiencies in students' performance would be positively and significantly impacted by a new curricular structure. For example, the faculty had decided, as an improvement action within the new curricular structure, to develop a	The data for this analysis come from a sample of 41 seniors (n=41) enrolled in 4 Bible classes offered during the period of fall 2021-spring 2023 on the Tennessee campus. Students had an opportunity to demonstrate their ability to interact critically with biblical scholarship. The <i>Bible & Theology Major SLO 3 Rating Scale</i> was used to collect the data from students' research papers.	The result show that on average, 83% of students obtained a score that falls within the target range of 4-5 on a scale of 5. That means, 83 % of seniors have met the performance goals for SLO 3, which is right above the target percentage of 80% or higher.	These are welcome performance numbers that provide support for the faculty's expectation that the new curriculum would help improve performance issues related to SLO 3. These numbers for SLO 3 have not been seen in any assessment report for the past several years and might indicate that the School of Bible and Theology may have finally turned the corner on SLO 3. However, there is a lot more work to do to continue to improve on these results and to confirm that we are on the right path.	The faculty realizes that more work needs to be done to continue to improve on the good results for SLO 3 and to confirm these results in succeeding assessment cycles. Consequently, the faculty plans to continue to implement all course-based assignments specifically designed to function within the structure of the 2019 curriculum.

	<p>series of “course-based assignments across the entire Bible and Theology curriculum” that would help students develop critical reading and writing skills, and the ability to interact critically with scholarly issues, as postulated under SLO 3 and revealed to be deficient by assessment data (See 2020-2021 Assessment Report). Following the implementation of the new curriculum, including the execution of new across the board assignments within the new curricular structure, this report shows significant improvement on the deficiencies related to SLO 3, thus allowing the faculty to close the loop on this SLO.</p>				
<p>SLO 4: Graduates will be able to apply biblical teaching to personal and vocational contexts.</p>		<p>The data for this study come from a sample of 61 seniors (n=61) who were enrolled in 4 Bible and theology courses offered during the period of fall 2021-spring 2023 on the Tennessee campus. The data were collected from research or reflection papers that students</p>	<p>The results show that 84% of students’ scores fell within the target range of 4-5 on a scale of 5, and the average score for all students is 4.43. This is the most robust performance average within this report.</p>	<p>Historically, it is typical for students’ performance on SLO 4 to be higher than the results for other SLOs. However, although this is fairly robust in comparison to other SLOs, the average score for SLO 4</p>	

completed as part of course requirements using the *Bible & Theology Major SLO 4 Rating Scale*. Two standards of application under SLO 4 are compiled to produce a single composite score for SLO 4: Students' ability to apply biblical truth to specific life situations, and students' ability to apply the Bible to vocational contexts:

would still need to be equaled to at least 4.66 to be significant at the 95% confidence level. We have observed that after a catastrophic fall of SLO 4 scores during the first year of the Covid pandemic, and a similarly spectacular rebound in the 2020-2021 report, this year's scores seem to stabilize. We theorize that students are having to demonstrate their application skills from a more academically rigorous context made possible by the standards of the newly implemented 3000-4000 level courses.

Ministry Leadership Major (face-to-face)

Core SLOs

A. Core SLO	B. Closing the Loop on LY	C. Course(s) & Measure(s)	D. Results	E. Discussion	F. Use of Results Proposed improvements made based on D. Results.
SLO 1: Graduates will be able to develop a strategy for personal spiritual formation. (SLO for AA/BA)	Faculty developed and implemented new measure	CMML 3113 Spiritual Formation for Ministry- Rule of Life assignment with rubric	No Data	Dean Snell noted that instructors across modalities collaborated to create a new rubric to implement in the coming year. Faculty want to intentionally standardize rubrics across modalities.	Collecting data for fall 2023 semester. There is a rubric in place (included below).
SLO 2: Graduates will be able to create sermons that accurately communicate biblical truths. (SLO for AA/BA)	Revised SLO.	CMML 2013 Foundations of Biblical Preaching- Semester Sermon with rubric	Of the 10-point rubric, 2 points deal directly with accurately communicating biblical truth. The average on the accurate use of Scripture was 4.8/5, an excellent result. The average on the clear explanation of Scripture was 4.4/4, an acceptable number.	The results from the grading rubric discussed in column D are satisfactory.	The professor will continue to emphasize the clear explanation of Scripture in his teaching, in hopes of raising that number from the grading rubric. In a previous report, the professor mentioned ceasing a visit to the library. He chose not to cease these visits, believing the library time and his assisting the students there leads to better research.
SLO 3: (AA) Graduates will be able to identify basic skills necessary to minister and lead in churches		No assigned measure	No data		See summary statement for update.

and similar ministries.					
SLO 3: (BA): Graduates will be able to apply healthy interpersonal skills in ministry leadership scenarios.		CMML 3313 Conflict and Communication- case studies assignment and rubric	Students were able to demonstrate specific and appropriate application to the given scenarios. This is evidenced by an exemplary average score of 4.86 out of 5 on point one of the rubric (direct application to the case study) and an acceptable score of 4.36 out of 5 for point e of rubric (Use of appropriate & specific course content)	The results from the grading rubric discussed in column D are satisfactory.	Professors think more practice and repetition will improve students' ability to integrate specific course content. The Professor will continue to emphasize transferable principles for conflict management and encourage application of conflict tools to a variety of scenarios. Additional case studies will be used in future classes to enhance the real-world application of conflict principles.
SLO 4: (BA) Graduates will be able to provide appropriate care to those with pastoral needs.	New SLO	CMML 3003 Ministry Leadership Internship- Mentor Evaluation	Students received an average of 3.91 out of 5 from their mentors on their pastoral instincts and care of people. This mark falls just below the 4.0 that we would desire for our students.	The results fall shy of the 4.0 out of 5 desired for this measurement. Faculty noted that students complete their internship before taking the Pastoral Care class. This could explain why students are doing as well.	Faculty are moving this measure to the Pastoral Care class.
SLO 5: (BA) Graduates will be able to synthesize best practices for leading a congregation to	New SLO	CMML 4013 Effective Ministry Leadership– Program Proposal Assignment with rubric	Students scored an average of 4.79 out of five on ministry relevance of their project and a 4.54 out of five for the usability/potential practical application of their project.	Both measurements are above 4.5 out of 5 and are therefore acceptable and encouraging	The professor will continue to improve upon this result by providing exemplar models of the kinds of projects and applications to ministry done by previous students. This should

accomplish its unique mission.					spark further creative exploration of future projects.
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Concentrations SLOs

A. SLO	B. Closing the Loop on LY	C. Course(s) & Measure(s)	D. Results	E. Discussion	F. Use of Results Proposed improvements made based on D. Results.
SLO 6: (BA) Graduates will be able to integrate best practices for their specialty area Concentration: Student & Family Ministry	New Concentration	CMML 3003 Ministry Leadership Internship/Final Mentor Evaluation	75% of the Student and Family Ministry concentration students received an overall grade of: A from their mentor, with 12.5% receiving a grade of B, and one student receiving the grade of C.	Most students are performing well and integrating best practices. A couple of students struggled to demonstrate an above average grasp of best practices of student and family ministry.	Explore adding an internship preparation course to help students be better prepared for a wide variety of circumstances in order to apply best ministry practices on their internships.
SLO 6: (BA) Graduates will be able to integrate best practices for their specialty area Concentration: Preaching & Church Leadership	Changed assessment course from CMPR 3410 to CMML 3003 as part of curriculum revision	CMML 3003 Ministry Leadership Internship/Final Mentor Evaluation	100% of the Preaching and Church Leadership received an overall grade of: A from their mentor.	The results are exceptional.	Continue to seek to prepare students well for their internship. Consider adding and internship preparation course in order to help prepare students well.
SLO 6: (BA) Graduates will be able to integrate best practices for	New Concentration	CMML 3003 Ministry Leadership Internship/Final	100% of the Preaching and Student Leadership received an overall grade of: A from their mentor.	This is an exceptional result.	Continue to seek to prepare students well for their internship. Consider adding and internship preparation course in

their specialty area Concentration: Preaching and Student Ministry		Mentor Evaluation			order to help prepare students well.
SLO 6: (BA) Graduates will be able to integrate best practices for their specialty area Concentration: Children & Family Ministry	Changed assessment course from CMYM 2100 to CMML 3003 as part of curriculum revision	CMML 3003 Ministry Leadership Internship/Final Mentor Evaluation	75% of the Children and Family Ministry concentration students received an overall grade of: A from their mentor, with the other 25% receiving a grade of A-.	This is an encouraging result	Explore adding an internship assessment course upon completion of the internship in order to aid in the internalization by students of their experiences and lessons learned on the internship.
SLO 6: (BA) Graduates will be able to integrate best practices for their specialty area Concentration: Pastoral Care	Changed assessment course from CMPR 4320 to CMML 3003 as part of curriculum revision	CMML 3003 Ministry Leadership Internship/Final Mentor Evaluation	50% of the Pastoral Care students received a grade of: A from their mentor, with the other students receiving a grade of: A-.	This is an encouraging result	Explore adding an internship assessment course upon completion of the internship in order to aid in the internalization by students of their experiences and lessons learned on the internship.
SLO 6: (BA) Graduates will be able to integrate best practices for their specialty area Concentration: Sports Ministry	New Concentration	CMML 3003 Ministry Leadership Internship/Final Mentor Evaluation	100% of the Sports Ministry concentration students received an overall grade of: A from their mentor.	This is an exceptional result.	Continue to seek to prepare students well for their internship. Consider adding an internship preparation course in order to help prepare students well.
SLO 6: (BA) Graduates will be able to integrate best practices for their specialty area	New Concentration	CMML 3003 Ministry Leadership Internship/Final Mentor Evaluation	No students currently enrolled in concentration.		

Concentration: Special Needs Ministry					
SLO 6: (BA) Graduates will be able to integrate best practices for their specialty area Concentration: Urban Ministry	New Concentration	CMML 3003 Ministry Leadership Internship/Final Mentor Evaluation	No students currently enrolled in concentration.		

Ministry Leadership Major (online) and Pastoral Care and Counseling Major

A. Core SLO	B. Closing the Loop on LY	C. Course(s) & Measure(s)	D. Results	E. Discussion	F. Use of Results Proposed improvements made based on D. Results.
SLO 1: Graduates will be able to develop a strategy for personal spiritual formation. (SLO for AA/BA/BS)	Revised SLO. Faculty developed new measure	CMPR 3120 Spiritual Formation for Ministry/ Rule of Life Rubric	No data	Dean Snell noted that instructors across modalities collaborated to create a new rubric to implement in the coming year. Faculty want to intentionally standardize rubrics across modalities.	Collecting data for fall 2023 semester.
SLO 2: Graduates will be able to create sermons that accurately communicate biblical truths. (SLO for AA/BA/BS)	Revised SLO.	CMPR 2110 Biblical Teaching and Preaching/ Written Sermon and rubric	Of the 10-point rubric, 2 points deal directly with accurately communicating biblical truth. The average on the accurate use of Scripture was 5/5, the average on the clear explanation of Scripture was also 5/5.	Excellent results	No changes are needed based on the results of the grading rubric. A previous report mentioned the possibility of giving more attention to application. No changes were made to the online course. Changes will be

					considered when the online courses are revised.
SLO 3: (AA) Graduates will be able to identify basic skills necessary to minister and lead in churches and similar ministries.		No assigned measure	No data		Dr. Christensen will develop an online section of Introduction to Ministry Leadership and embed a measure in it.
SLO 3: (BA/BS): Graduates will be able to apply healthy interpersonal skills in ministry leadership scenarios.		CMPR 4303 Conflict and Communication/ DISC Application Assignment	The grading rubric includes one element that relates to application to ministry context. The average score was 2.9/4.	This result could be better.	When the online course is revised, the redesign will give greater attention to application of interpersonal skills to ministry scenarios.
SLO 4: (BA) Graduates will be able to provide appropriate care to those with pastoral needs.	New SLO	BA: CMOL 3210 Ministry Leadership Internship/ Final Mentor Evaluation	Students received an average score of 2.67 out of 5 when evaluated on their pastoral instincts by their mentors on their internship.	Faculty were concerned with this result. These results are sub-par and need addressed. They asked how many students were enrolled. There were three. Numbers are typically low because several students serve in ministry and complete this class via CDC.	Make sure students take the pastoral ministry/counseling class prior to the start of internship. Also, may want to make sure the class appropriately addresses ministry through relationships not just performing pastoral duties. Adjust assignments as necessary. Consider adding a pastoral assignment to the online ministry internship course.

SLO 4: (BS) Graduates will be able to provide appropriate care to those with pastoral needs.	New SLO	BS: CMCM 4110 Counseling Ministry Practicum/ Rubric	No data		Revised measure between sessions. Currently collecting data for next report.
SLO 5: (BA) Graduates will be able to synthesize best practices for leading a congregation to accomplish its unique mission.	New SLO	CMPR 4333 Leading Effective Churches / Program Proposal Rubric	The grading rubric contains 9 elements, 3 of which relate to the SLO. Their average results are as follows: Ministry Relevance (4.75/5), Usability (4.25/5), and Content Areas (5/5).	The results for Ministry Relevance and Content Areas are both excellent. The result for Usability is acceptable.	When the online course is revised, the redesign will give greater attention to Usability.
SLO 5: (BS) Graduates will be able to utilize basic counseling skills in a pastoral ministry context.	Did professor provide a role play example via video that will emphasize the things to do and not do related to reflective listening?	CMPR 4320 Pastoral Counseling/Mock Counseling Rubric	The grading rubric includes 7 elements, all of which relate to the SLO. The average results are as follows: Questions (3.8/4), Clarifying: Restatement (4/4), Reflection of Feelings (3.5/4), Attending Behaviors (3.1/4), Clarifying: Minimal Encouragers (4/4), Paraphrase (3.7/4), and Summation (3.3/4).	Some results were excellent, most were satisfactory. One—Attending Behaviors—needs improvement (3.1/4). Of the 14 students, 11 scored a 4 (highest possible), but 3 scored a 0 (lowest possible). It would have been more appropriate for these students not to be graded. Because the students didn't include themselves in the counseling recording, the professor could not see their attending behaviors and gave them a "0."	A previous report suggested the professor might provide a video example of a role play. This video has not yet been added, but may be in the future. The professor should make video expectations clear for the students so that they can track attending behaviors. We may also need to include an "NA" option when entering data from rubrics.