



ANNUAL STUDENT LEARNING OUTCOMES ASSESSMENT REPORT - UNDERGRAD

School/Department: School of Divinity

Program: Christian Studies

Learning Outcome	Measure/Assessment	Target	Result
<p><b>1. Identify and intelligently discuss biblical and theological doctrines and application</b>            Possess a competent understanding of the Bible and theology; i.e. the comprehension and ability to intelligently describe and consider biblical and theological doctrines and issues as they relate to the Church and the world, both past and present.</p>	<p><b>1.1 Apologetics Research/Response paper</b>            Capstone research paper in Apologetics which demonstrates the student's ability to employ the education gleaned from the core curriculum - both Arts and Sciences and Bible and Theology - to a topic of current relevance as expressed in a research/response paper.</p> <p><b>1.2 Romans/Genesis assignment(s)</b>            Capstone research paper or weekly assignments from Exegesis and Theology of Romans &amp; Exegesis and Theology of Genesis - to appraise biblical expositional skill in applying a teaching or theme of the Book of Romans or Genesis to an issue pertaining to the student's interest or profession.</p> <p><b>1.3 Alumni survey</b>            Collect summary of Alumni surveys from I/R</p>	<p><b>1.1</b> 80% of papers rated as competent or proficient according to paper rubric as evidenced by a grade of "C" or above</p> <p><b>1.2</b> 80% of assignments rated as competent or proficient according to paper rubric as evidenced by a grade of "C" or above</p> <p><b>1.3</b> "Possess a competent understanding of the Bible and theology" rated as</p>	<p><b>1.1 2020-2021 Findings - Target: Met</b>  <b>94.24%</b> of students received a C or higher.</p> <p><b>1.2 2020-2021 Findings - Target: Met</b>  <b>89%</b> of papers received a C or higher.</p> <p><b>1.3 2020-2021 Findings - Target: Met</b>  <b>100%</b> of divinity alumni rated 'Possess a competent understanding of the Bible and theology' as Satisfied or Very Satisfied. Note: only</p>

	<p><b>1.4 Senior exit survey</b> Collect Senior Exit survey results from I/R</p>	<p>Satisfied or Very Satisfied by at least 80% of alumni</p> <p><b>1.4</b> 80% of seniors rate "Academics: Biblical Education" as Good or Excellent</p>	<p>2 School of Divinity Alumni responded to the survey.</p> <p><b>1.4 2020-2021 Findings - Target: Met</b> <b>91%</b> of all seniors rated "Academics: Bible Education" as Good or Excellent. Note: <b>95%</b> of divinity seniors rated this as Good or Excellent.</p>
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<p><b>2. Examine and appraise systematic and historical theology in its relationship to the church</b></p> <p>Consider and critique theological thinking from both historical and contemporary sources as it relates to church ministry today.</p>	<p><b>2.1 Alumni survey</b> Collect summary of Alumni surveys from I/R</p> <p><b>2.2 Senior exit survey</b> Collect Senior Exit survey results from I/R</p> <p><b>2.3 Progression in theological understanding</b> Based on recommendation of Assistant Provost, this assessment has been revised to include an exam given in THE 100 and then again administered in THE 401.</p>	<p><b>2.1</b> 'Cairn's contribution to the development of the skills to Consider and critique theological thinking from both historical and contemporary sources as it relates to church ministry today.' rated as Satisfied or Very Satisfied by at least 80% of alumni.</p> <p><b>2.2</b> 80% of seniors rate "Preparation to serve Christ in a local church" as Good or Excellent</p> <p><b>2.3</b> 75% of students will show improvement from freshman to senior year in each of the three tests.</p>	<p><b>2.1 2020-2021 Findings - Target: Met</b> <b>100%</b> of divinity alumni said they were "very satisfied" or "satisfied" with Cairn's contribution to the development of the skills to Consider and critique theological thinking from both historical and contemporary sources as it relates to church ministry today." Note: only two School of Divinity Alumni responded to the survey.</p> <p><b>2.2 2020-2021 Findings - Target: Met</b> <b>90%</b> of seniors rate "Preparation to serve Christ in a local church" as Good or Excellent. Note: <b>95%</b> of divinity seniors rated this as Good or Excellent.</p> <p><b>2.3 2020-2021 Findings: Target: Not Met</b> <b>50%</b> of students improved from freshman to senior year on the Old Testament exam. <b>75%</b> of students improved from freshman to senior year on the New Testament exam. <b>100%</b> of students improved from freshman to senior year on the Theology exam. Note: Only four students had the data to compare tests.</p>
<p><b>3. Integrate biblical and theological truth</b></p> <p>Assimilate biblical and theological truth into his/her life and learning.</p>	<p><b>3.1 Alumni survey</b> Collect summary of Alumni surveys from I/R</p>	<p><b>3.1</b> "Cairn's contribution to the development of the skills to Assimilate biblical and theological truth into his/her life and learning" rated as Satisfied or Very Satisfied by at least 80% of alumni.</p>	<p><b>3.1 2020-2021 Findings - Target: Met</b> <b>100%</b> of divinity alumni said they were "very satisfied" or "satisfied" with Cairn's contribution to the development of the skills to Assimilate biblical and theological truth into his/her life and learning. Note: only two School of Divinity Alumni responded to the survey.</p>

	<p><b>3.2</b> Senior exit survey Collect Senior Exit survey results from I/R</p>	<p><b>3.2</b> 80% of seniors rate “Integration of Biblical truth into personal life and learning” and “Opportunities for personal spiritual growth” as Good or Excellent</p>	<p><b>3.2 2020-2021 Findings - Target: Met</b> <b>94%</b> of seniors rate “Integration of Biblical truth into personal life and learning” as Good or Excellent. Note: <b>89%</b> of divinity seniors rated this as Good or Excellent. <b>85%</b> of seniors rate “Opportunities for personal spiritual growth” as Good or Excellent. Note: 95% of divinity seniors rated this as Good or Excellent.</p>
<p><b>4. Understanding of theological position of the University</b> <b>Possess an understanding of the theologically conservative, evangelical position of the University within the broader context of Christian theology.</b></p>	<p><b>4.1</b> Alumni survey Collect summary of Alumni surveys from I/R</p>	<p><b>4.1</b> Possess an understanding of the theologically conservative, evangelical position of the University within the broader context of Christian theology.' rated as Satisfied or Very Satisfied by at least 80% of alumni</p>	<p><b>4.1 2020-2021 Findings - Target: Met</b> <b>100%</b> of divinity alumni rated 'Possess an understanding of the theologically conservative, evangelical position of the University within the broader context of Christian theology' as Satisfied or Very Satisfied. Note: only two School of Divinity Alumni responded to the survey.</p>
<p><b>5. Skillfully communicate truth</b> <b>Dexterously and adequately communicate biblical truth in such a manner that demonstrates effective use of oral and written communication skills in connection with topics in Bible and theology.</b></p>	<p><b>5.1</b> Alumni survey Collect summary of Alumni surveys from I/R.</p>	<p><b>5.1</b> 'Increase in your ability to skillfully communicate Biblical truth' rated as good or excellent by at least 80% of alumni</p>	<p><b>5.1 2020-2021 Findings - Target: Met</b> <b>100%</b> of divinity alumni rated 'Increase in your ability to skillfully communicate Biblical truth' as Good or Excellent. Note: only one School of Divinity Alumni responded to the survey.</p>

## ANNUAL STUDENT LEARNING OUTCOMES ASSESSMENT REPORT

**School/Department:** School of Divinity

**Program:** Biblical Studies

Learning Outcome	Measure/Assessment	Target	Result
<p><b>1. Identification and intelligent discussion of Bible and theology.</b> Possess a competent understanding of the Bible and theology; i.e. the comprehension and ability to intelligently describe and discuss Biblical and theological doctrines and issues as they relate to the Church and the world, both past and present.</p>	<p><b>1.1 Biblical/theological integration</b> Collect papers from BIB 491 Senior Seminar indicating the student's ability to discuss on a high academic level a biblical or theological topic from both exegetical evidence and the application of theological thinking.</p>	<p><b>1.1</b> 80% of papers rated as competent or proficient according to paper rubric.</p>	<p><b>1.1 2020-2021 Findings - Target: Not Reported This Cycle</b> MIS 441 was not offered during the 2020-2021 cycle due to low enrollment.</p>
<p><b>2. Integrate biblical and theological truth and wisdom</b> Assimilate biblical and theological truth into his/her life and learning.</p>	<p><b>2.1 Wisdom paper</b> Collect final papers from BIB 401 Wisdom Literature demonstrating the student's ability to apply biblical wisdom principles to the issues of their lives.</p>	<p><b>2.1</b> 80% of students are competent or proficient using paper evaluation rubric.</p>	<p><b>2.1 2020-2021 Findings - Target: Met 91.3%</b> of students received a "C" or above.</p>
<p><b>3. Skillfully communicate truth</b> Skillfully communicate biblical truth.</p>	<p><b>3.1 Oral presentation</b> Collect evaluations from Oral presentation from BIB 491 Senior Seminar.</p>	<p><b>3.1</b> 80% of students rated as competent or proficient according to rubric</p>	<p><b>3.1 2020-2021 Findings - Target: Not Reported This Cycle</b> MIS 441 was not offered during the 2020-2021 cycle due to low enrollment.</p>

## ANNUAL STUDENT LEARNING OUTCOMES ASSESSMENT REPORT

**School/Department:** School of Divinity

**Program:** Pastoral Ministry

Learning Outcome	Measure/Assessment	Target	Result
<p><b>1: Communication</b> The student should be able to develop and deliver biblically accurate and audience sensitive sermons.</p>	<p><b>1.1 Manuscripts</b> The student's sermons will be evaluated by an initial manuscript of the sermon as well as presentation of the sermon as part of PMN 431.</p> <p><b>1.2 Preaching</b> The student's sermons will be evaluated and an average taken as part of the courses PMN 431 and PMN 432.</p>	<p><b>1.1</b> After examining written sermon manuscripts and delivering the sermon, 75% of the evaluations should be positive.</p> <p><b>1.2</b> After examining the delivery of the sermon, 75% of the evaluations should be positive.</p>	<p><b>1.1 2020-2021 Findings - Target: Met 100%</b> of the students met the standard.</p> <p><b>1.2 2020-2021 Findings - Target: Met 100%</b> of the students met the standard.</p>
<p><b>2: Ministry Philosophy</b> The student will develop a personal philosophy of ministry based on biblical truth and awareness of their giftedness for ministry.</p>	<p><b>2.1 Ministry Philosophy</b> The student's philosophy of ministry papers will be submitted to the professor as part of the internship course CHM 491.</p>	<p><b>2.1</b> 75% of the evaluations should meet the standard of a "C" or higher.</p>	<p><b>2.1 2020-2021 Findings - Target: Met 100%</b> of students received a "C" or above. Only one student took CHM 491.</p>
<p><b>3: Pastoral Skills</b> The student will progress in specialized knowledge, skills and character required in pastoral ministry and will work to implement those skills in ministry.</p>	<p><b>3.1 Internship</b> The student's skills in pastoral ministry will be evaluated through their internship by a local supervisor and the professor as a part of the course CHM 491.</p> <p><b>3.2 Pastoral Care Project</b> The student's skills in pastoral ministry will be evaluated from the course PMN 321 Pastoral Care through a research project.</p>	<p><b>3.1</b> 75% of the students enrolled should meet the standard of a "C" or higher.</p> <p><b>3.2</b> 75% of the students enrolled should meet the standard of a "C" or higher.</p>	<p><b>3.1 2020-2021 Findings - Target: Met 100%</b> of the students met the standard. Only one student took CHM 491.</p> <p><b>3.2 2020-2021 Findings - Target: Met 83%</b> of the students met the standard.</p>

<p><b>4: Church Administration Skills</b> The student will demonstrate awareness of the breadth of administrative issues in a local church.</p>	<p><b>4.1 Planning a Church Event</b> The student's skills in church management from the course PMN 421 will be evaluated through planning a church event and developing a planning checklist.</p> <p><b>4.2 Church Administration Paper</b> The student's skills in church administration skills from the course PMN 421 will be evaluated through a research paper on an administrative topic.</p>	<p><b>4.1</b> 75% of the students enrolled should meet the standard of a "C" or higher.</p> <p><b>4.2</b> 75% of the students enrolled should meet the standard of a "C" or higher.</p>	<p><b>4.1 2020-2021 Findings - Target: Met</b> <b>100%</b> of the students met the standard.</p> <p><b>4.1 2020-2021 Findings - Target:Met</b> <b>86%</b> of the students met the standard.</p>
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## ANNUAL STUDENT LEARNING OUTCOMES ASSESSMENT REPORT

**School/Department:** School of Divinity

**Program:** Intercultural Studies

Learning Outcome	Measure/Assessment	Target	Result
<p><b>1: Awareness of Cultural Differences</b> The student will be able to display an awareness of the impact of global, cultural, and ethnic differences upon intercultural life and work.</p>	<p><b>1.1 Shelter Paper</b> The Shelter Paper from MIS 441 will be collected.</p>	<p><b>1.1</b> 80% of the papers should score as a “C” or higher.</p>	<p><b>Findings 2020-2021 - Target: Not Reported This Cycle</b> MIS 441 was not offered during the 2020-2021 cycle due to low enrollment.</p>
<p><b>2: Cultivate Intercultural Competencies</b> The student will recognize and foster intercultural competencies necessary to build relationships with people from different cultural and ethnic backgrounds.</p>	<p><b>2.1 Intercultural Internship-Supervisor</b> All data from the Internship Final Project for CHM 491 will be collected.</p>	<p><b>2.1</b> 80% of the students should meet the standard of a “C” or higher.</p>	<p><b>2.1 Findings 2020-2021 - Target: Not Reported This Cycle</b> No students participated in internships during the 2020-2021 cycle due to low enrollment.</p>
<p><b>3. Skills &amp; Knowledge in Cultural Settings</b> The student will be able to present an awareness of knowledge and skills necessary for effective life and work in a different cultural setting.</p>	<p><b>3.1 Intercultural Ministry Role Paper</b> Intercultural ministry role papers from MIS 241 will be collected.</p> <p><b>3.2 International Relations Project</b> Group papers and presentation grades from MIS 241 will be collected.</p>	<p><b>3.1</b> 80% of the students should meet the standard of a “C” or higher.</p> <p><b>3.2</b> 80% of the students should meet the standard of a “C” or higher.</p>	<p><b>3.1 Findings 2020-2021 - Target: Met 100%</b> of the students met the standard.</p> <p><b>3.2 Findings 2020-2021 - Target: Met 100%</b> of the students met the standard.</p>
<p><b>4: Comprehension of Global Missions</b> The student will articulate a mastery of key current global mission strategies, opportunities and challenges.</p>	<p><b>4.1 Ministry Analysis Paper</b> Country/people group analysis papers from MIS 342 will be collected.</p>	<p><b>4.1</b> 80% of the students should meet the standard of a “C” or higher.</p>	<p><b>4.1 Findings 2020-2021 – Target: Not Reported This Cycle</b> MIS 342 was not offered during the 2020-2021 cycle due to low enrollment.</p>



## ANNUAL STUDENT LEARNING OUTCOMES ASSESSMENT REPORT

**School/Department:** School of Divinity

**Program:** Youth and Family Ministry

Learning Outcome	Measure/Assessment	Target	Result
<p><b>1. Philosophy of Ministry</b> Upon completion of the program the student will be able to discover and formulate a biblical philosophy of ministry.</p>	<p><b>1.1 Project Philosophy of Ministry Project</b></p> <p><b>1.2 Internship Supervisor Evaluation</b></p>	<p><b>1.1</b> 90% of Youth &amp; Family Ministry students enrolled in YTH 221 Philosophy of Youth Ministry will receive a grade of C or above on the Philosophy of Ministry Project.</p> <p><b>1.2</b> 80% of Youth and Family Ministry students enrolled in CHM 491 Internship will receive an evaluation from a supervisor which indicates that the student is able to identify and articulate a biblical philosophy of ministry.</p>	<p><b>1.1 2020-2021 Findings - Target: Met</b> 9 out of 9 students currently enrolled in Youth &amp; Family Ministry Programs received a grade of C or above on the Philosophy of Ministry Project (100%).</p> <p><b>1.2 2020-2021 Findings - Target: Met</b> 100% (8 of 8) of Youth and Family Ministry students enrolled in CHM 491 Internship received an evaluation from a supervisor which indicates that the student is able to identify and articulate a biblical philosophy of ministry.</p>
<p><b>2. Teaching the Bible</b></p>	<p><b>2.1 Lesson Portfolio</b> The student will develop two lesson plans. These plans will</p>	<p><b>2.1</b> 80% of Youth and Family Ministry students</p>	<p><b>2.1 2020-2021 Findings - Target: Met</b> 83% or 5 of 6 students who are currently enrolled as Youth &amp; Family Ministry Students</p>

<p><b>The student will be able to prepare a biblically accurate and developmentally appropriate lesson plan for children and/or teenagers.</b></p>	<p>be evaluated according to the grading rubric.</p> <p><b>2.2 Internship Supervisor Evaluation</b> The internship supervisor will agree or strongly agree that the intern is able to teach the Bible effectively to children and/or teenagers.</p>	<p>enrolled in YTH 222 Effective Bible Teaching will receive a grade of C or above on two lesson plans.</p> <p><b>2.2</b> 80% of Internship Supervisors will agree or strongly agree that Youth and Family Ministry student is able to teach the Bible effectively to children and/or teenagers.</p>	<p>received a grade of C or above on at least one of their two Bible lesson plans.</p> <p><b>2.2 2020-2021 Findings - Target: Met</b></p> <p>100% or 8 out of 8 supervisors agreed or strongly agreed that the intern was able to effectively teach the Bible to teenagers.</p>
<p><b>3. Youth Ministry Responsibilities</b> Upon completion of the program the student will convey a cognizance of the main responsibilities of the youth worker.</p>	<p><b>3.1 Internship Evaluation</b> Youth and Family Ministry students enrolled in CHM 491 Internship will receive an evaluation from a supervisor which indicates that the student has demonstrated an awareness of the main responsibilities of the youth worker.</p>	<p><b>3.1</b> 80% of Youth and Family Ministry students enrolled in CHM 491 Internship will receive an evaluation from a supervisor which indicates that the student has demonstrated an awareness and ability to perform the main</p>	<p><b>3.1 2020-2021 Findings - Target: Met</b> Supervisors indicated that the student has demonstrated an awareness of and has the ability to perform the main responsibilities of the youth worker in 8 out of 8 internships (100%).</p>

		responsibilities of the youth worker.	
<p><b>4. Prepared to Lead</b> Upon completion of the program the student will be adequately prepared to lead a youth or family ministry.</p>	<p><b>4.1 Internship Evaluation</b> Prepared Youth and Ministry students enrolled in CHM 491 Internship will receive an evaluation from a supervisor which indicates that he or she agrees that the student is adequately prepared to lead a youth ministry.</p>	<p><b>4.1</b> 80% of Youth and Ministry students enrolled in CHM 491 Internship will receive an evaluation from a supervisor which indicates that he or she agrees that the student is adequately prepared to lead a youth ministry.</p>	<p><b>4.1 2020-2021 Findings - Target: Met</b> <b>100%</b> (8 of 8) of those enrolled in CHM 491 received an evaluation from a supervisor which indicated that he or she agreed that the student is adequately prepared to lead a youth ministry.</p>