Cairn UNIVERSITY

ANNUAL STUDENT LEARNING OUTCOMES ASSESSMENT REPORT
2025-2026

School/Department: School of Divinity
Program: Christian Studies
Mission/Purpose Statement: As the core of the Bible and Theology curriculum, the Christian Studies program purposes to teach the Bible and theology in an intentionally integrated manner in order to prepare students for professional ministry and/or graduate studies.
Learning Outcomes: Upon completion of the program, the student will be able to:

1. Identify and intelligently discuss biblical and theological doctrines and application: 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.
2. Examine and appraise systematic and historical theology in its relationship to the church: Consider and critique theological thinking from both historical and contemporary sources as it related to church ministry today.
3. Integrate biblical and theological truth: Assimilate biblical and theological truth into his/her life and learning.
4. Understanding of the theological position of the University: Possess an understanding of the theologically conservative, evangelical position of the University within the broader context of Christian theology.
5. Skillfully communicate truth: 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.

Learning Outcome	Measure/ Assessment	Target	Result
2. Examine and appraise systematic and historical theology in its relationship to the church Consider and critique theological thinking from both historical and contemporary sources as it relates to church ministry today.	**2.1 Alumni survey** Collect summary of Alumni surveys from I/R	**2.1** '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 75% of alumni.	**2.1 2025-2026 Findings; Target: Met** **88%** 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."
	2.2 Senior exit survey Collect Senior Exit survey results from I/R	**2.2** 75% of seniors rate "Preparation to serve Christ in a local church" as Good or Excellent	**2.2 2025-2026 Findings; Target: Met** **86%** of seniors rate "Preparation to serve Christ in a local church" as Good or Excellent. Note: **100%** of *Divinity seniors* rated this as Good or Excellent.
	2.3 THE 401 Exam	**2.3** 75% of students achieve average competency (C or higher)	**2.3 2025-2026 Findings; Target: Met** **93%** of student earned a grade of C or higher
	2.4 THE 100 Exam	**2.4** 75% of students achieve average competency (C or higher)	**2.4 2025-2026 Findings; Target: Met** **87%** of student earned a grade of C or higher

4. Understanding of theological position of the University Possess an understanding of the theologically conservative, evangelical position of the University within the broader context of Christian theology.	**4.1 Alumni survey** Collect summary of Alumni surveys from I/R	**4.1** 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 75% of alumni	**4.1 2025-2026 Findings; Target: Met** **100%** 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. (N=4)
	4.2 THE 100 Final Exam	4.2 75% of students will achieve average competency (C or higher)	**4.2 2025-2026 Findings; Target: Met** **93%** of students scored a grade of C or higher
	4.3 THE 100 Reading and Lecture Quizzes	**4.3** 75% of students will achieve average competency (C or higher)	**4.3. 2025-2026 Findings; Target: Met** **83%** of students scored a grade of C or higher

ANNUAL STUDENT LEARNING OUTCOMES ASSESSMENT REPORT

School/Department: School of Divinity
Program: Biblical Studies
Mission/Purpose Statement: The Biblical Studies program builds on the Christian Studies core. Students are prepared for vocational ministry or graduate study as evidenced by studying Greek or Hebrew and delving deeply into the biblical text.
Learning Outcomes: Upon completion of the program, the student will be able to:

1. Identify and intelligently discuss biblical and theological truth and wisdom: 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.
2. Integrate biblical and theological truth and wisdom: Assimilate biblical and theological truth into his/her life and learning
3. Skillfully communicate truth: Skillfully communicate biblical truth.
4. Demonstrate a basic understanding of either biblical Greek or biblical Hebrew.
5. Produce scholarly research in the field of Biblical Studies: Upon completion of the program, students will have completed a substantial undergraduate research thesis related to the field of biblical studies.

Learning Outcome	Measure/Assessment	Target	Result
2. Integrate biblical and theological truth and wisdom Assimilate biblical and theological truth into his/her life and learning.	**2.1 BIB/THE Paper** Collect final papers from BIB/THE papers demonstrating the student's ability to apply biblical wisdom principles to the issues of their lives.	**2.1** 75% of students are competent or proficient using paper evaluation rubric.	**2.1 2025-2026 Findings - Target: Not Met** **77%** of students received a "C" or above.
	2.2 BIB 103 Reflection Paper Collect final papers from BIB 103	**2.2** 75% of students will achieve average competency (C or higher)	**2.2 2025-2026 Findings - Target: Met** **88%** of students received a "C" or above.
4. Demonstrate a basic understanding of either biblical Greek or biblical Hebrew	**4.1 Final exam – GRK I or HEB I** Collect the grades from the final exam	**4.1** 75% of students passed the final exam with a grade of C or higher	**4.1 2025-2026 Findings; Target: Not Met** **71%** of students received a "C" or above.
	4.2 Final Exam – GRK II or HEB II Collect the grades from the final exams	**4.2** 75% of students passed the final exam with a grade or C or higher	**4.2 2025-2026 Findings; Target: Not Met** **20%** of students received a "C" or above.

ANNUAL STUDENT LEARNING OUTCOMES ASSESSMENT REPORT

School/Department: School of Divinity
Program: Pastoral Ministry
Mission/Purpose Statement: Built on the Christian Studies core, The Pastoral Ministry program is designed to equip students for pastoral positions and/or graduate study. A wide variety of issues are studied, including preaching, evangelism, discipleship, understanding culture, visitation, missions, baptisms, weddings and funerals. In addition, courses explain the business details confronting a modern pastor in leadership, management, working with boards, legal and moral issues, and change and conflict management.
Learning Outcomes: Upon completion of the program, the student will be able to demonstrate the following competencies and skills:

1. Preaching Competency: The student will be able to develop and deliver biblically accurate and audience-sensitive sermons.
2. Ministry Philosophy: The student will develop a personal philosophy of ministry based on biblical truth and awareness of their giftedness for ministry.
3. Pastoral Skills: The student will progress in specialized knowledge, skills and character required in pastoral ministry and will work to implement those skills in ministry.
4. Church Administration Competency: The student will demonstrate awareness of the breadth of administrative issues in a local church.

Learning Outcome	Measure/Assessment	Target	Result
2: Ministry Philosophy The student will develop a personal philosophy of ministry based on biblical truth and awareness of their giftedness for ministry.	**2.1 Ministry Philosophy** The student's philosophy of ministry papers will be submitted to the professor as part of the internship course CHM 491. 2.2 CHM 121 Personal Vision & Philosophy of Ministry Paper	**2.1** 75% of the evaluations should meet the standard of a "C" or higher. 2.2 75% of the students should meet the standard of a C or higher.	**2.1 2025-2026 Findings - Target: Met** 100% of evaluations met the standard 2.2 **2025-2026 Findings - Target: Met** 100% of evaluations met the standard
4: Church Administration Competency The student will demonstrate awareness of the breadth of administrative issues in a local church.	**4.1 Planning a Church Event** 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. **4.2 Church Administration Paper** The student's skills in church administration skills from the course PMN 421 will be	**4.1** 75% of the students enrolled should meet the standard of a "C" or higher. **4.2** 75% of the students enrolled should meet the standard of a "C" or higher.	**4.1 2025-2026 Findings – Target: N/A** Course replaced and not offered this cycle; PMN 321 Pastoral Care and PMN 421 Church Administration Issues were combined into PMN 322 Pastoral Ministry **4.2 2025-2026 Findings – Target: N/A** Course replaced and not offered this cycle; PMN 321 Pastoral Care and PMN 421 Church Administration Issues were combined into PMN 322 Pastoral Ministry

	evaluated through a research paper on an administrative topic.		

ANNUAL STUDENT LEARNING OUTCOMES ASSESSMENT REPORT

School/Department: School of Divinity
Program: Intercultural Studies
Mission/Purpose Statement: Built on the Christian Studies core, the Intercultural Studies program's purpose is to prepare students to minister effectively in cross-cultural contexts within the United States and around the world.
Learning Outcomes: Upon completion of the program, the student will be able to:

1. display an awareness of the impact of global, cultural, and ethnic differences upon intercultural life and work.
2. recognize and foster intercultural competencies necessary to build relationships with people from different cultural and ethnic backgrounds.
3. present an awareness of knowledge and skills necessary for effective life and work in a different cultural setting.
4. demonstrate an understanding of key current intercultural mission strategies, opportunities and challenges.

Learning Outcome	Measure/Assessment	Target	Result
2: Cultivate Intercultural Competencies The student will recognize and foster intercultural competencies necessary to build relationships with people from different cultural and ethnic backgrounds.	**2.1 Intercultural Internship-Supervisor** All data from the Internship Final Project for CHM 491 will be collected. **2.2 MIS 491 Mission Agency Study**	**2.1** 75% of the students should meet the standard of a "C" or higher. 2.2 75% of the students should meet the standard of a C or higher	**2.1 2025-2026 Findings – Target: N/A** Course did not run because of no Intercultural Studies seniors graduating **2.2 2025-2026 Findings – Target: N/A** Course did not run because of no Intercultural Studies seniors graduating
4: Comprehension of Intercultural Missions The student will demonstrate an understanding of key current intercultural mission strategies, opportunities, and challenges.	**4.1 Intercultural Ministry Role Report** Intercultural Ministry Role Reports will be collected from students in MIS 241 **4.2 Sending Organization Study** MIS 241	**4.1** 75% of the students should meet the standard of a "C" or higher. **4.2** 75% of the students should meet the standard of a C or higher	**4.1 2025-2026 Findings – Target: Not Met** **20%** of students scored a grade of C or higher **4.2 2025-2026 Findings – Target: Not Met** **20%** of students scored a grade of C or higher

ANNUAL STUDENT LEARNING OUTCOMES ASSESSMENT REPORT

School/Department: School of Divinity
Program: Youth and Family Ministry
Mission/Purpose Statement: Built on the Christian Studies core, the Youth and Family Ministry Program at Cairn exists to prepare servants of Jesus Christ to become well educated, biblically minded, men and women of character who are skilled as specialists in Youth and Family Ministry.
Learning Outcomes: Upon completion of the program, the student will be able to:

1. Identify and articular a biblical philosophy of ministry.
2. Teach the Bible effectively to children and/or teenagers
3. Demonstrate an awareness of the main responsibilities of the youth worker.

Learning Outcome	Measure/Assessment	Target	Result
2. Teaching the Bible The student will be able to prepare a biblically accurate and developmentally appropriate lesson plan for children and/or teenagers.	**2.1 Lesson Portfolio** The student will develop two lesson plans. These plans will be evaluated according to the grading rubric. YTH 222 Effective Bible Teaching	**2.1** 75% of Youth and Family Ministry students will receive a grade of C or above on two lesson plans.	**2.1 2025-2026 Findings - Target: Met** **77%** of students enrolled as Youth & Family Ministry Students received a grade of C or above on at least one of their two Bible lesson plans.
	2.2 Internship Supervisor Evaluation The internship supervisor will agree or strongly agree that the intern is able to teach the Bible effectively to children and/or teenagers. CHM 491.	**2.2** 75% 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.	**2.2 2025-2026 Findings - Target: Met** **100%** of supervisors agreed or strongly agreed that the intern was able to effectively teach the Bible to teenagers.
4. Prepared to Lead	**4.1 Internship Evaluation** Prepared	**4.1** 75% of Youth and Ministry	**4.1 2025-2026 Findings - Target: Met**

Upon completion of the program the student will be adequately prepared to lead a youth or family ministry.	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. **4.2 Senior Exit Interviews** Graduate will rate how prepared they believe they are to lead a youth or family 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. **4.2** 100% of students will rate 4 or 5 (5 is very satisfied)	**100%** 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. **4.1 2025-2026 Findings - Target: Met** 100% or respondents rated 5, very satisfied.