



Program Learning Outcomes Annual Assessment Summary

This document charts the completion of annual assessments of student achievement of program learning outcomes/goals within each of LPU's academic programs and the evidence these assessments provide concerning student learning.

Each academic program has established 4-6 program goals with 2-5 supporting outcomes. LPU faculty within their academic program committees conduct an annual assessment of program quality and student achievement of at least one program goal through evaluation of direct, indirect, and descriptive evidence guided by each program's Assessment Plan. Committees assess collected student work (a minimum of 20 artifacts) from the signature assignments connected to the learning outcomes being evaluated that year. The faculty assess the work using 4-point rubrics developed for evaluating the level at which students are achieving program outcomes. The faculty establish benchmarks to identify successful attainment of the program outcome (typically an overall average above 3.0 and 75% of students scoring above a 3.0).

After completing the annual evaluation, the committee assembles a report detailing the data obtained and reflecting upon the program's effectiveness in terms of how well students are achieving the outcomes under investigation and identifying areas for improvement. The information and reflection are used for improving assignments, course design, curricular structure, and instructional methods to help students better achieve learning outcomes, as well as to refine outcome statements.

The charts below document the results of these assessments for each of LPU's academic programs. Unfilled cells denote outcomes/goals scheduled to be assessed in future years.

Table 1: Chart of Completed Annual Assessments by Program

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BA Worship Arts & Media	2015	2021	2027	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
General Education Curriculum	Historic	2020	2026		✓	✓	✓		✓	✓	✓	✓	✓
Masters Business Administration	2023	NA	2028										✓
MA Counseling	2023	NA	2029										✓
MA Leadership (Spanish)	2019	2025	2031					✓	✓	✓	✓	✓	✓
MA Strategic Leadership	2010	2021	2027		✓	✓	✓	✓	✓	✓	✓	✓	✓
MA Theological Studies/Divinity	2020	2025	2030						✓	✓	✓	✓	✓
Doctor of Ministry	2026	NA	2030										

Table 2: Annual PLO Assessment Results

Program	Goals and Outcomes	Year	Findings
BA Business Administration	Goal 1. Graduates will be able to apply ethical leadership & management competencies. 1. Identify effective leadership strategies for addressing business and organizational challenges. 2. Apply change management principles to various situations. 3. Compose effective internal and external business communications.	2023/24 2020/21 2023/24 2016/17	1.1: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.10</u> and <u>67%</u> of students scored 3.0 or higher. 1.2: Faculty assessment of 17 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.56</u> and <u>100%</u> of students scored 3.0 or higher. 1.2: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a marginally developed level; the average overall score was <u>3.04</u> and <u>59%</u> of students scored 3.0 or higher. 1.3: Faculty assessment determined students are satisfactorily achieving the outcome at a developed level with an overall average above <u>3.0</u> and <u>67%</u> of students scoring above a 3.
	Goal 2. Graduates will be able to design systems and processes for managing resources effectively. 1. Assess the economic and financial effectiveness of an organization's use of resources. 2. Organize systems that control the flow of resources in order to ensure the accomplishment of an organization's mission. 3. Conduct research to improve an organization's access to and use of information as a resource.	2017/18 2024/25 2017/18	2.1: Faculty assessment of 20 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.49</u>. Faculty assessment of 16 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.81</u> and <u>75.6%</u> of students scored 3.0 or higher. 2.2: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.25</u> and <u>79%</u> of students scored 3.0 or higher. 2.3: Faculty assessment of 20 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.67</u> and <u>31.5%</u> of students scored 3.0 or higher.

Program	Goals and Outcomes	Year	Findings
	Goal 3. Graduates will be able to design business plans and formulate forecasts. 1. Produce forecasts in the context of sound economic theory by applying data from financial statements. 2. Implement information technology in order to collect, analyze, synthesize, and predict outcomes. 3. Create business plans & policy based on critical analysis of financial data.	2018/19	3.1: Student scores (n=5) on objective exam questions related to this outcome demonstrate that students are achieving the outcome at a developed level; the average overall score was <u>79%</u> and <u>80%</u> of students scored 75% or higher.
	Goal 4. Graduates will be able to generate competent & strategic business decisions consistent with a Christian worldview. 1. Construct effective decision-making processes by analyzing critical data points. 2. Produce business outcomes by executing, monitoring, and adjusting strategy.	2021/22	4.2: Faculty assessment of 19 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.51</u> and <u>95%</u> of student work scored 3.0 or higher.
	Goal 5. Graduates will be able to conduct business in ways that promote the advance of God's kingdom and lead to social, economic, environmental, and spiritual transformation. 1. Apply a kingdom perspective to business disciplines and decision making. 2. Set up systems utilizing human, financial, and physical resources in ethical ways. 3. Conduct themselves with Christ-like character and encourage the spiritual growth of others.	2022/23 2019/20	5.3: Faculty assessment of 18 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.32</u> and <u>100%</u> of student work scored 3.0 or higher. 5.3: Faculty assessment of 17 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.75</u>.
BA Biblical Studies	1.0 Describe the significance of the Bible as well as the Bible's principal theological themes; 1.1 Students will be able to link prominent biblical characters to their specific historical era, explaining the significance of the characters within their historical era. 1.2 Students will be able to summarize what the Bible about a variety of theological ideas.	2015/16	1.2: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.13</u> and <u>73%</u> of papers scored 3.0 or higher. Bible Knowledge Assessment: Graduating student scores support the conclusion that students are achieving the core competency outcome. The 6-year average score for graduating students is 74.5%. 87.3% of graduating students scored above the 60-point benchmark and 68.1% over 70 points. Students who completed the assessment at both entrance and exit show significant increase in their biblical understanding averaging an increased score of 21 points or 26.1% improvement.

Program	Goals and Outcomes	Year	Findings
	2.0 Defend the Bible's authority as an infallible guide for matters of faith and practice; 2.1 Students will be able to explain the process of revelation, inspiration, transmission, and canonization. 2.2 Students will know key questions skeptics ask about biblical authority and be able to answer their challenges.	2022/23 2017/18	Faculty assessment of 14 samples of student work determined students are achieving the goal at an emerging level; the average overall score was <u>2.49</u> and <u>14%</u> of students scored 3.0 or higher. Students in Theology I gave a score of 3.4/4 when measuring their accomplishment of the course outcomes related to this goal. Faculty assessment of 25 samples of student work determined students are achieving the goal at nearly a developed level; the average overall score was <u>2.9</u> and <u>54%</u> of students scored 3.0 or higher. Students in Theology I gave a score of 3.2/4 when measuring their accomplishment of the course outcomes related to this goal.
	3.0 Apply the principles of the inductive Bible study method to analyze any type of biblical text; 3.1 Students will be able to justify every step in the "An Inductive Method for Bible Study." 3.2 Students will be able to articulate hermeneutical principles relating to matters of grammar, history, culture, and theology. 3.3 Students will demonstrate awareness of critical methodologies 3.4 Students will be able to customize these central methodological elements for the interpretation of any kind of biblical text. 3.5 Students will be able to apply their understanding of the following genre when they study the Bible... 3.6 Students will be able to critically evaluate primary and secondary literature	2018/19 2023/24	3.5: Faculty assessment of 20 samples of student work from determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.4</u> and <u>82.5%</u> scored 3.0 or higher. 3.6: Faculty assessment of 19 samples of student work from determined students are satisfactorily achieving the outcome at a nearly developed level; the average overall score was <u>2.89</u> and <u>63%</u> scored 3.0 or higher.
	4.0 Master the method of theological synthesis (from the exegesis of biblical texts to systematic theology) in order to formulate sound theological positions; 4.1 Students will be able to develop theological concepts though this sequential process... 4.2 Students will be able to draw upon Scripture, tradition, experience, reason, and community as they formulate theological positions. 4.3 Students will be able to incorporate their theology into formal and informal teaching plans and sermon outlines. 4.4 Students will be able to distinguish the essential elements of the Christian faith from both the non-essential and matters of conscience.	2016/17 2021/22 2024/25	4.0: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.1</u> and <u>72%</u> scored 3.0 or higher. 4.1: Faculty assessment of 20 samples of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.24</u> and <u>85%</u> scored 3.0 or higher. 4.2: Faculty assessment of 20 samples of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.46</u> and <u>95%</u> scored 3.0 or higher. The average score for the relevant question on the student course evaluation for Theology III was 3.7/4. 4.3: Faculty assessment of 20 samples of student work determined students are satisfactorily achieving the outcome at a developed

Program	Goals and Outcomes	Year	Findings
BA Media & Communication (update to revised 2025/26 goal and outcome statements as assessments are completed)	5.0 Commit to personal, intellectual, and spiritual transformation through the demonstration of core values. 5.1 Students will be able to display inquisitiveness, humility, and reverence in the pursuit and presentation of biblical truth. 5.2. Students will be able to value the necessary connection between interpretation, theology, exposition, and application by allowing Scripture to transform their lives through the power of the Holy Spirit 5.3 Students will demonstrate an embracing of the University's stance on diversity.	2020/21	level; the average overall score was <u>3.29</u> and <u>75%</u> scored 3.0 or higher. 5.2: Faculty assessment of 16 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.07</u> and <u>65.5%</u> of students scored 3.0 or higher. Students in Theology II gave a score of 3.5/4 when measuring their accomplishment of the course outcome related to theological application. 5.2: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>2.97</u> and <u>60%</u> of students scored 3.0 or higher. Students in Romans gave a score of 3.8/4 when measuring their accomplishment of the course outcome related to spiritual formation.
	1. Communicate effectively in a Christ-like manner. 1.1 Create messages appropriate to the audience, purpose, and context. 1.2 Demonstrate the ability to accomplish communicative goals. 1.3 Apply ethical communication principles and practices.	2023/24	1.1: Faculty assessment of 18 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.39</u> and <u>83%</u> of students scored 3.0 or higher. 1.2: Faculty assessment of 18 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.29</u> and <u>77%</u> of students scored 3.0 or higher. 1.3: Faculty assessment of 3 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.31</u> and <u>88%</u> of students scored 3.0 or higher.
	2. Employ communication theory and research across a variety of media platforms 2.1 Describe the Communication discipline and its central questions including various career pathways for Communications students. 2.2 Employ Communication theories, perspectives, principles, and concepts. 2.3 Produce professional-level communication materials and media content.	2024/25 2019/20 2024/25	2.1: Faculty assessment of 19 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.02</u> and <u>16%</u> of students scored 3.0 or higher. 2.1: Faculty assessment of 3 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>4.0</u> and <u>100%</u> of students scored 3.0 or higher. 2.2: Faculty assessment of 19 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.96</u> and <u>53%</u> of students scored 3.0 or higher.
	3. Create and analyze communications competently and critically. 3.1 Critically analyze messages and the worldview presuppositions contained in those messages in light of critical theory and the gospel.	2020/21	3.1: Faculty assessment of 3 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.33</u> and <u>100%</u> of students scored 3.0 or higher.

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	3.2 Create and utilize new verbal, written, and multi-media approaches to communication.		3.2: Faculty assessment of 9 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.16</u> and <u>100%</u> of students scored 3.0 or higher.
	4. Engage in social discourse in order to communicate effectively with diverse cultures. 4.1 Develop communication that influences public discourse for the benefit of society through the promotion of biblical values. 4.2 Utilize communication to encourage respect for social differences and promote ongoing dialogue.	2021/22	4.1: Faculty assessment of 16 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.25</u> and <u>75%</u> of students scored 3.0 or higher. 4.2: Faculty assessment of 8 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.55</u> and <u>88%</u> of students scored 3.0 or higher.
	5. Integrate a biblical worldview into communication that is personal, practical, and transformational. 5.1 Create redemptive communication that advances individual and collective wholeness. 5.2 Affirm the centrality of a biblical worldview for innovating solutions to communication challenges.	2022/23	5.1: Faculty assessment of 18 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.39</u> and <u>90%</u> of students scored 3.0 or higher. 5.2: Faculty assessment of 18 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.45</u> and <u>86%</u> of students scored 3.0 or higher.
BA Psychology	1. Synthesize key concepts, theories, research, and trends in the helping professions, incorporating a Christian worldview; 1.1 Summarize the various helping professions and the ways ministry can be done through them. 1.2 Evaluate major theories, trends, perspectives and applications of the helping profession according to a Christian worldview. 1.3 Compare possible career paths within the helping professions.	2023/24	1.1: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.70</u> and <u>93%</u> of students scored 3.0 or higher. 1.2: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.21</u> and <u>83%</u> of students scored 3.0 or higher. 1.3: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.57</u> and <u>87.8%</u> of students scored 3.0 or higher.
		2021/22	1.3: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.56</u> and <u>92.5%</u> of students scored 3.0 or higher.
	2. Resolve problems related to behavioral and mental processes by conducting research and applying scientific and theological principles to personal, social, and organizational issues; 2.1 Construct effective approaches and solutions to problems / opportunities.	2024/25	2.1: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.66</u> and <u>91.5%</u> of students scored 3.0 or higher.

Program	Goals and Outcomes	Year	Findings
	2.2 Evaluate, in light of scientific and theological principles, the different research methods used by social scientists and the appropriateness of conclusions derived from social-science research. 2.3 Conduct quantitative and qualitative studies to investigate research questions and resolve problems	2021/22	2.2: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.5</u> and <u>87.5%</u> of students scored 3.0 or higher. 2.3: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.68</u> and <u>92%</u> of students scored 3.0 or higher. 2.3: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.15</u> and <u>72.5%</u> of students scored 3.0 or higher.
	3. Build rapport and communicate effectively in diverse settings and with diverse audiences; 3.1 Deliver effective written, oral, and interpersonal communication in various formats and for various purposes. 3.2 Analyze group dynamics in order to collaborate effectively. 3.3 Apply relational skills to interact effectively and sensitively with people of diverse abilities, backgrounds, and cultural/theological perspectives.	2019/20	3.1: Faculty assessment of 18 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.88</u> . 3.2: Faculty assessment of 20 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.58</u> .
	4. Practice the helping professions in ways thoroughly influenced by Christian theology, values, and ethics; 4.1 Integrate Christian theology and biblical perspectives into the practice of the helping professions. 4.2 Justify appropriate behavior/decisions in the helping professions using Christian ethics and values. 4.3 Conduct themselves with Christ-like character as they engage the helping professions.	2020/21 2022/23	4.1: Faculty assessment of 20 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.9</u> . 4.2: Faculty assessment of 12 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.36</u> and <u>62.5%</u> of students scored 3.0 or higher. 4.3: Faculty assessment of 12 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.36</u> and <u>75%</u> of students scored 3.0 or higher.
BA Ministry & Leadership	1. Exhibit a depth of understanding of biblical content, theological synthesis and hermeneutical practice. 1.1 Describe select major characters, events and themes of the Bible, 1.2. Summarize the various views on vital theological issues, 1.3. Apply exegetical methodology and hermeneutical principles to any genre of biblical literature	2019/20 2021/22	1.1: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.45</u> and <u>80%</u> of students scored 3.0 or higher. 1.1: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.61</u> and <u>90%</u> of students scored 3.0 or higher. 1.3: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a highly developed level; the

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			average overall score was <u>3.59</u> and <u>100%</u> of students scored 3.0 or higher.
	2. Display the skills necessary for ministry to people inside and outside of the local church, particularly pastoral caregiving.	2017/18	2.1: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.45</u> and <u>100%</u> of students scored 3.0 or higher.
	2.1 Explain how the gospel addresses the various needs, defenses, and motivations common to this generation,	2024/25	2.1: Faculty assessment of 20 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.09</u> .
	2.2. Explain how the Church carries out the ministry of Jesus Christ today,	2017/18	2.2: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.42</u> and <u>95%</u> of students scored 3.0 or higher.
	2.3. Display compassion and care toward people from all backgrounds in light of the belief in the intrinsic worth of every human being,	2024/25	2.2: Faculty assessment of 20 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.6</u> and <u>27%</u> of students scored 3.0 or higher.
		2017/18	2.3: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.52</u> and <u>100%</u> of students scored 3.0 or higher.
	3. Demonstrate leadership skills, especially applicable to the local church, with an understanding of how to acquire God-given vision and encourage others toward that vision, and possess fundamental resources and tools necessary to identify, guide, and develop potential leaders.	2020/21	3.1: Faculty assessment of 21 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.54</u> and <u>81%</u> of students scored 3.0 or higher.
	3.1. Apply principles of organizational behavior to ministry situations,	2022/23	3.2: Faculty assessment of 24 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.59</u> and <u>87.5%</u> of students scored 3.0 or higher.
	3.2. Differentiate between various styles and approaches to leadership.		3.3: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.11</u> and <u>55%</u> of students scored 3.0 or higher.
	3.3. Identify one's own leadership strengths,	2018/19	3.5: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.32</u> and <u>75%</u> of students scored 3.0 or higher.
	3.4. Create processes for mentoring other leaders,		
	3.5. Exemplify ethical leadership in his or her decision making and actions,		
	4. Integrate education, spiritual life, and life-experience into a consistent pattern of personal spiritual growth affecting character and values, and possess the desire and foundation necessary to be a lifelong learner.	2016/17	4.1, 4.2: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.40</u> and <u>80%</u> of papers scored 3.0 or higher. <u>80%</u>

Program	Goals and Outcomes	Year	Findings
	4.1. Utilize valuable resources for the pursuit of lifelong learning and development, 4.2. Critically analyze vital theological, ministerial and leadership issues. 4.3. Communicate effectively in writing and multimedia, 4.4. Utilize information resources for research, writing, and presentation, 4.5. Analyze quantitative data to address questions, support arguments, and evaluate conclusions, 4.6. Devote oneself to personal growth and growth in relationships with others and with God throughout the stages of life.	2015/16 2023/24	scored 3.0 or higher relating to 4.1, and <u>95%</u> scored 3.0 or higher relating to 4.2. 4.3: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level with some weaknesses; the average overall score was <u>3.06</u> and <u>65%</u> of papers scored 3.0 or higher. 4.4: Faculty assessment of 12 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.18</u> and <u>8%</u> of students scored 3.0 or higher.
BA Organizational Management	1. Apply leadership theories and evidence-based best practices to make ethical decisions for organizational development and change implementation initiatives. 1.1 Analyze organizational behavior, needs, and challenges, according to leadership theory and organizational best practices. 1.2 Uphold and apply biblically-informed ethical values to resolve issues inherent in organizations. 1.3 Implement management and organizational strategies to improve organizational efficiency and effectiveness. 1.4 Apply change management strategies to achieve organizational goals.	2020/21 2022/23	1.1: Faculty assessment of 17 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.57</u> and <u>88.2%</u> of students scored 3.0 or higher. 1.2: Faculty assessment of 18 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.78</u> and <u>44.4%</u> of students scored 3.0 or higher. 1.3: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.33</u> and <u>100%</u> of students scored 3.0 or higher. 1.4: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.31</u> and <u>90%</u> of students scored 3.0 or higher.
	2. Design plans and processes for effectively managing financial, human, and physical resources. 2.1 Apply the principles of accounting and managerial finance to assess an organization's financial effectiveness. 2.2 Design projects by incorporating planning, budgeting, and monitoring processes. 2.3 Apply human resource best practices to effectively recruit, develop, and care for employees. 2.4 Use research and critical data points to drive management decisions. 2.5 Implement the project management lifecycle model to produce business outcomes.	2019/20 2023/24	2.1: Faculty assessment of 9 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.70</u> and <u>100%</u> of students scored 3.0 or higher. 2.2: Faculty assessment of 15 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.50</u> and <u>30%</u> of students scored 3.0 or higher. 2.3: Faculty assessment of 32 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.68</u> and <u>46%</u> of students scored 3.0 or higher. 2.4: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a marginally developed level; the average overall score was <u>3.05</u> and <u>60%</u> of students scored 3.0 or higher.

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			2.5: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.41</u> and <u>85%</u> of students scored 3.0 or higher.
	3. Communicate effectively with various stakeholders. 3.1 Apply techniques and skills in motivation, negotiation, persuasion, conflict management, interpersonal communication, team building, and group dynamics to empower organizations to achieve organizational goals. 3.2 Articulate management ideas through oral and written communication using various media. 3.3 Foster an organizational culture that values the diversity of creation by responding effectively to barriers, challenges, opportunities, and changing demographics that impact organizations.	2024/25 2024/25	3.1: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a marginally developed level; the average overall score was <u>3.22</u> and <u>85%</u> of students scored 3.0 or higher. 3.2: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a marginally developed level; the average overall score was <u>3.04</u> and <u>85%</u> of students scored 3.0 or higher.
	4. Manage organizations in ways that promote the advancement of God's kingdom and lead to social, economic, environmental, and spiritual transformation. 4.1 Identify biblical principles and values relevant to managing organizations. 4.2 Apply a kingdom perspective to business strategy and decision making, demonstrating an understanding of biblical content, theological synthesis, and hermeneutical practice. 4.3 Practice biblical principles to develop a Christ-like character.	2021/22	4.2: Faculty assessment of 20 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.6</u> and <u>55%</u> of students scored 3.0 or higher. 4.3: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.24</u> and <u>70%</u> of students scored 3.0 or higher.
BA Ministry <i>(outcomes were changed in 2021)</i>	1.0 formulate a Spirit-filled theology of ministry and leadership; 1.1 Articulate Pentecostal/Charismatic doctrine from the Foursquare perspective. 1.2 Operate in skills consistent with Spirit empowered ministry. 1.3 Integrate biblical truth with compassionate ministry. 1.4 Apply biblical and theological principles of leadership into practical ministry. 1.5 Display a commitment to the primacy of the Gospel message and to the local church as integral to its advance.	2021/22	1.4: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a nearly developed level; the average overall score was <u>2.9</u> and <u>45%</u> scored 3.0 or higher.
	2.0 establish pastoral habits of spiritual formation to develop Christlike character; 2.1 Explain the process and benefits of spiritual formation. 2.2 Practice spiritual disciplines. 2.3 Integrate theological understanding with daily life. 2.4 Commit to a lifestyle consistent with a vibrant relationship with God.	2023/24	2.4: Faculty assessment of 14 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.77</u> and <u>36%</u> of papers scored 3.0 or higher.

Program	Goals and Outcomes	Year	Findings
	3.0 employ ministry skills in diverse contexts; 3.1 Explain the necessary skills for effective five-fold ministry. 3.2 Develop ministry strategies appropriate for various cultural environments. 3.3 Implement the principles of disciple making. 3.4 Apply contextual leadership methodology to traditional and nontraditional ministry environments.	2022/23 2024/25	3.2: Faculty assessment of 20 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.73</u> and <u>30%</u> of papers scored 3.0 or higher. 3.2: Faculty assessment of 14 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.77</u> and <u>50%</u> of papers scored 3.0 or higher.
BA Worship Arts & Media	1. Lead worship empowered by the Spirit and grounded in Christian theology, values, and ethics; 1. Design systems that instruct and encourage others toward worship directed by the Spirit. 2. Integrate sound theology/biblical perspectives in all aspects of worship. 3. Conduct themselves with Christ-like character, yieldedness to the Spirit, and a life of worship.	2024/25 2020/21	1.1: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a highly developed level; the average overall score was <u>3.53</u> and <u>95%</u> scored 3.0 or higher. 1.2: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.43</u> and <u>95%</u> scored 3.0 or higher. 1.3: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a highly developed level; the average overall score was <u>3.60</u> and <u>94%</u> scored 3.0 or higher. 1.1: Faculty assessment of 20 samples of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.3</u> and <u>90%</u> of papers scored 3.0 or higher. 1.2: Faculty assessment of 19 samples of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.76</u> and <u>79%</u> of papers scored 3.0 or higher. 1.3: Faculty assessment of 15 samples of student work determined students are satisfactorily achieving the outcome at a highly developed level; the average overall score was <u>3.57</u> and <u>86.7%</u> of papers scored 3.0 or higher.
	2. Use various musical/artistic forms & styles to express worship; 1. Display appreciation for various modes of expressing worship (drama, art, music, spoken word, etc.). 2. Integrate aspects of worship arts history and dramatic literature in worship settings. 3. Organize worship experiences in varying styles (traditional, liturgical, contemporary, ethnically diverse, etc.).	2021/22	2.1: Faculty assessment of 20 samples student work determined students are satisfactorily achieving the outcome at a highly developed level; the average overall score was <u>3.63</u> . 2.2: Faculty assessment of 20 samples student work determined students are satisfactorily achieving the outcome at an emerging level; the average overall score was <u>2.11</u> . 2.3: Faculty assessment of 20 samples student work determined students are satisfactorily achieving the outcome at a highly developed level; the average overall score was <u>3.57</u> .

Program	Goals and Outcomes	Year	Findings
	3. Master musical and technological elements in the worship experience, utilizing musical theory and the arts; 1. Demonstrate proficiency in piano and in one other instrument/artistic form useful for leading worship. 2. Integrate music theory in a worship setting. 3. Utilize technology (live sound, recording, lights, graphics, video, etc.) in ways that foster the worship experience.	2022/23	3.1: Faculty assessment of 20 samples of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.34</u> and <u>90%</u> scored 3.0 or higher. 3.2: Faculty assessment of 20 samples of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.04</u> and <u>85%</u> scored 3.0 or higher. 3.3: Faculty assessment of 20 samples of student work determined students are satisfactorily achieving the outcome at a highly developed level; the average overall score was <u>3.24</u> and <u>85%</u> scored 3.0 or higher.
	4. Employ effective leadership to foster the development of team members and implement vision; 1. Build and lead unified teams. 2. Integrate pastoral vision into a cohesive worship experience. 3. Apply relational/communication skills to interact effectively and sensitively with people of diverse abilities, backgrounds, and cultural/theological perspectives.	2019/20	4.1: Faculty assessment of 21 samples of student work determined students are satisfactorily achieving the outcome at a highly developed level; the average overall score was <u>3.62</u> and <u>87%</u> scored 3.0 or higher. 4.2: Faculty assessment of 20 samples of student work determined students are satisfactorily achieving the outcome at a highly developed level; the average overall score was <u>3.63</u> and <u>94%</u> scored 3.0 or higher. 4.3: Faculty assessment of 20 samples of student work determined students are satisfactorily achieving the outcome at a highly developed level; the average overall score was <u>3.61</u> and <u>92%</u> scored 3.0 or higher.
General Studies Program	1. Apply critical and creative thinking skills to provide reasoned analysis of competing ideas as well as solutions to difficult problems.	2021/22	Faculty assessment of student work determined students are achieving the outcome at a nearly developed level; the average overall score was <u>2.99</u> and <u>55%</u> scored 3.0 or higher.
	2. Analyze quantitative data to address questions, support arguments and evaluate conclusions.	2024/25	Faculty assessment of 24 samples of student work determined students are unsatisfactorily achieving the outcome at a nearly developed level; the average overall score was <u>2.8</u> and <u>46%</u> of students scored 3.0 or higher.
	3. Access and evaluate information in conducting research and conveying results of that research ethically to others.	2020/21	3: Faculty assessment of 10 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.03</u> and <u>70%</u> of students scored 3.0 or higher.

Program	Goals and Outcomes	Year	Findings
	4. Compose multi-media presentations and written communications, including those specific to their discipline.	2012/13	Faculty assessment of 29 samples of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.33</u> and <u>93%</u> of papers scored 3.0 or higher.
	5. Communicate orally in various settings, including those specific to their discipline.	2022/23	Faculty assessment of 28 samples of student work determined students are satisfactorily achieving the outcome at a developed level ; the average overall score was <u>3.41</u> and <u>85.7%</u> of papers scored 3.0 or higher.
	6. Express an appreciation for the diversity of people and their cultures, in order to honor God's creativity and his creation.	2017/18	Faculty assessment of 20 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.4</u> and <u>35%</u> of students scored 3.0 or higher.
	7. Apply strategies necessary for continuous development of knowledge and skills, integrating a Christian worldview within various physical, social, cultural, and technological environments and communities.	2023/24	Faculty assessment of 21 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.46</u> and <u>81%</u> of students scored 3.0 or higher.
MA Counseling	1. utilize effective skills in evidence-based assessment, diagnosis, and treatment of mental disorders and behavioral needs across the lifespan.		
	2. implement legal and ethical decision-making processes in the practice of psychotherapy within a clinical and biblical worldview.	2024/25	Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.39</u> and <u>90%</u> of students scored 3.0 or higher.
	3. apply theoretical concepts to therapeutic issues in relation to individuals, couples, and families.		
	4. examine the complexity of cross-cultural issues and the interventions that address these challenges.		
	5. formulate a process of integrating psychology and Christianity and connecting each aspect of the human person with God's grace, redemption, and purpose.		

Program	Goals and Outcomes	Year	Findings
MA Strategic Leadership <i>(outcomes updated 2024/25)</i>	1. Apply a biblical and theological perspective to leadership and ministry; 1.1. Summarize the theological and historical foundations for leadership in a ministry context 1.2. Apply sound biblical hermeneutic to ministry practice 1.3. Act in ways consistent with biblical ethical leadership and followership	2019/20	1.1: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.29</u> and <u>100%</u> of students scored 3.0 or higher. 1.3: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.76</u> and <u>100%</u> of students scored 3.0 or higher.
		2023/24	1.1: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.55</u> and <u>100%</u> of students scored 3.0 or higher. 1.3: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.7</u> and <u>100%</u> of students scored 3.0 or higher.
	2. Relate research to ministry and other organizational contexts; 2.1. Evaluate contemporary approaches, issues, and trends in ministry and organizations 2.2. Analyze the impact of globalization on the church and society 2.3. Assess various cultural settings to effectively contextualize leadership in ministry and organizations	2021/22	2.1: Faculty assessment of 22 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.61</u> and <u>95.2%</u> of students scored 3.0 or higher. 2.3: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.68</u> and <u>95%</u> of students scored 3.0 or higher.
		2024/25	2.2: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level; the average score was <u>3.31</u> and <u>85.7%</u> scored 3.0 or higher. 2.3: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level; the average score was <u>3.33</u> and <u>81%</u> scored 3.0 or higher.
	3. Evaluate organizational dynamics in order to effectively lead others toward the achievement of strategic organizational and ministry objectives; 3.1 Analyze organizational culture and behavior to improve effectiveness and achieve strategic goals 3.2 Apply diverse leadership approaches to enhance team performance and organizational outcomes	2017/18	3.1: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.63</u> and <u>95%</u> of students scored 3.0 or higher. 3.3: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a highly developed level; the

Program	Goals and Outcomes	Year	Findings
	3.3 Implement change management and innovation strategies to foster a culture that embraces change and is "Spirit empowered" 3.4 Conduct strategic organizational analysis using research methodologies to support decision-making and planning		average overall score was <u>3.38</u> and <u>90%</u> of students scored 3.0 or higher. 3.4: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.42</u> and <u>95%</u> of students scored 3.0 or higher.
	4. Display growth as an individual and help others grow toward their potential; 4.1. Mentor and release future leaders 4.2. Devote oneself to personal spiritual growth and lifelong learning 4.3. Express a value for living a life of excellence that balances personal, family, and professional commitments	2022/23	4.1: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.82</u> and <u>100%</u> of students scored 3.0 or higher. 4.2: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.42</u> and <u>90%</u> of students scored 3.0 or higher.
MA Leadership (Spanish)	1. Apply a biblical and theological perspective to leadership and ministry; 1.1 Summarize the theological and historical foundations for leadership in a ministry context 1.2 Apply sound biblical hermeneutic to ministry practice 1.3 Act in ways consistent with biblical ethical leadership and followership	2023/24	1.1: Faculty assessment of 20 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.81</u> and 35% of students scored 3.0 or higher. 1.3: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.16</u> and 80% of students scored 3.0 or higher.
		2019/20	1.1: Faculty assessment of 14 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.39</u> .
	2. Relate research to ministry contexts. 2.1 Evaluate contemporary approaches, issues, and trends in ministry 2.2 Analyze the impact of globalization on the church and society 2.3 Assess various cultural settings in order to effectively contextualize ministry 2.4 Practice compassionate ministry toward those in need	2020/21	2.2: Faculty assessment of 14 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.74</u> and <u>93%</u> of students scored 3.0 or higher. 2.3: Faculty assessment of 9 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.69</u> and <u>100%</u> of students scored 3.0 or higher.
		2024/25	2.2: Faculty assessment of 20 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.48</u> and <u>5%</u> of students scored 3.0 or higher. 2.4: Faculty assessment of 20 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.54</u> and <u>15%</u> of students scored 3.0 or higher.

Program	Goals and Outcomes	Year	Findings
	3. Evaluate organizational dynamics in order to effectively lead others toward the achievement of strategic organizational and ministry objectives; 3.1 Explain organizational behavior and leadership theory 3.2 Manage personal and organizational conflict in a productive manner 3.3 Manage an organization's resources 3.4 Exhibit effective interpersonal and organizational communication skills 3.5 Implement a strategic planning process in a Spirit-filled environment 3.6 Build a leadership team	2021/22	3.1: Faculty assessment of 23 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.38</u> and <u>100%</u> of students scored 3.0 or higher. 3.2: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.10</u> and <u>28.6%</u> of students scored 3.0 or higher.
	4. Display growth as an individual and help others grow toward their potential. 4.1 Develop strategies to identify, develop, mentor, and release a stream of future leaders 4.2 Devote oneself to personal spiritual growth and lifelong learning 4.3 Express a value for living a life of excellence that balances personal, family, and professional commitments 4.4 Exhibit cultural intelligence to effectively work in cross-cultural, inter-cultural, and multi-cultural settings	2022/23	4.1: Faculty assessment of 20 samples of student work determined students are achieving the outcome at an nearly developed level; the average overall score was <u>2.91</u> and <u>45%</u> of students scored 3.0 or higher. 4.3: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.44</u> and <u>95%</u> of students scored 3.0 or higher.
MA Theological Studies	1. Critically integrate knowledge and skills from various fields including biblical studies, Christian history, theology, and education.	2024/25 2020/21	Faculty assessment of 22 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.12</u> and <u>59%</u> of students scored 3.0 or higher. Faculty assessment of 17 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.51</u> and <u>88.2%</u> of students scored 3.0 or higher.
	2. Develop theological conclusions using the Wesleyan quadrilateral, engaging the essential elements of Pentecostal theology, and placing theological ideas within their historical development.	2021/22	Faculty assessment of 13 samples of student work determined students are achieving the outcome at an emerging level early in the curriculum; the average overall score was <u>2.46</u> and <u>61.5%</u> of students scored 2.5 or higher.
	3. Produce graduate-level theological research by utilizing critical research and information literacy skills.	2021/22	Faculty assessment of 18 samples of student work determined students are achieving the outcome at a minimally developed level ; the average overall score was <u>3.01</u> and <u>66.7%</u> of students scored 3.0 or higher.
	4. Produce and evaluate interpretations of Christian Scripture using inductive, literary, socio-cultural, and theological approaches.	2022/23	Faculty assessment of 16 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.46</u> and <u>81%</u> of students scored 3.0 or higher.

Program	Goals and Outcomes	Year	Findings
	5. Conduct themselves with Christian maturity, demonstrating submission to and empowerment by the Holy Spirit.	2023/24	Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.27</u> and <u>70%</u> of students scored 3.0 or higher.
	6. Construct teaching plans and curriculum for communicating biblical and theological truth in various settings.		
Master of Business Administration	1. Apply the skills learned to develop fully reasoned arguments and solutions for such contemporary issues as the need for innovation, integrity, leading and managing change, globalization, and technology management.	2024/25	Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.19</u> and <u>89%</u> of students scored 3.0 or higher.
	2. Analyze the impact of an enterprise on its various stakeholders using deontological and consequential lenses with an awareness of the current U.S. legal and global regulatory business environment.		
	3. Construct a logical, relevant, and professional quantitative assessment of business information in an effective manner.		
	4. Apply theories of effective leadership, team composition, process, and motivation (including inclusivity and diversity) to effectively manage work teams.		
	5. Formulate a process of integrating business and Christ-Centered Mission by seeking opportunities to utilize market success in the advancement of God's Kingdom here on the earth.		