Anderson University School of Theology & Christian Ministry
Seminary Outcomes Assessment Report
Master of Divinity
2015-2017

The Seminary faculty began working on a new curriculum in June 2014. That work continued through December 2015, and resulted in a new paradigm for theological education. Beginning in the Fall of 2016-17, every master's degree requires a common set of courses consisting of 22 hours. These seven Platform Courses and the Orientation course represent what the faculty believes all seminary graduates need to know, feel, and do.

Students choose a degree based on their own personal and professional interests and commitments. Each degree is unique in what it requires of students beyond the 22-hour Platform. In order to create a manageable assessment workload, the faculty assesses the Platform Courses, plus the capstone course (THFE 7501 The Ministry of Biblical Reconciliation), rather than any additional courses required to complete the several degrees (MACM, MDIV and MTS).

The following represents the academic years of 2015-16 and 2016-17.

Knowledge Goal: Graduates of all degrees will demonstrate ability to apply hermeneutical principles for understanding texts and contexts.

Objective 1: At least 85% of the biblical exegesis papers submitted by students in their four required Bible courses will be graded in the B range or higher (definition of a B in the Seminary implies a level of solid accomplishment and integrity of work. Grammar and spelling are above average as graduate writing, and all work is submitted as designated by the course syllabus).

Methodology:

Every student takes four courses in Bible (OLDT 5100 and elective, NEWT 5100 and elective); each course includes a required exegesis paper. Each professor grades the exegesis on the traditional A-F grading scale, including pluses and minuses. At the conclusion of each semester, the assessment officer requests from each professor a report of each student's grade on the exegesis paper.

The Data are reported in Table 1.

Table 1
Grades on Exegesis Papers in Required OLDT/NEWT Courses

Semester	# of Exegesis Students	# in B range or above	Percentage
Fall 2015	14	11	78.57
Spring 2016	16	14	87.50
Fall 2016	22	19	86.36
Spring 2017	28	27	96.43

Assessment target met three of four semesters.

Objective 2: At least 90% of graduates will give evidence that they can evaluate trends in culture and society by correctly naming one trend that is supportive of biblical reconciliation and one trend that is detrimental to biblical reconciliation.

Methodology:

All prospective graduates are surveyed a month prior to commencement. One item on the survey asks for the student's evaluation of trends in culture and society:

Question: Please name one trend in culture and society that is supportive of biblical reconciliation as you learned it in seminary, and one trend that is detrimental to biblical reconciliation.

Data are reported in Table 2

<div align="center">

Table 2
Cultural and Societal Trends

</div>

Trends	Sample Statements
Supportive of reconciliation:	• Trend toward greater gender equality • The willingness to be open and honest in dealing with concerns that affect relationships helps with biblical reconciliation • Looking out for the "other" is a biblical mandate and helps to facilitate strong community
Detrimental to reconciliation:	• The Church's uncritical involvement in politics • The "boldness" to be mean and disrespectful in one's speech while hiding on social media hinders biblical reconciliation • The normativity of individualism breeds materialism, entitlement, paternalism, uncritical nationalism, punitiveness, division, distrust, racism, homophobia, misogyny, and xenophobia.

Skills Goal: Graduates of all degrees will demonstrate skills in biblical reconciliation and transformative process as engagement in the *missio Dei*.

Objective: At least 90% of graduates will give evidence of their ability to address bigotry, prejudice, and injustice redemptively, including specifically:

1. Demonstrate their ability to proclaim the Gospel in diverse contexts.
2. Display what the love of Christ looks like.
3. Work to address structures of oppression with grace and reconciliation.

Methodology:

All students must complete a capstone course, THFE 7501 The Ministry of Biblical Reconciliation. One requirement of that course is to complete a reconciliation project and report on it in the final paper. In that final paper, each student addresses this Objective in general, and the three sub points in particular. This section of the final paper is read and evaluated by two members of the faculty designated as "outcome assessment evaluators."

Data are reported in Table 3:

Table 3
Redemptive Engagement in the *Missio Dei.*

Engagement	Sample Statements
Gospel in Diverse Contexts	• each person can be individually redeemed through faith and grace in Jesus Christ. • an urgent responsibility to take the gospel to the innermost parts of the United States as well as to the world abroad. Cultural and religious differences can make relationships more meaningful and should not be feared and avoided.
Love of Christ Displayed	• reconciliation is the best word to recapitulate the gospel, the best word to explain how God reacted to the moral and existential stalemate in which all of us are stuck prior to God's achievement on our behalf in the cross of Christ. • Reconciliation begins with a broken heart, namely God's broken heart. • The beautiful truth I discovered in the midst of suffering I that God remains the same always with an everlasting and unconditional love.
Structures of Oppression Addressed	• The Church is to focus on biblical reconciliation by embracing and advocating for the oppressed, the abused, the disadvantaged, the disenfranchised, and the outcasts – the "least of these." • …seek these ends in a nonviolent manner, for violence is not a demonstration of the coming Kingdom of God. • If both sides are saying 'kill the infidel,' where is the love of Christ to be found? Those claiming the teaching and model of Jesus must continue to press forward if peace is to be possible.

Values/Attitudes Goal: Graduates of all degrees will demonstrate that they value self-stewardship and healthy relationships (related to the University Mission of "a life of faith and service in the church and society").

Objective 1: At least 90% of graduates will clearly state their identity as persons, as Christian disciples, and as servants.

Methodology:

In the final paper for THFE 7501 The Ministry of Biblical Reconciliation, students address how their theological education has helped them clarify their identity as persons, as Christian disciples, and as servants. This section of the final paper is read and evaluated by two members of the faculty designated as "outcome assessment evaluators;" the dean's office rotates this responsibility among all full time faculty.

Data are reported in Table 4:

Table 4
Personal Identity

Identity As:	Sample Statements
Person/Individual	• suffering ideally points the individual toward Jesus Christ for comfort, answers and guidance. • The Holy Spirit is a gentle yet strong voice, meant to turn and individual towards Christ.
Christian Disciple	• As a student of reconciliation I can be transformational and relationally intentional by listening to someone in their time of need, offering affirmation and empathetic understanding followed by practical help to point others to Christ.
Servant (Leader)	• Of all my giftings with which I have experience, I am by far the most passionate about mentoring.

Objective 2: On a scale of 0 to 4, the average score of graduates on a self-report of their interpersonal relationships with family, among friends, in the workplace, and strangers will be 2.5 or higher.

Methodology:

All prospective graduates are surveyed a month prior to commencement. One item on the survey asks students to respond to items related to interpersonal relationships.

Question: Please give your anonymous, confidential, and honest assessment of your practice of healthy interpersonal relationships (family, friends, workplace, strangers). Rate yourself using this scale:

0	1	2	3	4
Failing	Poor	Fair	Good	Excellent

Data are reported in Table 5:

Table 5:
Interpersonal Relationships

Relationships	% Failing-0	% Poor-1	% Fair-2	% Good-3	% Excellent-4
Family				50%	50%
Friends				50%	50%
Workplace				33.3%	66.6%
Strangers			40%	30%	30%

Assessment demonstrates that interpersonal relationships met or exceeded the Objective.