



## **Program Review 2018-2021: Bachelor in Ministry & Leadership**

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## *Description of Primary Evidence*

The Senior Paper in Theology 499 is the one primary artifact that is consistently used in all programs and concentrations to measure mastery level attainment of various program outcomes.

The artifact is used in the following **residential** Ministry & Leadership concentrations:

- Church Administration
- Evangelism & Outreach
- Intercultural Studies
- Local Church Pastor
- Sports Ministry
- Youth & Family Ministries

The artifact is used in the following **online** Ministry & Leadership concentrations:

- Church Administration
- Evangelism & Outreach
- Local Church Pastor



## ***Program-Concentration Outcome Descriptions & Rubric Criterion Alignment***

The Theology 499 Senior Paper artifact addresses the following Program-Concentration Outcomes. The Ministry and Leadership master rubric criterion used to assess the program outcomes are listed.

### **Residential Ministry and Leadership Concentrations**

#### **1. Ministry and Leadership: Church Administration Concentration**

Program-Concentration Outcome 1: Students will use critical thinking and writing skills in the context of ministry and the local church.

Program-Concentration Outcome 2: Students will apply working knowledge of Christian principles to ethical principles of church operation.

Program-Concentration Outcome 3: Students will demonstrate an understanding of Christian theology and life application in the context of church organization and function.

Ministry and Leadership Master Rubric Criterion use to assess the Program-Concentration Outcome:

- 1-A, B, C, D, E
- 2-A, B, C, D, E
- 3-A, B, C

#### **2. Ministry and Leadership: Evangelism & Outreach Concentration**

Program-Concentration Outcome 1: Students will use critical thinking and writing skills in the context of ministry and the local church.

Program-Concentration Outcome 2: Students will apply working knowledge of Christian principles to evangelism and outreach ministries.

Program-Concentration Outcome 3: Students will demonstrate an understanding of Christian theology and life application in the context of church organization and community development.

Ministry and Leadership Master Rubric Criterion use to assess the Program-Concentration Outcome:

- 1-A, B, C, D, E
- 2-A, B, C, D, E

#### **3. Ministry and Leadership: Intercultural Studies Concentration**

Program-Concentration Outcome 1: Students will use critical thinking and writing skills in the context of ministry to international cultures.

Program-Concentration Outcome 2: Students will apply working knowledge of Christian principles to discipleship and evangelism in an international, multi-cultural context.

Program-Concentration Outcome 3: Students will demonstrate a proficiency in administration of and adherence to inter-cultural mission experience.

Ministry and Leadership Master Rubric Criterion use to assess the Program-Concentration Outcome:

- 1-A, B, C, D, E
- 2-A, B, C, D, E

## **4. Ministry and Leadership: Local Church Pastor Concentration**

Program-Concentration Outcome 1: Students will use critical thinking and writing skills in the context of ministry and the local church.

Program-Concentration Outcome 2: Students will apply working knowledge of Christian principles to discipleship and evangelism in a local community.

Program-Concentration Outcome 3: Students will demonstrate an understanding of Christian theology and life application in the context of church organization and function.

Ministry and Leadership Master Rubric Criterion use to assess the Program-Concentration Outcome:

- 1-A, B, C, D, E
- 2-A, B, C, D, E

## **5. Ministry and Leadership: Sports Ministry Concentration**

Program-Concentration Outcome 1: Demonstrate knowledge in all areas of a sport management including: marketing, sales, sport law, accounting, and finance.

Program-Concentration Outcome 2: Demonstrate advanced understanding of ethical considerations and social responsibility in sport management in the United States and Globally.

Program-Concentration Outcome 3: Demonstrate professional writing and oral communication skills.

Program-Concentration Outcome 4: Demonstrate an ability to network with sport industry professionals.

Program-Concentration Outcome 5: Demonstrate an understanding of the sport industry and its relationship to culture and society in the United States and Globally.

Ministry and Leadership Master Rubric Criterion use to assess the Program-Concentration Outcome:

- 4-A, B, C, D, E, F, G, H, I, J, K, L, M
- 5-A, B, C, D, E, F, G, H, I, J, K

## **6. Ministry and Leadership: Youth and Family Ministries Concentration**

Program-Concentration Outcome 1: Students will use critical thinking and writing skills in the context of ministry to youth and families.

Program-Concentration Outcome 2: Students will apply working knowledge of Christian principles to youth and family ministry.

Program-Concentration Outcome 3: Students will demonstrate a knowledge and understanding of the organization and techniques of ministry to postmodern youth and families.

Ministry and Leadership Master Rubric Criterion use to assess the Program-Concentration Outcome:

- 1-A, B, C, D, E
- 2-A, B, C, D, E



## Online Ministry and Leadership Concentrations

### 1. Online Ministry and Leadership: Church Administration Concentration

Program-Concentration Outcome 1: Students will use critical thinking and writing skills in the context of ministry and the local church.

Program-Concentration Outcome 2: Students will apply working knowledge of Christian principles to ethical principles of church operation.

Program-Concentration Outcome 3: Students will demonstrate an understanding of Christian theology and life application in the context of church organization and function.

Ministry and Leadership Master Rubric Criterion use to assess the Program-Concentration Outcome:

- 1-A, B, C, D, E
- 2-A, B, C, D, E
- 3-A, B, C

### 2. Online Ministry and Leadership: Evangelism & Outreach Concentration

Program-Concentration Outcome 1: Students will use critical thinking and writing skills in the context of ministry and the local church.

Program-Concentration Outcome 2: Students will apply working knowledge of Christian principles to evangelism and outreach ministries.

Program-Concentration Outcome 3: Students will demonstrate an understanding of Christian theology and life application in the context of church organization and community development.

Ministry and Leadership Master Rubric Criterion use to assess the Program-Concentration Outcome:

- 1-A, B, C, D, E
- 2-A, B, C, D, E

### 3. Online Ministry and Leadership: Local Church Pastor Concentration

Program-Concentration Outcome 1: Students will use critical thinking and writing skills in the context of ministry and the local church.

Program-Concentration Outcome 2: Students will apply working knowledge of Christian principles to discipleship and evangelism in a local community.

Program-Concentration Outcome 3: Students will demonstrate an understanding of Christian theology and life application in the context of church organization and function.

Ministry and Leadership Master Rubric Criterion use to assess the Program-Concentration Outcome:

- 1-A, B, C, D, E
- 2-A, B, C, D, E

Scale			
4.00	90%+	3.00	60%
3.66	80%	2.00	35%
3.33	70%	1.00	15%

## Primary Evidence: Program Outcomes

Program Outcomes	2018 - 2019				2019 - 2020				2020 - 2021			
	Residential		Online		Residential		Online		Residential		Online	
	n	score	n	score	n	score	n	score	n	score	n	score
<b>Students will use critical thinking and writing skills in the context of:</b> <ul style="list-style-type: none"> <li>ministry in the local church. (Evangelism &amp; Outreach)</li> <li>to international cultures. (Intercultural Studies)</li> <li>ministry and the local church. (Local Church Pastor)</li> <li>ministry to youth and families. (Youth &amp; Family Ministries)</li> <li>sports ministry (Sports Ministry)</li> <li>ministry in the local church (Church Administration)</li> </ul>	138	3.16	17	3.73	19	3.45	13	3.73	161	3.39	48	3.72
<b>Students will apply working knowledge of Christian principles to:</b> <ul style="list-style-type: none"> <li>evangelism and outreach ministries. (Evangelism &amp; Outreach)</li> <li>discipleship and evangelism in an international, multi-cultural context. (Intercultural Studies)</li> <li>discipleship and evangelism in a local community. (Local Church Pastor)</li> <li>youth and family ministry. (Youth &amp; Family Ministries)</li> <li>sports ministry. (Sports Ministry)</li> <li>ethical principles of church operations. (Church Administration)</li> </ul>	88	3.38	16	3.66	19	3.96	13	3.72	152	3.73	44	3.75
<b>Students will demonstrate:</b> <ul style="list-style-type: none"> <li>an understanding of Christian theology and life application in the context of church organization and community development. (Evangelism &amp; Outreach)</li> <li>a proficiency in administration of and adherence to inter-cultural missions experience. (Intercultural Studies)</li> <li>an understanding of Christian theology and life application in the context of church organization and function. (Local Church Pastor)</li> <li>a knowledge and understanding of the organization and techniques of ministry to postmodern youth and families. (Youth &amp; Family Ministries)</li> <li>an understanding of Christian theology and life application in the context of sports ministry. (Sports Ministry)</li> <li>an understanding of Christian theology and life application in the context of church organization and function. (Church Administration)</li> </ul>	10	3.70	14	3.96	19	3.93	12	3.80	16	3.30	3	3.33



*Primary Evidence: Artifact Outcomes*

Scale			
4.00	90%+	3.00	60%
3.66	80%	2.00	35%
3.33	70%	1.00	15%

ARTIFACT OUTCOMES	2018 – 2019		2019 – 2020		2020 – 2021		2020 – 2021	
	Residential		Residential		Residential		Online	
	n	score	n	score	n	score	n	score
WPA-ML-Internship Journal	-	-	-	-	1	3.69	-	-
WPA-ML-Local Church Outreach Plan	12	3.48	-	-	-	-	-	-
WPA-ML-Presentation	-	-	-	-	2	3.64	-	-
WPA-ML-Proverbs Project-Plan	2	3.70	-	-	-	-	-	-
WPA-ML-Research Project	-	-	-	-	-	-	3	2.46
WPA-ML-Senior Paper	28	3.11	19	3.78	34	3.48	8	3.32



*Primary Evidence: Criterion Outcomes*

Scale			
4.00	90%+	3.00	60%
3.66	80%	2.00	35%
3.33	70%	1.00	15%

CRITERION OUTCOMES	2018 – 2019		2019 – 2020		2020 – 2021			
	Residential		Residential		Residential		Online	
	n	score	n	score	n	score	n	score
ML-1-A-Style and Format	28	2.86	19	3.17	34	2.97	11	2.82
ML-1-B-Professional Source Citation	28	3.14	-	-	33	3.18	11	3.45
ML-1-C-Written Expression	28	3.07	19	3.13	34	3.15	11	3.09
ML-1-D-Topic Clarity and Support	27	3.07	-	-	30	3.53	7	4.00
ML-1-E-Organization and Thoughtfulness	27	3.37	19	3.4	30	3.63	6	3.83
ML-2-A-Leadership	17	3.76	-	-	30	3.63	10	3.80
ML-2-B-Integration of Biblical and Theological Principles	19	3.00	19	3.77	30	3.63	7	3.43
ML-2-C-Understanding Ministry Context	15	3.93	19	3.77	30	3.70	7	4.00
ML-2-D-Applications of Concepts and Skills	17	3.06	19	3.93	32	3.63	8	3.75
ML-2-E-Reflection of Experience	17	3.29	19	4.00	30	3.60	7	3.71
ML-3-A-Christian Core Values	3	3.67	19	4.00	6	3.33	1	4.00
ML-3-B-Principles of Biblical Interpretation	3	3.67	19	3.93	5	3.00	1	3.00
ML-3-C-Application	3	3.67	-	-	5	3.20	1	3.00
ML-3-D-Logical Organization of Ideas	2	4.00	-	-	-	-	-	-
ML-3-E-Engaging and Appropriate Presentation	2	4.00	19	3.93	-	-	-	-
ML-4-A-Public Relations Communication	-	-	-	-	1	3.00	-	-
ML-4-B-Clear Expression	-	-	-	-	1	4.00	-	-
ML-4-C-Social Media Management	-	-	-	-	1	3.00	-	-
ML-4-D-Professional Development Training	-	-	-	-	1	4.00	-	-
ML-4-E-Job Description Development	-	-	-	-	1	3.00	-	-
ML-4-F-Professional Visuals	-	-	-	-	1	4.00	-	-



Scale			
4.00	90%+	3.00	60%
3.66	80%	2.00	35%
3.33	70%	1.00	15%

ML-4-G-Date	-	-	-	-	1	4.00	-	-
ML-4-H-Time-In	-	-	-	-	1	4.00	-	-
ML-4-I-Time-Out	-	-	-	-	1	4.00	-	-
ML-4-J-Duties Performed	-	-	-	-	1	4.00	-	-

Scale			
4.00	90%+	3.00	60%
3.66	80%	2.00	35%
3.33	70%	1.00	15%

## Primary Evidence: ORU Whole Person Outcomes | Residential and Online

	ORU Whole Person Outcome	2018 – 2019		2019 – 2020		2020 – 2021	
		Residential		Residential		Residential	
		n	score	n	score	n	score
1A	Biblical Literacy	378	3.79	249	3.91	209	3.74
1B	Spiritual Formation	35	3.87	73	3.86	38	3.96
2A	Critical Thinking, Creativity & Aesthetic Appreciation	228	3.56	120	3.21	68	3.79
2B	Global & Historical Perspectives	273	3.53	20	3.66	14	3.94
2C	Information Literacy	83	3.40	248	3.37	176	3.23
2D	Knowledge of the Physical & Natural World	24	3.67	13	3.10	6	4.00
3A	Healthy Lifestyle	46	2.65	122	2.61	63	2.44
3B	Physically Disciplined Lifestyle	115	3.48	158	3.11	163	3.16
4A	Ethical Reasoning & Behavior	278	3.59	371	3.77	212	3.49
4B	Intercultural Knowledge & Engagement	228	3.69	153	3.78	158	3.80
4C	Written & Oral Communication	248	3.44	231	3.19	294	3.55
4D	Leadership Capacity	201	3.57	326	3.81	238	3.69