



Undergraduate Department
College of Theology and Ministry
2023 Program Improvement Plans

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Program Improvement Planning		
Program	Chair	Program Team
Biblical Literature	Chris Foster	Jeff Lamp Daniel Bunn Nathan French

1. Review the Program Improvement Plan from January 2022

- List the recommendations made
- Note if they were implemented or not
- Evaluate the effect of the change – use WPA assignment and criterion scores, observations, etc. as appropriate

#	Recommendations	Did We Do This?		Effect of Change
		Yes	No	
1	Include specific faculty in process		X	Our department already indicates the faculty that are involved.
2	Include a timeline for program improvements		X	Our department already has a timeline in place.
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2. Please discuss the program, review the assessment assignment and criterion line scores from 21-22 and fall 2022, and list your plans for improvement over the next year.

2023 Improvement Plan

#	Action	Rationale/Data	Person Responsible	Timeline
1	The ORU Outcomes were added to the assessment rubric.	The rubric was missing said outcomes, and thus, they were added.	Nathan, Daniel, Jeff	2:03.14 PM CST – 2:03.18 PM
2	The typo is fixed and the lack of space has been corrected.	There was a typo and a lack of space between words, and so, they needed to be changed.	Nathan, Daniel, Jeff	2:03.14 PM CST – 2:03.18 PM
3	Formatting and style are the major issue.	We have streamlined Research Seminar, and are holding the line in classes.	Nathan, Daniel, Jeff	Spring 2023 – Fall 2023

Program Improvement Planning		
Program	Chair	Program Team
BA Christian Caregiving and Counseling	Dr. Andrea Walker	Dr. Germaine Mikhail and Dr. Andrea Walker

1. Review the Program Improvement Plan from January 2022

- List the recommendations made
- Note if they were implemented or not
- Evaluate the effect of the change – use WPA assignment and criterion scores, observations, etc. as appropriate

#	Recommendations	Did We Do This?		Effect of Change
		Yes	No	
1	Identify tools to measure success and growth		No	Tools were already in existence
2	Consider additional artifacts to measure program outcomes.	Yes		Dr. Mikhail and Dr. Walker consulted on restructuring the program during the summer of 2022
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2. Please discuss the program, review the assessment assignment and criterion line scores from 21-22 and fall 2022, and list your plans for improvement over the next year.

2023 Improvement Plan

#	Action	Rationale/Data	Person Responsible	Timeline
1	Complete the KPI assessment worksheet before the peer-review formative assessment process occurs.	The information provided to the peer reviewers was incomplete, so their feedback was irrelevant.	Drs. Walker and Mikhail	Fall, 2023
2	Implement new program goals created in summer, 2022		Drs. Walker and Mikhail	Fall, 2023
3	Enhance the Senior Paper/Capstone Project guidelines and rubric	This single assignment meets all of the program guidelines, as well as the ORU distinctive goals.	Dr. Mikhail	Spring, 2024

Program Improvement Planning		
Program	Chair	Program Team
Christian Thought and Apologetics	Eric Newberg	Eric Newberg and Jeff Voth

1. Review the Program Improvement Plan from January 2022

- List the recommendations made
- Note if they were implemented or not
- Evaluate the effect of the change – use WPA assignment and criterion scores, observations, etc. as appropriate

#	Recommendations	Did We Do This?		Effect of Change
		Yes	No	
1	Identify outcomes that encompass all elements of the program.	X		Four outcomes are identified and can be used in assessment.
2	Identify artifacts that could provide evidence for meeting all these outcomes.	X		The artifact is the Senior Paper
3	Articulate a specific process of data analysis and assignment responsibility to implementing and evaluating program changes.		X	Jeff Voth and Eric Newberg will accept responsibility

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2. Please discuss the program, review the assessment assignment and criterion line scores from 21-22 and fall 2022, and list your plans for improvement over the next year.

2023 Improvement Plan

#	Action	Rationale/Data	Person Responsible	Timeline
1	Update revisions of description of major in University Catalogue	Add "Apologetics"	Newberg & Voth	August 2023
2	Formulate a rubric for assessment of the Senior Paper	To provide Bunn and French with tools for evaluation	Newberg & Voth	August 2023
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Program Improvement Planning		
Program	Chair	Program Team
Global Ministry & The MarketPlace	Chris Foster	John Thompson

1. Review the Program Improvement Plan from January 2022

- List the recommendations made
- Note if they were implemented or not
- Evaluate the effect of the change – use WPA assignment and criterion scores, observations, etc. as appropriate

#	Recommendations	Did We Do This?		Effect of Change
		Yes	No	
1	Instructions for 2 nd assessment rubric from Brightspace were missing	x		Copied instructions in to the rubric
2	No program or oru outcomes were listed on the rubrics.	x		ORU & Program Outcomes listed for each line item on the rubrics.
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2. Please discuss the program, review the assessment assignment and criterion line scores from 21-22 and fall 2022, and list your plans for improvement over the next year.

2023 Improvement Plan

#	Action	Rationale/Data	Person Responsible	Timeline
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Program Improvement Planning		
Program	Chair	Program Team
Ministry & Leadership	Dr. Chris Foster	Ministry & Leadership Curriculum Committee

1. Review the Program Improvement Plan from January 2022

- List the recommendations made
- Note if they were implemented or not
- Evaluate the effect of the change – use WPA assignment and criterion scores, observations, etc. as appropriate

#	Recommendations	Did We Do This?		Effect of Change
		Yes	No	
1	Change in language appropriate to approved	X		“approved” vocabulary appropriately included
2	Clarified assignment (student) instructions with style, form, proofing and number of journal entries	X		Instructions adjusted
3	ORU outcomes labelled correctly	X		Matches KPA alignment table
4	No instructions		X	Instructions were already included.

5	Rubric checklist instead of guide		X	Department seeks to capture particular data and competencies.
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2023 Improvement Plan

#	Action	Rationale/Data	Person Responsible	Timeline
1	Maintain standards for format & style, professional source citation and written expression.	We have seen improvement and would like to see the improve continue. Some scores are at 3.00 for this area.	Whole UG theology faculty	ongoing
2	Supplement to style manual that cover social science, podcasts, twitter, interviews, etc.	Students need examples for these areas in the style manual.	Chris Foster	Spring 2023 publish and disseminate
3	Streamline THE 217 for all who teach it residentially. Strongly recommend THE 217 Online be revised to match residential standards and improve student style, format, written expression and research capacity.	Course shell has been shared with a set format for all who teach it. Online program also has lower scores in these areas.	Chris Foster, Nathan French Chris Foster requested from Olgy Gary	Done Schedule for Spring B revision for Summer.