



CALVARY UNIVERSITY

2020 – 2021 ASSESSMENT REPORT

For

MASTER OF DIVINITY DEGREE PROGRAM

Submitted by

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Calvary University Mission:

Calvary University is an independent, nondenominational institution, providing undergraduate and graduate education which *prepares Christians to live and serve in the church and the world according to the biblical worldview*. This is accomplished by providing appropriate educational curricula and a climate that fosters the development of intellectual and spiritual maturity, leadership potential, servanthood, and a sense of mission.

Degree Mission Statement

The Master of Divinity degree is designed exclusively to prepare men for pastoral ministry. The Master of Divinity program serves to provide solid preparation for ministry on the mission field. Other ministry goals, such as Christian education, campus ministry, or counseling, will also benefit from the biblical and theological foundation offered in the Master of Divinity program.

Program Learning Outcomes (PLO)

PLO 1: **Ministry Skills:** Prepare students for pastoral ministry.

PLO 2: **Biblical Skills:** Train students to apply correct linguistic and hermeneutical skills in the study of Scripture.

PLO 3: **Theological Skills:** Equip students to understand Scripture from a dispensational theological perspective.

PLO 4: **Leadership Skills:** Enable students to fashion a ministry philosophy and practice based on an accurate theological foundation.

Student Learning Outcomes (SLO)

SLO 1: **Ministry Skills – Character** (PLO 1): Each degree graduate has demonstrated the character qualifications necessary for pastoral ministry as listed 1 Timothy 3 & Titus 1.

SLO 2: **Ministry Skills – Interpersonal Skills** (PLO 1): Each degree graduate has developed the interpersonal skills necessary for effective pastoral ministry

SLO 3: **Ministry Skills – Communication Skills** (PLO 1): Each degree graduate has demonstrated communication skills (written and oral) necessary for effective ministry.

SLO 4: **Biblical Skills** (PLO 2): Each degree graduate has demonstrated competence with biblical Greek and Hebrew languages in exegeting the Scriptures.

SLO 5: **Biblical Skills** (PLO 2): Each degree graduate has demonstrated competence with exegeting the Scriptures studied in the degree biblical course work.

SLO 6: **Theological Skills** (PLO 3): Each degree graduate has demonstrated a dispensational understanding of Scripture.

SLO 7: **Leadership Skills** (PLO 4): Each degree graduate has demonstrated competence at developing a philosophy and practice for ministry.

Measures and Achievement Targets:

M1: **Ministry Skills – Character** (PLO 1, SLO 1) – All degree graduates will be affirmed by the Faculty as to their meeting the 1 Timothy 3 & Titus 1 character qualifications for ministry leaders.

***Achievement Target:** All degree graduates will receive unqualified affirmation of their character by the Faculty at a Faculty Senate meeting prior to graduation.

M2: **Ministry Skills – Interpersonal** (PLO 1, SLO 2) – All degree graduates will be affirmed by the Faculty Senate as to their possession of interpersonal skills necessary for effective ministry.

***Achievement Target:** All degree graduates will receive unqualified affirmation of their character by the Faculty at a Faculty Senate meeting prior to graduation.

M3: **Ministry Skills – Communication** (PLO 1, SLO 3) – All degree graduates will successfully complete PS631 and PS632.

***Achievement Target:** Sermon evaluations for both PS631 & PS632 will reflect maturing sermon preparation and presentation skills necessary for effective ministry.

M4: **Biblical Skills** (PLO 2, SLO 4) – All degree graduates will be affirmed by the Faculty Committee as to their competence with exegeting the Scriptures through the oral defense of their Statement of Faith.

***Achievement Target:** Affirmation by the Faculty Committee of the graduate's "Statement of Faith" and the defense of the same through the "Oral Defense" prior to graduation.

M5: **Biblical Skills** (PLO 2, SLO 5) – All degree graduates will have demonstrated competence with biblical Greek and Hebrew languages in exegeting the Scriptures.

***Achievement Target:** Affirmation by the successful completion of all required Greek and Hebrew courses in the program.

M6: **Theological Skills** (PLO 3, SLO 5) – All degree graduates will be affirmed by the Faculty Committee as to their competence with arriving at proper theological understanding as with evaluating the theological conclusions of others through the oral defense of their Statement of Faith.

***Achievement Target:** Affirmation by the Seminary Faculty Committee of the graduate's "Statement of Faith" and the defense of the same through the "Oral Defense" prior to graduation.

M7: Leadership Skills (PLO 4, SLO 6) – All degree graduates will be affirmed by the Faculty Committee as to their leadership skills necessary for effective ministry.

***Achievement Target:** Affirmation by the Seminary Faculty Committee of the graduate's "Statement of Faith" and the defense of the same through the "Oral Defense" prior to graduation.

Findings:

SP 2021 1 MDiv student completed the degree program:

- Due to the COVID-19 restrictions, the MDiv Oral Defense of the Statement of Faith was waived. (Note: This student completed the degree FA20.)
- This student completed a version of the planner when the Thesis was not required; therefore, he did not write one.
- This student did not complete an internship (PS635 Practical Fieldwork)

M1: Ministry Skills – Character (PLO 1, SLO 1) – All degree graduates will have been affirmed by the Faculty Committee as to their meeting the 1 Timothy 3 & Titus 1 character qualifications for ministry leaders.

***Achievement Target:** All degree graduates will receive unqualified affirmation of their character by the Seminary Faculty Committee at a Faculty meeting prior to graduation.

- The graduate achieved the target as indicated by the Faculty Committee.

M2: Ministry Skills – Interpersonal (PLO 1, SLO 2) – All degree graduates will be affirmed by the Faculty Committee as to their possession of interpersonal skills necessary for effective ministry.

***Achievement Target:** All degree graduates will receive unqualified affirmation of their character by the Seminary Faculty Committee at a Faculty meeting prior to graduation.

- The graduate achieved the target as affirmed by the Faculty Committee.

M3: Ministry Skills – Communication (PLO 1, SLO 3) – All degree graduates will successfully complete PS631 and PS632.

***Achievement Target:** Sermon evaluations for both PS631 & PS632 will reflect maturing sermon preparation and presentation skills necessary for effective ministry.

- The graduate achieved the target as affirmed by the Course Instructor.

M4: Biblical Skills (PLO 2, SLO 4) – All Master of Divinity degree graduates will be affirmed by the Faculty Committee as to their competence with exegeting the Scriptures through the oral defense of their Statement of Faith.

***Achievement Target:** Affirmation by the Faculty Committee of the graduate’s “Statement of Faith” and the defense of the same at the “Oral Defense” prior to graduation.

- The graduate did not do the “Oral Defense” due to the Covid restrictions.

M5: Theological Skills (PLO 3, SLO 5) – All Master of Divinity degree graduates will be affirmed by the Faculty Committee as to their competence with arriving at proper theological understanding as with evaluating the theological conclusions of others through the oral defense of their Statement of Faith.

***Achievement Target:** Affirmation by the Faculty Committee of the graduate’s “Statement of Faith” and the defense of the same at the “Oral Defense” prior to graduation.

- The graduate did not do the “Oral Defense” due to the Covid restrictions.

M6: Leadership Skills (PLO 4, SLO 6) – All Master of Divinity degree graduates will be affirmed by the Faculty Committee as to their leadership skills necessary for effective ministry.

***Achievement Target:** Affirmation by the Faculty Committee of the graduate’s “Statement of Faith” and the defense of the same at the “Oral Defense” prior to graduation.

- The graduate did not do the “Oral Defense” due to the Covid restrictions.

Actions:

Planned Action accomplished:

- A hybrid 5-yr BA/MDiv Degree was developed and is now offered – to expand the market for the MDiv Degree.
- All MDiv courses can be taken in an online mode in addition to the in-class setting.
- The reduction of the Degree to 75 hours and the addition of a required thesis positions the degree for those students needing more hours and professional training for ministry (e.g. military chaplains).

Commendations and Concerns:

- The oral exam should be made a part of a specific course requirement.
- More interface with practical ministry should be added to selected courses in the degree – practicum, independent study of field settings, speaking before a real congregation, etc.

- The requirement to write book reviews and articles for submission to *IJOBA* must be added to selected courses (e.g.,
- degree accomplishments to progressive steps throughout the accomplishment of the degree.

SWOT Analysis

Within the appropriate quadrant identify strengths, weaknesses, opportunities, and threats related to your committee. Please use a bulleted format and succinct statements. If you have research or data to support your analysis that can be attached as separate documents.

<p>Strengths:</p> <ul style="list-style-type: none"> • Seasoned, ministry-experienced faculty • Required CM experiences • MDiv students from a variety of cultural backgrounds • All Seminary Faculty have ministry experience 	<p>Weaknesses:</p> <ul style="list-style-type: none"> • Low number of Degree students • With low degree numbers, this requires too many Legacy courses
<p>Opportunities:</p> <ul style="list-style-type: none"> • Changes in MDiv Degree and addition of PhD Degree increases Seminary positioning and degree competitiveness • KC area presents a variety of ministry exposure and internship opportunities 	<p>Threats:</p> <ul style="list-style-type: none"> • Increasing of Church-based Seminaries decreasing the interest in In-Class MDiv Degrees • Theological changes in broader Church culture in America (i.e. the MDiv degree no longer looked to for equipping for ministry). • The attractiveness of the MABT and PhD degrees diminishes the place of the MDiv for those seeking seminary training.

Documentation

Reviews of filed materials provided the basis for assessing the status of department operations at Calvary University and making changes for improvement.

Documents used for this Assessment have been filed for the Academic Year 2020 – 2021 for the MDiv Degree. Documents filed (in the MDiv Advisor's office) include:

- Statement of Faith
- Philosophy of Ministry
- Strategy of Ministry
- Sermon Outlines

Assessment Glossary

Achievement Target – A target, benchmark, or value that will represent success at achieving a given outcome.

Assessment Instruments – Assessment instruments are used to help determine the progress that is being made. They are tools to measure where you are (your starting point) and where you are going (your ending point).

Assessment Plan – a written proposal identifying how a department (academic and non-academic) or a committee will identify areas needing improvement (assessment) and offer a strateg(ies) for achieving these improvements (plan).

Measurement – the assessment instrument used to gauge progress toward meeting stated outcomes

Mission – the mission statement is the reason why a department/office exists. Both the institution's mission and the department's mission must be aligned.

Program Learning Outcomes (PLO) – specific, measurable statement of what graduating/exiting students should know, be able to do, believe, or value after completing the program. Should be observable behaviors and focused on the results of student learning. (formerly called objectives and goals)

Student Learning Outcome (SLO) – clear, concise measurable statement describing how students can demonstrate their mastery of the program learning outcomes (PLO); incremental knowledge and skills that students develop bit by bit throughout the program; aligned with, but typically narrower than, PLOs.

SWOT Analysis – a foundational assessment model that measures what a department can and cannot do, and its potential opportunities and threats.

Strengths – identifies where a department excels and separates it from the crowd of similar departments; these are internal factors.

Weaknesses – things that stop a department from performing at its optimum level; areas for improvement; these are internal factors

Opportunities – favorable external factors that a department can use to give it an advantage over similar departments; note that these are external factors outside of the department

Threats – factors that have the potential to harm a department; these are also external factors from outside the department.