

Date: November 1, 2023

Program: M.A. Addictions Counseling

Review Year: 2022-23

Dean: David Croteau, Ph.D.

The mission of CIU: We educate from a biblical worldview to impact the nations with the message of Christ

Program Student Learning Outcomes (SLOs)

Program Student Learning Outcomes	Course/component Target Result	Results and Interpretation of Related Assessments	Conclusion about Outcome and Recommendations
Use effectively evidence-based treatments for a wide array of addictive behaviors.	Data forthcoming		
Create effective treatment and relapse prevention plans.	Data forthcoming		
Create and maintain an addictions counseling practice that follows the legal requirements for record keeping, confidentiality, and other professional standards.	Data forthcoming		
Assess for the presence of co-occurring mental and emotional disorders and integrate their treatment with treatment for addictive behaviors.	Data forthcoming		
Use effectively evidence-based treatments for a wide array of addictive behaviors.	Data forthcoming		
Create effective treatment and relapse prevention plans.	Data forthcoming		

Date: November 1, 2023
 Program: Bible Exposition
 Review Year: 2022-23
 Dean: David Croteau, Ph.D.

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Program Student Learning Outcomes (SLOs)

Program Student Learning Outcomes	Course/component Target Result	Results and Interpretation	Conclusion about Outcome and Recommendations
Practice sound exegesis and exposition of the biblical text	Direct: Final exegetical Project from BIB 5410 (Hermeneutics) Indirect: SLO survey / GSQ Average rating 2.25 on a 3 point rubric scale. Average of 3 on a 4 point Likert scale	Direct: Assessed: 3/3 (100%) Average rating for SLO: 1.67 Indirect: Total surveys received: 1/3 with a rating of 4.	Found some historical factors in the literary context. Students had some trouble moving from the original context to contemporary meaning. MTK: Give student more practice in moving from text to application.
Trace key themes in Scripture	Direct: Theological Theme Study from BIB 6320 (OT Theology) or BIB 6330 (NT Theology) Indirect: SLO survey / GSQ Average rating 2.25 on a 3 point rubric scale. Average of 3 on a 4 point Likert scale	Assessed: 3/3 (100%) Average rating for SLO: 2.3 Indirect: Total surveys received: 1/3 with a rating of 4	Some good, but some trouble noted with synthesis
Demonstrate skill in communicating biblical truth	Direct MIN 6344 Bible Lesson-Field Mentor Evaluation Indirect: SLO survey / GSQ Average rating 2.25 on a 3 point rubric scale. Average of 3 on a 4 point Likert scale	Assessed: 3/3 (100%) Average rating for SLO: 2 Indirect: Total surveys received: 1/3 with a rating of 4	MR (9/7/23): Recommends changing the field mentor evaluation from the lesson plan since the comments are not specific.

Program Review Seminary and School of Counseling

Date: November 1, 2023

Program: Care and Counseling

Review Year: 2022-23

Dean: David Croteau, Ph.D.

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Program Student Learning Outcomes (SLOs)

Program Student Learning Outcomes	Course/component Target Result	Results and Interpretation	Conclusion about Outcome and Recommendations
Integrate biblical theological concepts and principles with psychological theories and counseling methods	Direct Book Review of “How People Grow” from CNS 5310 (Counseling Theory) Indirect: SLO survey / GSQ Average rating 2.25 on a 3 point rubric scale. Average of 3 on a 4 point Likert scale	Assessed: 3/4 graduates (75%) Average rating for SLO: 2.4 Indirect: Total surveys received: 0/4	Not deep synthesizing the information. Improve the requirements of the assignment.
Identify and address ethically and culturally-sensitive counseling behaviors.	Direct: Friend and Client Boundaries Chart Exercise from CNS 6408 (Care & Counseling Techniques) Indirect: SLO survey / GSQ Average rating 2.25 on a 3 point rubric scale. Average of 3 on a 4 point Likert scale	Assessed: 3/4 graduates (75%) Average rating for SLO: 1.8 Indirect: Total surveys received: 0/4	Various levels of detail. Students had trouble responding with regard to the ethical foundation.
Apply counseling skills in a specialized non-clinical settings	Direct Emerging Adulthood Paper from CNS 5300 Foundations of Growth and Development Indirect: SLO survey / GSQ Average rating 2.25 on a 3 point rubric scale. Average of 3 on a 4 point Likert scale	Assessed: 3/4 graduates (75%) Average rating for SLO: 1.6 Indirect: Total surveys received: 0/4	The artifact and rubric are not well aligned. Might not be the best artifact: intention is to measure “use of counseling skills” but the assignment doesn’t deal with it

Date: November 1, 2023

Program: Chaplaincy

Review Year: 2022-23

Dean: David Croteau, Ph.D.

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Program Student Learning Outcomes (SLOs)

Program Student Learning Outcomes	Course/component Target Result	Results and Interpretation	Conclusion about Outcome and Recommendations
Formulate a theology of chaplaincy historically grounded in a Christ centered Biblical understanding of the pastoral skills comforting, caring, and serving as foundational characteristics of chaplaincy.	Direct Theology of chaplaincy final paper (CHP 6100) Indirect: SLO survey / GSQ Average rating 2.25 on a 3 point rubric scale. Average of 3 on a 4 point Likert scale	Total artifacts assessed: 3/5 (60%) Average SLO rating: 1.66 Indirect: Total surveys received: 1/5 (20%) Rating: 4	Adjust rubric-difficulty with logical flow
Describe chaplaincy's role in addressing the mitigation of crisis and trauma from a theological perspective.	Direct: Personal Theology of Crisis and Trauma Spiritual Care Paper (CHP 6112) Indirect: SLO survey / GAverage rating 2.25 on a 3 point rubric scale. Average of 3 on a 4 point Likert scaleSQ	Total artifacts assessed: 5/5 (100%) Average SLO rating: 1.94 Indirect: Total surveys received: 1/5 (20%) Rating: 4	Adjust rubric-difficulty with logical flow Third sub-point had some difficulty reflection theologically on the crisis.
Explain the relationship chaplaincy has to the U.S. Constitution and Religious freedom.	Direct The significance of religious freedom to chaplaincy paper (CHP 6120) Indirect: SLO survey / GSQ Average rating 2.25 on a 3 point rubric scale. Average of 3 on a 4 point Likert scale	Total artifacts assessed: 5/5 (100%) Average SLO rating: 1.86 Indirect: Total surveys received: 1/5 (20%) Rating: 4	Adjust rubric to better assess artifact.

Program Review Seminary and School of Counseling

Date: November 1, 2023
 Program: M.A. Counseling
 Review Year: 2022-23
 Dean: David Croteau, Ph.D.

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Program Student Learning Outcomes (SLOs)

Program Student Learning Outcomes	Course/component Target Result	Results and Interpretation of Related Assessments	Conclusion about Outcome and Recommendations
Students will demonstrate proficiency in culturally sensitive critical thinking skills and dispositional character virtues in the field of mental health from a bio-psycho-social-spiritual framework.	CNS 5305 Applied Biblical Foundations of Counseling: Philosophy of Counseling Paper Rating Scale: Unacceptable (0) “Poor” Marginal (1) “Fair” Acceptable (2) “Good” Exceptional (3) “Very Good” or “Excellent”	Demonstrates capacity for holistic and ethical integration from philosophy to clinical practice. 2.8 Integrates information from theological, academic, and personal experiences and content to provide a comprehensive approach to counseling. 2.8 Articulates an accurate and effective model for counseling. 2.7	Scores for all criteria were in the acceptable to exceptional range. No suggestions given. Continue to provide quality training to integrate biblical concepts in professionally ethical ways.
Students will demonstrate consistency in individual and corporate spiritual practices and the affirmation of the seven-character virtues.	Counseling Orientation PPR Item Faithful Engagement (Q.14-15) Rating Scale: Unacceptable (0) “Poor” Marginal (1) “Fair” Acceptable (2) “Good” Exceptional (3) “Very Good” or “Excellent”	Demonstrates awareness and growth in a redemptive community. 64 met or exceeded 7 did not meet standard	The majority of students met the frequently or consistently demonstrates standard for each item. Out of 70 respondents, 4 did not answer most questions which may be due to previews by administrators.
Students will demonstrate mastery of the biblical design for their relationship with creation, each other, and God and the character traits of the seven virtues.	CNS 5342 Foundations of Marriage & Family Counseling Final Exam Rating Scale: Unacceptable (0) “Poor” Marginal (1) “Fair” Acceptable (2) “Good” Exceptional (3) “Very Good” or “Excellent”	Demonstrates an understanding of a biblical view of relationship. 2.8 Demonstrates competency in articulating the implications and applications of a biblical design for relationships. 2.7 Demonstrates an ability to provide ethical and effective systems interventions. 2.8	The exams all consistently and effectively explain the biblical and relational models taught in the course, but it would strengthen the artifact to include explanations and demonstration of awareness of additional evidence-based approaches to marriage and family systems work. It would also strengthen the artifact to include a question or method of assessment around self-awareness in working with couples and families (I.e., addressing virtue development through awareness).

Program Review Seminary and School of Counseling

Date: November 1, 2023
 Program: Master of Divinity
 Review Year: 2022-23
 Dean: David Croteau, Ph.D.

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<p>Religious Heritage Practice sound exegesis and exposition of the biblical text based on the biblical languages.</p>	<p>Direct: Exegetical paper from GRE 63XX (Greek 4) or HEB 65XX (Hebrew 4) Indirect: SLO survey / GSQ Average rating 2.25 on a 4 point scale. Average of 3 on a 4 point Likert scale</p>	<p>Direct: Total artifacts assessed: 10/13 (77%) Average SLO rating: 2.5 Indirect: Total Surveys received: 3/13 Rating: 2 with avg of 4 1 with avg. of 2</p>	<p>No changes at this time. We should discuss whether 16 week online language courses would be possible.</p>
<p>Cultural Context Identify and analyze cultural issues and dynamics.</p>	<p>Direct: Ethnography from ICS 6024 Indirect: SLO survey / GSQ Average rating 2.25 on a 34 point scale. Average of 3 on a 4 point Likert scale</p>	<p>Direct: Total artifacts assessed: 5/13 (38%) Average SLO rating: 2.33 Indirect: Total surveys received: 3/13 (23%) Rating: 3 with avg. 4</p>	<p>No changes needed at this time.</p>
<p>Personal Spiritual Formation Analyze and create a plan for spiritual formation as it relates to life and vocational calling.</p>	<p>Direct: Ministry Assessment Profile from MIN 5300 Indirect: SLO survey / GSQ Average rating 2.25 on a 4 point rubric scale. Average of 3 on a 4 point Likert scale</p>	<p>Direct: Total artifacts assessed: 6/13 (46%) Average SLO rating: 2.57 Indirect: Total surveys received: 3/13 Rating: 2 with avg of 4; 1 with avg. of 3</p>	<p>No changes needed at this time.</p>
<p>Religious & public leadership Explain and apply principles of ministry leadership</p>	<p>Direct: Ministry Skills Portfolio from MIN 6100 Indirect: SLO survey / GSQ Average rating 2.25 on a 3 point rubric scale. Average of 3 on a 4 point Likert scale</p>	<p>Direct: Total artifacts assessed: 6/13 (46%) Average SLO rating: 1.4 Indirect: Total surveys received: 3/13 Rating: 2 with avg. of 4; 1 with avg. of 2</p>	<p>This course is in process of revision. The artifact evaluated is still from the older system. It is hoped the changes will be seen in the near future</p>

Date: November 1, 2023
 Program: M.A. Ministry Studies
 Review Year: 2022-23
 Dean: David Croteau, Ph.D.

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Program Student Learning Outcomes (SLOs)

Program Student Learning Outcomes	Course/component Target Result	Results and Interpretation	Conclusion about Outcome and Recommendations
Articulate the purpose and principles of ministry leadership	Direct Ministry skills portfolio from MIN 6100 Indirect SLO survey / GSQ Average rating 2.25 on a 4-point rubric scale. Average of 3 on a 4-point Likert scale	Direct: Assessed: 2/3 (66%) Average rating for SLO: 2.5 Indirect: 0/3 surveys received	Difficulty in matching rubric to assignment. Assessment based on one aspect of the ministry-skills portfolio was used. Rubric needs attention to move it more toward church leadership. Change “form” on point to 2 to “function.”
Create a pastoral counseling intervention treatment plan Note: This SLO has recently been superseded by developing leadership strategies for missional renewal within a current realm of influence, including a theological foundation and accountability structure. The older SLO will be used for the next few cycles as some graduates will not have completed the designated artifact.	Direct: Interview & Development of REBT Intervention Paper from CNS 6404 Indirect: SLO survey / GSQ Average rating 2.25 on a 4-point rubric scale. Average of 3 on a 4-point Likert scale	Direct Assessed: 3/3 (100%) Average rating for SLO: 1.33 Indirect: 0/3 surveys received	Rubric needs adjustment in examples given in various categories. Possible need to clarify instructions for the assignment
Communicate biblical truth with the goal of life transformation	Direct Bible lesson-Field Mentor evaluation (MIN 6344) Indirect SLO survey / GSQ Average rating 2.25 on a 4-point rubric scale. Average of 3 on a 4-point Likert scale	Direct Assessed: 3/3 (100%) Average rating for SLO: 2.58 Indirect: 0/3 surveys received	Student evaluations were used in finishing the evaluations. Goals appear to be accomplished. Some of the outcomes do not tell how the student committed themselves to biblical authority. Correspondence between rubric and outcome needs better alignment.

Date: November 1, 2023
 Program: M.A. Theological Studies
 Review Year: 2022-23
 Dean: David Croteau, Ph.D.

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Program Student Learning Outcomes (SLOs)

Program Student Learning Outcomes	Course/component Target Result	Results and Interpretation	Conclusion about Outcome and Recommendations
Interpret and apply the biblical text	Direct Research paper from RES 7691 (online) Indirect: SLO survey / GSQ Average rating 2.25 on a 4-point scale. Average of 3 on a 4-point Likert scale	Direct: Total artifacts assessed: 12/13 (92%) Average SLO rating: 2.3 Indirect: Total surveys: 1/13 (8%) Rating: 4	Adjustments to rubric
Explain, evaluate, and apply Bible doctrine	Direct Research paper from RES 7691 (online) Indirect: SLO survey / GSQ (Average rating 2.25 on a 4-point scale. Average of 3 on a 4-point Likert scal	Direct: Total artifacts assessed: 12/13 (92%) Average SLO rating: 2.04 Indirect: Total surveys: 1/13 (8%) Rating: 3	Adjustments to rubric Students tended to focus on Bible or theology. Difference in how evaluators rated.
Research and write for scholarly publication	Direct Research paper from RES 7691 (online) Indirect: SLO survey / GSQ Average rating 2.25 on a 4-point scale. Average of 3 on a 4-point Likert scale	Direct: Total artifacts assessed: 12/13 (92%) Average SLO rating: 2.34 Indirect: Total surveys: 1/13 (8%) Rating: 3	Adjustments to rubric. Change this outcome to application. Need for intentionality about a three-part structure

Program Review Seminary and School of Counseling

Date: November 1, 2023

Program: Doctor of Ministry

Review Year: 2022-23

Dean: David Croteau, Ph.D.

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<p>Religious Heritage Practice sound exegesis and exposition of the biblical text based on the biblical languages.</p>	<p>Direct: Exegetical paper from GRE 63XX (Greek 4) or HEB 65XX (Hebrew 4) Indirect: SLO survey / GSQ Average rating 2.25 on a 4 point scale. Average of 3 on a 4 point Likert scale</p>	<p>Direct: Total artifacts assessed: 10/13 (77%) Average SLO rating: 2.5 Indirect: Total Surveys received: 3/13 Rating: 2 with avg of 4 1 with avg. of 2</p>	<p>No changes at this time. We should discuss whether 16 week online language courses would be possible.</p>
<p>Cultural Context Identify and analyze cultural issues and dynamics.</p>	<p>Direct: Ethnography from ICS 6024 Indirect: SLO survey / GSQ Average rating 2.25 on a 34 point scale. Average of 3 on a 4 point Likert scale</p>	<p>Direct: Total artifacts assessed: 5/13 (38%) Average SLO rating: 2.33 Indirect: Total surveys received: 3/13 (23%) Rating: 3 with avg. 4</p>	<p>No changes needed at this time.</p>
<p>Personal Spiritual Formation Analyze and create a plan for spiritual formation as it relates to life and vocational calling.</p>	<p>Direct: Ministry Assessment Profile from MIN 5300 Indirect: SLO survey / GSQ Average rating 2.25 on a 4 point rubric scale. Average of 3 on a 4 point Likert scale</p>	<p>Direct: Total artifacts assessed: 6/13 (46%) Average SLO rating: 2.57 Indirect: Total surveys received: 3/13 Rating: 2 with avg of 4; 1 with avg. of 3</p>	<p>No changes needed at this time.</p>
<p>Religious & public leadership Explain and apply principles of ministry leadership</p>	<p>Direct: Ministry Skills Portfolio from MIN 6100 Indirect: SLO survey / GSQ Average rating 2.25 on a 3 point rubric scale. Average of 3 on a 4 point Likert scale</p>	<p>Direct: Total artifacts assessed: 6/13 (46%) Average SLO rating: 1.4 Indirect: Total surveys received: 3/13 Rating: 2 with avg. of 4; 1 with avg. of 2</p>	<p>This course is in process of revision. The artifact evaluated is still from the older system. It is hoped the changes will be seen in the near future</p>

Date: November 1, 2023

Program: Doctor of Philosophy

Review Year: 2022-23

Dean: David Croteau, Ph.D.

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Program Student Learning Outcomes (SLOs)

Program Student Learning Outcomes	Course/component Target Result	Results and Interpretation	Conclusion about Outcome and Recommendations
Research and write at an advanced level of scholarship under the functional authority of Scripture.	Direct Dissertation-Reader Evaluation Form used in conjunction with BIB/PTH/THE 9906 Indirect: SLO survey / GSQ Average rating 2.25 on a 3 point rubric scale. Average of 3 on a 4 point Likert scale	Total artifacts assessed: 6/6 (100%) Average SLO rating: 2.7 Indirect: Surveys administered in the program	Data forthcoming
Make a scholarly contribution to the field of Biblical Studies or Theological Studies.	Direct: Dissertation-Reader Evaluation Form used in conjunction with BIB/PTH/THE 9906 Indirect: SLO survey / GSQ Average rating 2.25 on a 3 point rubric scale. Average of 3 on a 4 point Likert scale	Total artifacts assessed: 6/6 (100%) Average SLO rating: 2.8 Indirect: Surveys administered in the program	Data forthcoming
Present research results in a professional, organized, coherent, and structured manner in both written and oral form.	Direct Dissertation-Reader Evaluation Form used in conjunction with BIB/PTH/THE 9906 Indirect: SLO survey / GSQ Average rating 2.25 on a 3 point rubric scale. Average of 3 on a 4 point Likert scale	Total artifacts assessed: 6/6 (100%) Average SLO rating: 2.8 Indirect: Surveys administered in the program	Data forthcoming
Function responsibly in the context of a supervisory relationship while exhibiting CIU's core value of victorious Christian living.	Direct: Dissertation-Reader Evaluation Form used in conjunction with BIB/PTH/THE 9906 Indirect: SLO survey / GSQ	Total artifacts assessed: 6/6 (100%) Average SLO rating: 3.0 Indirect: N/A	Data forthcoming

Program Review Seminary and School of Counseling

Program Student Learning Outcomes	Course/component Target Result	Results and Interpretation	Conclusion about Outcome and Recommendations
	Average rating 2.25 on a 3 point rubric scale. Average of 3 on a 4 point Likert scale		