Assessment Plan

2017-18

Program (Sem/CCS) - Doctor of Ministry

University Mission: George Fox University, a Christ-centered community, prepares students spiritually, academically, and professionally to think with clarity, act with integrity, and serve with passion.

Program Mission: Develop confident, Christian leaders skilled in creatively addressing ministry challenges

Alignment With GFU Mission: The DMin programs particular support the university's core themes of 'Excellence in Professional Preparation', 'Christ-Centered Community', and 'Local and Global Engagement'.

Degree Outcomes: Gain an advanced understanding and integration of ministry in relation to the dynamics of globalization and leadership.

Skills and competencies in DMin research process, facilitating stakeholder focus groups, critical thinking, academic voice, and ministry application [E.2.1.3].

Gain expertise in chosen need/problem/opportunities (NPO) research area [E.2.1.3].

Contribute to the understanding and practice of ministry through the completion of a doctoral-level project [E.2.1.4].

Assessment Lead: Loren Kerns

Outcome: Outcome 1.1

Students demonstrate new knowledge and growth in overall formation within the program-theme.

Outcome Status: Active
OutcomeType: Student Learning Outcome
Start Date: 08/27/2017

Assessment Tools

Capstone Assignment - Assessment: capstone assignment (see below). Metrics are track specific and detailed below:

(1a) Doctor of Ministry Leadership and Spiritual Formation (LSF) Track
Demonstrate a critical understanding of spiritual formation and leadership, their intersection, and their ethical application within diverse communities [E.2.1.1, E.2.1.2, E.2.1.5, and E.2.1.6] via Capstone Assignment rubric.
Metrics: DMIN 740 (2017, 2018) & DMIN 818 (Fall 2019+) Capstone Assignment rubric: 90% > = score of 80% + comments
Type: Qualitative and quantitative
Responsible: Lead Mentor
Addresses: Student competencies, knowledge, and character

(1b) Doctor of Ministry Semiotics Church & Culture (SCC) Track (This track was formerly known as Semiotics and Future Studies, or SFS)
Apply a critical understanding of semiotics, cultural trends, and leadership to better anticipate ministry trends within diverse communities [E.2.1.1, E.2.1.2, E.2.1.5, and E.2.1.6] via Exegesis assignment rubric.
Metrics: DMIN 748 (2017, 2018) & DMIN 829 (Fall 2019+) Exegesis of a Scriptural Passage Assignment rubric: 90% > = score of 80% + comments
Type: Qualitative and quantitative
Responsible: Lead Mentor
Addresses: Student competencies, knowledge, and character

(1c) Doctor of Ministry Leadership and Global Perspectives (LGP) Track
Demonstrate a critical understanding of the dynamics of globalization and leadership and their ethical application within diverse

communities, including their leadership contexts [E.2.1.1, E.2.1.2, E.2.1.5, and E.2.1.6] via Program-in-Review Synthesis Essay rubric.
Metrics: DMIN 748 (2017-2018) & DMIN 817 (Fall 2019+) Program-in-Review Synthesis Essay rubric: 90% > = score of 80% + comments
Type: Qualitative and quantitative
Responsible: Lead Mentor
Addresses: Student competencies, knowledge, and character
 (Active)

Target: (1a) DMin Leadership and Spiritual Formation (LSF) Track
Metrics: DMIN 740 (2017, 2018) & DMIN818 (Fall 2019+) Capstone Assignment rubric: 90% > = score of 80% + comments

(1b) DMin Semiotics Church & Culture (SCC) Track
Metrics: DMIN 748 (2017, 2018) & DMIN829 (Fall 2019+) Exegesis of a Scriptural Passage Assignment rubric: 90% > = score of 80% + comments

(1c) DMin Leadership and Global Perspectives (LGP) Track
Metrics: DMin 748 (2017-2018) & DMIN817 (Fall 2019+) Program-in-Review Synthesis Essay rubric: 90% > = score of 80% + comments

Schedule for Data Collection: Annual: occurring last semester of the coursework phase of the program. For LSF & LGP this occurs spring semester year two of the program. For SCC this occurs summer semester year two of the program.
Schedule for Data Analysis & Reporting: End of the summer semester, year two.

Related Goals

Core Themes
Core Theme 2.1   - GFU students demonstrate competence in their respective fields of study by obtaining licensure or credentials needed to practice.

Program (Sem/CCS) - Doctor of Ministry
Program Goal - Goal 1: Graduates will gain new knowledge in the field of ministry and demonstrate overall formation in ministerial capacity and spiritual maturity (ATS E1.2.1; E1.2.2; E.1.2.3)

Outcome: Outcome 2.1

Skills and competencies in DMin research process, facilitating stakeholder focus groups, critical thinking, academic voice, and ministry application [ATS E.2.1.3]

Outcome Status: Active
OutcomeType: Student Learning Outcome
Start Date: 08/27/2017

Assessment Tools

Writing Assignment - Skills and competencies in DMin research process, facilitating stakeholder focus groups, and ministry application [E.2.1.3]
Metrics: Brainstorm Session Report Rubric from DMin 850 at the end of Fall Semester Year two (cohorts starting Fall 2019 and forward) for all DMin students in academic year >90%
Responsible: Project Faculty
Addresses: Student competency in the DMin research process, stakeholder focus groups facilitation, and ministry application.
 (Active)

Program (Sem/CCS) - Doctor of Ministry

Target: Quantitative (Rubric 90% > receive a score of Pass)
Schedule for Data Collection: Following submission of the final draft of the Brainstorm Session Report each Fall Semester, year two.
Schedule for Data Analysis & Reporting: End of summer semester year two.

Related Goals

Core Themes
Core Theme 2.1   - GFU students demonstrate competence in their respective fields of study by obtaining licensure or credentials needed to practice.
Core Theme 4.1 - GFU students, faculty, and staff/administrators apply their leadership knowledge and skills in communities, both local and global
Core Theme 4.2 - GFU students, faculty, staff & administrators demonstrate engagement in improving the human condition by serving people both locally and globally

Program (Sem/CCS) - Doctor of Ministry
Program Goal - Goal 2: Graduates develop and acquire applied, practical skills and competencies in research methods, critical thinking, and ministry application.

Outcome: Outcome 2.2

Gain expertise in chosen need/problem/opportunities (NPO) research area [E.2.1.3]

Outcome Status: Active
OutcomeType: Student Learning Outcome
Start Date: 08/01/2018

Assessment Tools

Writing Assignment - Gain expertise in chosen need/problem/opportunities (NPO) research area [E.2.1.3] Metrics: Academic Essay Rubric for DMIN 726 at the end of Spring Semester year one (2017-18) Topic Expertise Essay Rubric for all students for DMIN 751 at the end of Spring Semester year one (Cohorts starting 2019). Both sets of essays explore the underlying NPO. Responsible: Project Faculty Addresses: Contextualized expertise (Active)
Target: Qualitative (Rubric 90% > = score of Pass) **Schedule for Data Collection:** Following submission of the final draft of the Academic Essay or Topic Expertise Essay each Spring Semester, Year 1 **Schedule for Data Analysis & Reporting:** End of summer, year one.

Related Goals

Program (Sem/CCS) - Doctor of Ministry
Program Goal - Goal 2: Graduates develop and acquire applied, practical skills and competencies in research methods, critical thinking, and ministry application.

Outcome: Outcome 2.3

Program (Sem/CCS) - Doctor of Ministry

Contribute to the understanding and practice of ministry through the completion of a doctoral-level project [E.2.1.4]

Outcome Status: Active
OutcomeType: Student Learning Outcome
Start Date: 08/27/2017

Assessment Tools

Capstone Assignment - Contribute to the understanding and practice of ministry through the completion of a quality doctoral-level project [E.2.1.4]
Metrics: Dissertation Rubric for all DMin graduates in academic year (2017-2018) & DMIN 951 Project Portfolio Rubric for all DMin graduates in academic year (Cohorts starting Fall 2019+)
Responsible: Project Faculty or Dissertation Advisor
Addresses: Student competency in creating a concept using the DMin research and design process
 (Active)

Target: Qualitative: Students receive Pass or higher on dissertation rubric (2017-18), 90% > on Project Portfolio Rubric (Cohorts starting Fall 2019)
Schedule for Data Collection: When: Following submission of Evaluation draft of Project Portfolio each Fall or Spring Semester
Schedule for Data Analysis & Reporting: End of summer year 3.

Related Goals

Core Themes
Core Theme 2.1 - GFU students demonstrate competence in their respective fields of study by obtaining licensure or credentials needed to practice.

Program (Sem/CCS) - Doctor of Ministry
Program Goal - Goal 2: Graduates develop and acquire applied, practical skills and competencies in research methods, critical thinking, and ministry application.

Outcome: Outcome 3.1

Graduation rate after six years in the program.

Outcome Status: Active
OutcomeType: Student Learning Outcome
Start Date: 08/27/2017

Assessment Tools

Presentation/Performance - Graduation rate after six years in the program.
Responsible: DMin Team
Addresses: Overall program structure and systems to ensure student success
 (Active)

Target: Quantitative - Achieve a graduation rate of 80% or greater for cohort completing the second year in the program. All Doctor of Ministry students included (LSF, SFS/SCC, LGP). Measures cohort at six years in the program.
Schedule for Data Collection: Measures cohort at six years in the program.
Schedule for Data Analysis & Reporting: Summer, end of 6-year mark.

Related Goals

Program (Sem/CCS) - Doctor of Ministry

Core Themes
Core Theme 2.4   - Program Excellence: GFU programs achieve state and national accreditation or certification, where appropriate

Program (Sem/CCS) - Doctor of Ministry
Program Goal - Goal 3: Overall educational effectiveness of the DMin program.

Outcome: Outcome 3.2

Retention rate, coursework phase (from start to end of program second year).

Outcome Status: Active
OutcomeType: Student Learning Outcome
Start Date: 08/27/2017

Assessment Tools

Presentation/Performance - Retention rate, coursework phase (from start to end of program second year). Responsible: DMin Team Addresses: Program systems and strategies during the coursework phase (Active)
Target: Quantitative - Metrics: Statistical - 85% or greater for cohort completing the second year in the program. All Dmin, LSF, SFS, LGP. Measures cohort completing two years in the program. **Schedule for Data Collection:** End of summer, year two. **Schedule for Data Analysis & Reporting:** End of summer, year two.

Related Goals

Core Themes
Core Theme 2.4   - Program Excellence: GFU programs achieve state and national accreditation or certification, where appropriate
Core Theme 3.3   - Christian Community. George Fox students and employees experience a Christ-centered, caring community that actively pursues cultural engagement and diverse representation reflective of Christ's kingdom.

Program (Sem/CCS) - Doctor of Ministry
Program Goal - Goal 3: Overall educational effectiveness of the DMin program.

Outcome: Outcome 3.3

Diversity rate at the start and at graduation (after 6 years from start). Ethnicity and gender.

Outcome Status: Active
OutcomeType: Student Learning Outcome
Start Date: 08/27/2017

Assessment Tools

Survey - Diversity rate at the start and graduation (after six years from the start). Ethnicity and gender. Metrics: Statistical - All Dmin students (LSF, SFS/SCC, LGP). Measures cohort at six years in the program. Responsible: DMin Team

Program (Sem/CCS) - Doctor of Ministry

Addresses: Recruitment and admissions processes and strategies (Active)
Target: Type: Quantitative Categories White / Persons of color dminlsf: Person of color percentage at the start - 20%. At graduation - 20%. dminsfs: Person of color percentage at the start - 20%. At graduation - 20%. dminlgp: Person of color percentage at the start - 20%. At graduation - 20%. Male / Female dminlsf: Female percentage at the start - 45%. At graduation - 45%. dminsfs: Female percentage at the start - 25%. At graduation - 25%. dminlgp: Female percentage at the start - 40%. At graduation - 40%. **Schedule for Data Collection:** Measures cohort at six years in the program. **Schedule for Data Analysis & Reporting:** End of summer, year six.

Related Goals

Core Themes
Core Theme 4.3 - GFU students interact with people from diverse cultures both locally and globally

Program (Sem/CCS) - Doctor of Ministry
Program Goal - Goal 3: Overall educational effectiveness of the DMin program.

Outcome: Outcome 3.4

ATS ESQ and GSQ annual results

Outcome Status: Active
OutcomeType: Association of Theological Schools
Start Date: 08/27/2017

Assessment Tools

Survey - ATS ESQ and GSQ annual results Metric: Combination of qualitative and quantitative Type: Quantitative Responsible: DMin Team Addresses: Various. Review for patterns or red flags (Active)
Target: Above ATS average **Schedule for Data Collection:** Annual, end of summer. **Schedule for Data Analysis & Reporting:** End of summer term.

Related Goals

Program (Sem/CCS) - Doctor of Ministry
Program Goal - Goal 3: Overall educational effectiveness of the DMin program.

Outcome: Outcome 4.1

Program (Sem/CCS) - Doctor of Ministry

Advance/Retreat program evaluations (All Dmin, LSF, SFS, LGP)

Outcome Status: Active
OutcomeType: Administration
Start Date: 08/27/2017

Assessment Tools

Survey - Advance/Retreat program evaluations (All Dmin, LSF, SFS, LGP)
Metrics: Qualitative - Each DMin Advance or Retreat.
Type: Qualitative
Responsible: DMin Team
Addresses: Program systems and strategies during the coursework phase
 (Active)

Target: Overall student satisfaction through qualitative responses on program evaluations.
Schedule for Data Collection: End of each advance.
Schedule for Data Analysis & Reporting: End of summer term.

Related Goals

Program (Sem/CCS) - Doctor of Ministry

Program Goal - Goal 4: Overall student satisfaction with the DMin program.

Outcome: Outcome 4.2

Course evaluations for all DMin tracks

Outcome Status: Active
OutcomeType: Administration
Start Date: 08/27/2017

Assessment Tools

Survey - Course evaluations for all programs
Metrics: Combination of qualitative and quantitative - all courses/semester conflated into a single gdoc/pdf.
Type: Qualitative
Responsible: DMin Team (overall) and course instructors (individual)
Addresses: Program systems during the coursework phase, course content, instructor performance
 (Active)

Target: Overall high student satisfaction with program experience via qualitative feedback.
Schedule for Data Collection: End of each semester.
Schedule for Data Analysis & Reporting: End of summer term.

Related Goals

Program (Sem/CCS) - Doctor of Ministry

Program Goal - Goal 4: Overall student satisfaction with the DMin program.

Outcome: Outcome 4.3

Program (Sem/CCS) - Doctor of Ministry

Exit interviews

Outcome Status: Active
OutcomeType: Administration
Start Date: 08/27/2017

Assessment Tools

Survey - Exit interviews (random sampling, phone/Zoom interviews)
Metrics: Combination of qualitative and quantitative from a representative selection of graduates from academic year, conflated into a single gdoc/pdf.
Type: Qualitative
Responsible: DMin Team or 3rd party representative
Addresses: All aspects of the program from admission through graduation.
 (Active)

Target: Overall high student satisfaction via qualitative responses. Minimum four out of five on Likert scale question regarding overall program rating.
Schedule for Data Collection: Following program completion in fall, spring.
Schedule for Data Analysis & Reporting: End of summer term.

Related Goals

Program (Sem/CCS) - Doctor of Ministry

Program Goal - Goal 4: Overall student satisfaction with the DMin program.