

Assessment Plan

2021-22



SEM - 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: The Doctor of Ministry program develops confident, Christian leaders skilled in addressing ministry challenges.

Alignment With GFU Mission: Like the GFU Mission, a Christ-centered approach to service is at the core of the Doctor of Ministry program. The DMin program supports 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 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 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 (through cohort 11)

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Demonstrate a critical understanding of the dynamics of globalization and leadership and their ethical application within diverse communities, including their leadership contexts via Analytical and Syntopical Essay (rubric).

Metrics: DMIN 748 (2017-2018) & DMIN 817 (Fall 2019+) Analytical and Syntopical Essay rubric: 90% > = score of 80% + comments

Type: Qualitative and quantitative

Responsible: Lead Mentor

Addresses: Student competencies, knowledge, and character

(1d) Doctor of Ministry, General Track (Launched Fall 2021)- This outcome not applicable to the DMIN (General).
(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

(1d) DMin, General Track (Launched Fall 2021)- This outcome not applicable to the DMIN General.

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

Mission Elements

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

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Program Goal - Goal 1: Graduates will gain new knowledge in the field of ministry and demonstrate overall formation in ministerial capacity and spiritual maturity.

Outcome: Outcome 2.1

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

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.

Metrics: Design Workshop 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

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Addresses: Student competency in the DMin research process, stakeholder focus groups facilitation, and ministry application.

For DMIN (General Track):

Metrics: Dissertation Rubric for all DMin graduates in academic year

Type: Quantitative (Dissertation Rubric 80% > = score of Pass + comments)

When: Following submission of Evaluation draft of Dissertation each Fall or Spring Semester.

Responsible: Dissertation Advisor, Second Advisor, Expert Advisor

Addresses: Student competency in research methods, critical thinking, academic voice, and ministry application

(Active)

Target: DMIN LSF, SCC, LGP (through cohort 11): Quantitative (Rubric 90% > receive a score of Pass)

DMIN General: Quantitative (Dissertation Rubric 80% > = score of Pass + comments)

Schedule for Data Collection: DMIN LSF, SCC, LGP (through cohort 11): Following submission of the final draft of the Design Workshop Report Rubric each Fall Semester, year two.

DMIN General: Following submission of Evaluation draft of Dissertation each Fall or Spring Semester.

Schedule for Data Analysis & Reporting: DMIN LSF, SCC, LGP (through cohort 11): End of summer semester year two.

DMIN General: End of summer semester following dissertation submission.

Related Goals

Mission Elements

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

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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.

Outcome Status: Active

OutcomeType: Student Learning Outcome

Start Date: 08/01/2018

Assessment Tools

Writing Assignment - DMIN LSF, SCC, LGP (Through cohort 11):

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

DMIN (General):

Metrics: Dissertation Rubric for all DMin graduates in academic year

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Type: Qualitative (Dissertation Rubric 90% > = score of Pass + comments)
When: Following submission of Evaluation draft of Dissertation each Fall or Spring Semester
Responsible: Dissertation Advisor, Second Advisor, Expert Advisor
Addresses: Student competency in research methods, critical thinking, academic voice, and ministry application (Active)

Target: DMIN LSF, SCC, LGP (Through cohort 11): Rubric 90% > = score of Pass
DMIN (General): Rubric 90% > = score of Pass + comments
Schedule for Data Collection: DMIN LSF, SCC, LGP (Through cohort 11): Following submission of the final draft of the Academic Essay or Topic Expertise Essay each Spring Semester, Year 1.
DMIN (General): Following submission of evaluation draft of dissertation each Fall or Spring Semester
Schedule for Data Analysis & Reporting: DMIN LSF, SCC, LGP (Through cohort 11): End of summer, year one.
DMIN (General): End of summer, following submission of evaluation draft of dissertation.

Related Goals

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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

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

Outcome Status: Active

OutcomeType: Student Learning Outcome

Start Date: 08/27/2017

Assessment Tools

Capstone Assignment - DMIN LSF, SCC, and LGP (through cohort 11):
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

DMIN, General:
Metrics: Dissertation Rubric for all DMin graduates in academic year
When: Following submission of Evaluation draft of Dissertation each Fall or Spring Semester
Responsible: Dissertation Advisor, Second Advisor, Expert Advisor
Addresses: Student competency in analysis, synthesis, evaluation and application of research to a ministry need/problem/opportunity (NPO).
(Active)

Target: DMIN LSF, SCC, and LGP (through cohort 11): Students receive Pass or higher on dissertation rubric (2017-18), 90% > on Project Portfolio Rubric (Cohorts starting Fall 2019)
DMIN, General: Dissertation Rubric 80% > = score of Pass + comments
Schedule for Data Collection: DMIN LSF, SCC, and LGP (through cohort 11): Following submission of Evaluation draft of Project Portfolio each Fall or Spring Semester.
DMIN, General: Following submission of Evaluation draft of Dissertation each Fall or Spring Semester.
Schedule for Data Analysis & Reporting: All tracks: End of summer year 3.

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Related Goals

Mission Elements

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

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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: Seminary Doctoral 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 through cohort 11, and DMIN General track). 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

Mission Elements

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

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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 first 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 for 2021 starts & prior,

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start to end of program first year for 2122 starts and forward).
Responsible: Seminary Doctoral Team
Addresses: Program systems and strategies during the coursework phase
(Active)

Target: Quantitative - Metrics: Statistical - 85% or greater for cohort completing the first year in program (2122 starts and forward), second year in the program (2021 starts & prior). All DMIN, LSF, SCC, LGP (through cohort 11), and General Track. Measures completion rate for first year in the program.

Schedule for Data Collection: End of summer, year one (2122 starts) & year two (2021 starts and prior).

Schedule for Data Analysis & Reporting: End of summer, year one (2122 starts)& year two (2021 starts and prior).

Related Goals

Mission Elements

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.

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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 through cohort 11, and General Track). Measures cohort at six years in the program.

Responsible: Seminary Doctoral Team

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 (through cohort 11): 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 (through cohort 11): Female percentage at the start - 40%. At graduation - 40%.

*note- due to structure of the DMIN General track, we aim to measure percentage at start versus graduation for persons of color and gender, although percentages at start may vary widely.

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Schedule for Data Collection: Measures cohort at six years in the program.
Schedule for Data Analysis & Reporting: End of summer, year six.

Related Goals

Mission Elements

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

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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: Seminary Doctoral 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

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Program Goal - Goal 3: Overall educational effectiveness of the DMin program.

Outcome: Outcome 4.1

Advance/Retreat program evaluations (All Dmin, LSF, SFS, & LGP through cohort 11). This outcome is not applicable to the DMIN General track.

Outcome Status: Active

OutcomeType: Administration

Start Date: 08/27/2017

Assessment Tools

Survey - Advance/Retreat program evaluations (All Dmin, LSF, SFS, & LGP through cohort 11)

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Metrics: Qualitative - Each DMin Advance or Retreat.
Type: Qualitative
Responsible: Seminary Doctoral 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

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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: Seminary Doctoral 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

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

Outcome: Outcome 4.3

Exit interviews

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

Assessment Tools

Survey - Exit interviews (random sampling, phone/Zoom interviews)

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Metrics: Combination of qualitative and quantitative from a representative selection of graduates from academic year, conflated into a single gdoc/pdf.

Type: Qualitative

Responsible: Seminary Doctoral 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

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