

# Institutional Effectiveness 2016 Report



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## Purpose

The purpose of Institutional Effectiveness at Grace School of Theology (GRACE) is to support and implement the mission, vision, and goals through the purposeful, systematic collection of information. The analyzed data is used to interpret, measure, and continuously improve the effectiveness of the seminary's programs, policies, and practices. GRACE is fully committed to the need for and value of ongoing, continuous self-evaluation. This report is a collection of data, statistics, and survey results over the 2015-2016 Academic Year and more. It is made public for the interest of potential students, donors, and accrediting agencies.



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## Institutional Objectives

GRACE has eight institutional objectives that all focus on student learning. As an academic community of faith, GRACE seeks to guide students:

1. To develop a personal Christian philosophy of service and an ethical and spiritual commitment which is based upon and examined in the light of biblical revelation.
2. To grow in an understanding of the Word of God that is textually based, theologically consistent, and scripturally sound.
3. To develop effectiveness in the use and understanding of communications, both written and spoken, employing analytical and logical thinking in the process.
4. To become a contributor to God's kingdom in a manner consistent with historical, conservative, evangelical Christian principles, leading and participating responsibly in local church, community, and world affairs.
5. To accurately handle the Word of God in ministries appropriate to their calling.
6. To grow in understanding, appreciation, and application of biblical exegesis, biblical and systematic theology, biblical interpretation, hermeneutics, history, the church, and global ministry opportunities.
7. To prepare students to make life long commitments and investments of their lives in Christian ministries.
8. To prepare students for continuing study by becoming acquainted with electronic technology resources and methods of scholarly research.

### Chart: Maps the Curriculum with the Institutional Objectives

GRACE Objectives	Undergraduate Level Courses	Graduate Level Courses
1. To develop a personal Christian philosophy of service and an ethical and spiritual commitment which is based upon and examined in the light of biblical revelation.	TH-300 The Life of the Believer PH-201 Intro. to Philosophy PH-202 Intro. to Apologetics	All Ministry Courses MS-550 Spiritual Life MS-763 Introduction to Ministry
2. To grow in an understanding of the Word of God that is textually based, theologically consistent, and scripturally sound.	TH-310 Principles of Biblical Interp. TH-407 Doctrine 1 – The Bible and God	TH-560 Hermeneutics TH-565 Bibliology and Theology Proper
3. To develop effectiveness in the use and understanding of communications, both written and spoken, employing analytical and logical thinking in the process	RS-210 Research Writing and Technology CM-103 Communication Skills MS-402 Homiletics EN-103/EN-104 English Comp 1, 2	RS-503 Research Methods, Writing, and Technology MS-755 Preaching & Teaching for Impact RS-890/892 Thesis (ThM Only)
4. To become a contributor to God's	MS-430 Internship	MS-755 Biblical Preaching &

kingdom in a manner consistent with historical, conservative, evangelical Christian principles, leading and participating responsibly in local church, community, and world affairs.	MS-404 Spiritual Leadership MS-312 Ministry Stewardship	Teaching MS-757 Basic Biblical Counseling; MS-795 Servant Leadership MS-854 Pastoral Ministries MS-8901/891 Ministry Internship 1, 2
5. To accurately handle the Word of God in ministries appropriate to their calling.	All Ministry Courses	All Ministry Courses
6. To grow in understanding, appreciation, and application of biblical exegesis, biblical and systematic theology, biblical interpretation, hermeneutics, history, the church, and global ministry opportunities.	Bible Exposition Core; Systematic Theology Core TH-310 Principles of Biblical Interp.	Bible Exposition Core; Systematic Theology Core TH-560 Hermeneutics TH-767 Church History and Historical Theology Biblical Languages (MDiv and ThM levels) MS-854 Pastoral Ministries MS-753 World Missions
7. To prepare students to make life long commitments and investments of their lives in Christian ministries.	MS-312 Ministry Stewardship MS-430 Internship All Ministry Courses	MS-761 Ministry Stewardship MS-763 Introduction to Ministry MS-8901/891 Ministry Internship 1, 2 All Other Ministry Courses
8. To prepare students for continuing study by becoming acquainted with electronic technology resources and methods of scholarly research.	RS-210 Research Writing and Technology	RS-503 Research Methods, Writing, and Technology RS-890/892 Thesis (ThM Only)

## Program Learning Outcomes

Student Learning Outcomes (SLOs) identified in course syllabi reflect the primary mission and purpose of the institution. GRACE provides and mandates the use of a syllabus template that includes a matrix/rubric designed to map SLOs and Program Learning Outcomes (PLOs) with student achievement and competencies. Course learning outcomes are measureable and evaluated through student outcome competencies such as examinations, research assignments, and presentations and other assignments as determined by the course instructor.

### Biblical Studies Certificate (BSC)

1. Express a general knowledge of key books of the Bible, including individuals, major events, and historical settings.
2. Explain key doctrines of the Bible in basic terms.
3. Understand the Free-Grace principles of progressive sanctification in their personal life.

### Diploma in Biblical Studies (DBS)

1. Express a general knowledge of the books of the Bible, including key individuals, major events, and historical settings.

2. Articulate a synthesis of every major category of systematic theology.
3. Understand and articulate the grace principles of progressive sanctification in life and ministry.

#### General Education Core Competencies

There are four General Education Core Competencies that are taught in the undergraduate degree programs in the offered coursework.

1. Communication: Demonstrate writing and speaking skills using logic to analyze and present argumentation, and to conduct proper research skills and documentation.
2. Information Literacy: Demonstrate basic competency in operating systems and software, use technology to locate information, evaluate its quality and applicability of information, and use that technology and information ethically.
3. Reasoning and Critical Thinking: Demonstrate quantitative and scientific reasoning, and critical thinking skills.
4. Biblical Worldview: Differentiate between biblical and secular approaches and be able to articulate and apply biblical principles in various ethical situations.

#### Associate of Arts in Biblical Studies (AABS)

1. Express a general knowledge of the books of the Bible, including key individuals, major events, and historical settings.
2. Articulate a synthesis of every major category of systematic theology.
3. Understand and articulate the Free-Grace principles of progressive sanctification in life and ministry.

#### Bachelor of Arts in Biblical Studies (BABS)

1. Express a general knowledge of the books of the Bible, including key individuals, major events, and historical settings.
2. Articulate a synthesis of every major category of systematic theology.
3. Exegete and apply Scripture using inductive methods and principles of literal-grammatical-historical principles of interpretation.
4. Communicate biblical truth clearly and effectively and make application to everyday living.
5. Relate effectively as a servant-leader in a local church or para-church setting.

6. Understand and articulate the grace principles of progressive sanctification in life and ministry.

Master of Ministry (MM)

1. Describe major concepts of each area of ministry studied.
2. Acquire ministry skills in their area of interest and expertise.
3. Understand and articulate the grace principles of progressive sanctification.

Master of Arts in Biblical Studies (MABS)

1. Explain a comprehensive overview of the basic content and theme of each book in the Old and New Testament.
2. Articulate a synthesis of every major category of systematic theology and trace its development throughout church history.
3. Exegete and apply Scripture using inductive methods and principles of literal-grammatical-historical hermeneutics.
4. Understand and articulate the grace principles of progressive sanctification.
5. Communicate effectively, orally and in writing.

Master of Divinity (MDiv)

1. Explain a comprehensive overview of the basic content and theme of each book in the Old and New Testament.
2. Articulate a synthesis of every major category of systematic theology and trace its development throughout church history.
3. Understand and articulate the grace principles of progressive sanctification.
4. Demonstrate a working knowledge of biblical Hebrew and Greek.
5. Lead a local church or para-church ministry by utilizing practical ministry skills and communicating effectively.
6. Communicate effectively, orally and in writing.

Master of Theology (ThM)

1. Demonstrate the ability to exegete the Hebrew and Greek texts of the Bible.

2. Conduct research at the advanced masters-level with breadth and depth within a specific field of study.

Doctor of Ministry (DMin)

1. Construct biblical solutions that address the student's challenges in his/her specific contextual and cultural ministry.
2. Develop a biblical theology of personal and corporate spiritual formation.
3. Demonstrate advanced ministry and leadership skills in their particular area of ministry.
4. Communicate biblical and theological truths that result in ministry effectiveness.
5. Contribute to the body of knowledge in Christian ministry.

**Chart: Maps the Program Learning Outcomes with the Institutional Objectives**

GRACE Objectives	Undergraduate Program Learning Outcomes	Graduate Program Learning Outcomes
1. To develop a personal Christian philosophy of service and an ethical and spiritual commitment which is based upon and examined in the light of biblical revelation.	Understand and articulate the grace principles of progressive sanctification in life and ministry. (All UG Programs)	Understand and articulate the grace principles of progressive sanctification. (All Grad Programs)
2. To grow in an understanding of the Word of God that is textually based, theologically consistent, and scripturally sound.	Articulate a synthesis of every major category of systematic theology. (All UG Programs)	Articulate a synthesis of every major category of systematic theology and trace its development throughout church history. (MABS, MDIV)
3. To develop effectiveness in the use and understanding of communications, both written and spoken, employing analytical and logical thinking in the process.	Communicate biblical truth clearly and effectively and make application to everyday living. (BABS)	Communicate effectively, orally and in writing. (MABS, MDIV)  Conduct research at the advanced graduate level with breadth and depth within a specific field of study. (ThM)
4. To become a contributor to God's kingdom in a manner consistent with historical, conservative, evangelical Christian principles, leading and participating responsibly in local church, community, and world affairs.	Relate effectively as a servant-leader in a local church or para-church setting. (BABS)	Describe major concepts of each area of ministry studied. (MM) Acquire ministry skills in their area of interest and expertise. (MM) Lead a local church or para-church ministry by utilizing practical ministry skills and communicating effectively. (MDIV)
5. To accurately handle the Word of God in ministries appropriate to their calling.	Communicate biblical truth clearly and effectively and make application to everyday living. (BABS) Relate effectively as a servant-leader in a local church or para-church setting. (BABS)	Communicate effectively, orally and in writing. (MABS, MDIV) Lead a local church or para-church ministry by utilizing practical ministry skills and communicating effectively. (MDIV)
6. To grow in understanding, appreciation, and application of biblical exegesis, biblical and systematic theology, biblical interpretation, hermeneutics, history, the church, and global ministry opportunities.	Express a general knowledge of key books of the Bible, including individuals, major events, and historical settings. (All UG Programs) Explain key doctrines of the Bible in basic terms. (All UG Programs)	Explain a comprehensive overview of the basic content and theme of each book in the Old and New Testament. (MABS, MDIV) Articulate a synthesis of every major category of systematic theology and trace its development throughout church history. (MABS, MDIV)

	Exegete and apply Scripture using inductive methods and principles of literal-grammatical-historical principles of interpretation. (BABS)	Exegete and apply Scripture using inductive methods and principles of literal-grammatical-historical hermeneutics. (MABS, MDIV) Demonstrate a working knowledge of biblical Hebrew and Greek. (MDIV) Demonstrate the ability to exegete the Hebrew and/or Greek texts of the Bible. (ThM)
7. To prepare students to make life long commitments and investments of their lives in Christian ministries.	Relate effectively as a servant-leader in a local church or para-church setting. (BABS)	Describe major concepts of each area of ministry studied. (MM) Acquire ministry skills in their area of interest and expertise. (MM) Lead a local church or para-church ministry by utilizing practical ministry skills and communicating effectively. (MDIV)
8. To prepare students for continuing study by becoming acquainted with electronic technology resources and methods of scholarly research.	Communicate biblical truth clearly and effectively and make application to everyday living.	Communicate effectively, orally and in writing. (MABS, MDIV) Conduct research at the advanced graduate level with breadth and depth within a specific field of study. (ThM)

## PLO Assessment Results

GRACE realizes that student learning is best assessed using direct measures and has been intentional in using this process in its culture of assessment. Examples of direct measures are exams, quizzes, essays, and papers graded using a standardized rubric. Embedded direct assessments (taken from specific sections of a student's normal assignment within a particular course) are ideal since they can focus on specific learning that is desired at the program level. Direct measures are all superior to indirect measures such as students' surveys or opinions, graduation rates, retention rates, and job placement rates. These all have too many variables and inconsistencies, in addition to the difficulty to determine benchmark values in higher education.

GRACE intentionally measures student learning through the use of direct measures. Typically, research papers are collected from specific courses that have Course Learning Outcomes (CLOs) that map to a specific PLO. These papers are sanitized of student personal information. An achievement target is determined, i.e., what a passing score would be. During a meeting of qualified faculty members, the papers are scored using an institutional rubric. Typically, two different faculty members score each paper at least once. The scores of all papers from all participating faculty is averaged. If the final average score is equal to or higher than the achievement target, then no action needs to be taken. If it is below, then the Deans will meet with the appropriate faculty to determine ways in which to improve the final average score. A PLO Assessment Design Template is used to document the data for each PLO measured. A summary of measured PLOs is found below. Since 2010, sixteen PLOs have been assessed. Raw data for the direct assessments of the PLOs is available in the VPAA office.



**Chart: Summary of measured Program Learning Outcomes.**

Academic Year	Semester	PLO	Degree Program	Main	Distance Ed	Online Only	Source Course	Results Details
2010-11	Spring	Systematic Theology	MABS #4		Brenham Teaching Site	OL	TH2312 Christology / Ecclesiology	The desired Achievement Target for both online only and residential students was 2.0/3.0. This would show comparability between a home/residential campus and a distance education/online modality. The average for residential students was 2.5 and the average for the online students was 2.1. Since both groups met the Achievement Target, no action plan is required.
2011-12	Spring	Knowledge of biblical Greek	M.Div. #6		-	OL	NT 3331 Greek 1	The desired Achievement Target was 86/100. The average for all students on the summative test was 88.5, above the minimum Achievement Target. Since the students met the Achievement Target, no action plan is required.
2011-12	Summer	Overview of Bible books	MABS #3	SW	Beaumont Teaching Site		BI1323 OTS Wisdom Literature	Target for both residential and distance education (Teaching Site) students was 2.5/4.0. This would show comparability between a home/residential campus and a distance education modality. The average for residential students was an average of 3.2 while the group from the Teaching site scored 2.64, both meeting the Achievement Target of 2.5.
2012-13	Spring	L-G-H Hermeneutics	MABS #3	North			TH-650 Bible Study Methods	The desired Achievement Target for the MABS students was 1.85/3.0. The average of the ten students was 2.04, meeting the Achievement Target.

Academic Year	Semester	PLO	Program	Source Course	Results Details
2013-14	Spring	PLO #1 – Comprehensive Overview of Bible books	MDIV	OT-514, OT-620, NT-515	The desired Achievement Target (AT) was 85/100. The average for all students on all papers scored by the faculty was 87.5, which was above the minimum Achievement Target. Since the students met the Achievement Target, no action plan is required.
2013-14	Spring	PLO #2 - Systematic Theology Articulation	MABS and MDIV	TH-661, TH-664, TH-767	The desired Achievement Target (AT) was 64/80 (80% success rate). The average raw score for all MDIV students on all papers scored by the faculty was 71 (88.75%) and the MABS student raw score was lower at 67.25

					(84% success rate). Both are above the minimum Achievement Target. Since the students met the Achievement Target, no action plan is required.
2013-14	Spring	MABS PLO #4 and MDIV PLO #3 Free-Grace principles of progressive sanctification	MABS and MDIV	TH-568 and TH-661	The desired Achievement Target (AT) was 64/80 (80% success rate). The average raw score for all MDIV students on all papers scored by the faculty was 70 (87.5%) and the MABS student raw score was lower at 68.25 (85.6% success rate). Both are above the minimum Achievement Target. Since the students met the Achievement Target, no action plan is required.
2013-14	Spring	PLO #4 Working Knowledge of biblical Hebrew and Greek	MDIV	NT-772 (Greek)	The desired Achievement Target (AT) was 85%. The average for students' exams, randomly selected, was 98, well above the AT. Since the students met the Achievement Target, no action plan is required.
2013-14	Spring	PLO #5 – Ministry Skills	MDIV	MS-759	The desired Achievement Target (AT) was 64/80 (80% success rate). The average raw score for the MDIV students on all papers scored by the faculty was 74.5 (93%) Since the students met the Achievement Target, no action plan is required.
2014-15	Fall	MABS PLO #5 / MDIV PLO #6 Communicate effectively in writing	MABS and MDIV	TH-568	The desired Achievement Target (AT) was 80/100. The average for all students on all papers scored by the faculty was 84.66, which was above the minimum Achievement Target. The two lowest scores were 76 and 60 where the former lacked overall graduate level writing and the latter scored exceptionally low on mechanics. The students met the desired Achievement Target. However, as a result of the scores and the faculty's review, it was decided shortly after that RS-503, Research Methods, writing and Technology, would be made a pre-requisite to all systematic theology and Bible exposition courses. This pre-requisite will be enforced starting the Fall Semester 2016.
2014-15	Spring	PLO #1 – Comprehensive Overview of Bible books		OT-618	Prior to scoring, the Faculty determined that the Achievement Target was to be at least an 80% averaged score among all the papers submitted. The average score of all papers submitted was 84.12 (3.36%) out of a possible 100. The lowest score was 54 and definitely an outlier since the second lowest score was 70, a full 16 points above.
2014-15	Fall	PLO #5 – Ministry Skills	MDIV	MS-759	The desired Achievement Target (AT) was an 80% success rate. The average raw score for the MDIV students (4) on all papers scored by the faculty was 14.42 which is a 90%. Since the students met the Achievement Target, no action plan is required.
2014-15	Fall	PLO #2 – Ministry Skills	MM	MS-759	The desired Achievement Target (AT) was an 80% success rate. The average raw score for the MM students (6) on all papers scored by the faculty was 12.80 which is 80%. Since the students met the Achievement Target, no action plan is required. However, it was noted that compared with the 4 MDIV students in the same class, the MM students scored 10% below.
2014-15	Spring	MM PLO#3, MABS PLO #4 and MDIV PLO #3 Free-Grace	MM, MABS and MDIV	TH-563	The desired Achievement Target (AT) was an 80% success rate. The average raw score for all students on all papers scored by the faculty was 82. This is above the minimum Achievement Target. Since the students met

		principles of progressive sanctification			the Achievement Target, no action plan is required.
2014-15	Spring	PLO #2 – Ministry Skills	MM	MS-763	The desired Achievement Target (AT) was an 80% success rate. The average raw score for the MM students (6) on all papers scored by the faculty was 91.2%. Since the students met the Achievement Target, no action plan is required.
2014-15	Spring	PLO #2 – Ministry Skills	MM	MS-761	The desired Achievement Target (AT) was an 80% success rate. The average raw score for the MM students (5) on all papers scored by the faculty was 78.2%. The students did not meet the desired Achievement Target. Further review of the papers revealed no common reason why the average would not meet the 80% minimum. Two papers scored above 80 and 3 scored just below. Action steps for the course instructor include asking him to: 1. Provide a better guide on the essay requirements. 2. Provide a rubric for students for the essay. 3. Provide a sample essay ahead of time to the students.

## Program Review Process

The Academic Department is responsible for conducting Academic Program Reviews. The program is typically benchmarked nationally against like Christian, Evangelical Seminary programs that are offering the same or similar degree program of the review. Typically, 4-6 institutions are benchmarked. The purpose of such evaluation is to ensure that the program is well structured and provides a depth required for quality and excellence in higher education. As the data collected is analyzed and trends and anomalies are uncovered, adjustments may be recommended in regards to curriculum structure and delivery.

This process is much broader than the Curricular Review process in that a Program Review looks beyond just the curriculum and evaluates enrollment and graduation trends, faculty quality and sufficiency, library services, appropriate student support services, facilities, classrooms, and support staff, as they relate to that program.

## Program Review Assessment Results

### *Master of Arts in Biblical Studies (MABS)*

The Program Review of the MABS program was completed in 2012. This Program Review, unlike the one completed in 2011, was much more substantive and used a template found in the Assessment Plan. This review included several years of data regarding enrollment trends, retention rates, graduation, and alumni placement rates. Additionally, as expected, it included a Benchmark Review with six other institutions that all had larger student populations than GRACE. These include Western Seminary, Southern California Seminary, Southern Evangelical Seminary, Dallas Theological Seminary, Moody Theological Seminary, and Philadelphia Biblical University

(now Cairn University). These all offer an MABS that is about 60 credits, similar to GRACE's. Part of the review also compared the Program Learning Outcomes (PLOs) of these 6 institutions with those of GRACE.

Because of this review of the MABS Program, the PLOs at GRACE for all of its programs were reviewed and somewhat consolidated in 2012. The initial review of the GRACE PLOs showed that: Some PLOs were not written in measurable terms.

Some PLOs could not be mapped to at least one course in the program.

Some PLOs were written to a specific course

Since the certificate and degree programs are all stair-stepped, that is they build upon each other if begun at the very beginning 'step', then the PLOs were written in a cumulative way so that by the MDiv level, there were eleven PLOs, and at the ThM there were 17 PLOs.

With re-writing and editing, a proposed list of PLOs was presented and approved by the Faculty in May, 2012. This resulted in the condensing the original total of 39 PLOs down to 19 (2 for each certificate, 4 in the MABS, 5 in the M.Div., and 6 for the Th.M.). These were then added to the Catalog in the presentation of the Academic Programs.

### Master of Divinity (MDiv)

In 2014, the Master of Divinity (MDiv) Program Review was completed. Included in the review were curricula, three-year enrollment trend, faculty and staff readiness, comparison with benchmark institutions, and assessment of Program Learning Outcomes (PLOs). Enrollment analysis showed a steady yet manageable increase in the number of MDiv students over the past three years.

The faculty review found that GRACE was proactively preparing for increasing demand of the program by hiring well-credentialed faculty and staff members. The benchmark review that involved comparison of curricular with seven other mainline seminaries revealed lack of competitiveness in the area of ministry skills and ministry concentrations.

In the light of this observation, a curriculum revision was recommended; deficiencies were immediately addressed by adding four ministry concentration tracks (i.e., Church Planting, Pastoral Ministry, Global Outreach, Counseling) and by increasing the number of ministry skills related courses, which necessitated elimination and merger of few courses in order to make room for the new additions. This modification of the MDiv curricular also included the replacement of Doctrinal Summary I & II, the research oriented capstone project with Ministry Internship I & II.

The assessment of the PLOs showed that three out of five PLOs were similar to the benchmark institutions demonstrated. These common objectives are focused on enhancing biblical knowledge, building theological foundation, and sharpening ministry skills. The other two were rather unique to GRACE, and yet understandably so due to its emphasis on free grace and biblical exegesis. The assessment review that involved a comparison with benchmark institutions led GRACE to lower its graduation GPA from 3.0 to 2.0 in order to remain competitive with the benchmark institution's 2.0 average.

### Master of Ministry (MM)

In 2015, the Master of Ministry (MM) Program Review was completed. The review was conducted into the areas of curricular, enrollment statistics, faculty credentials, comparability with benchmark institutions, assessment of learning objectives, and strengths and weaknesses of the program. The MM program was newly launched in fall 2103 as a replacement of Theological Studies Certificate (TSC) program, so the enrollment statistics covers only two years. The number of enrollment in GRACE's MM program (Tables 1) has more than doubled during this time period. It also indicated a high level of student's interest in MS-757 Christian Counseling: The two-year average number of enrollment for all ministry skills courses was 6.75, but it was 13.5 for MS-757. Recommendation was made to offer the course once each semester rather than once each academic year to accommodate the need of the student and as part of the promotion of the program.

While most of MM courses have enjoyed a steady increase in the number of enrollment, two courses, MS-753 Mission & Outreach and MS-880 Short Term Experience in Missions, show a steep decrease over the past two years. For MS-753, the enrollment went down from 5 in 2013/2014 to none in 2014/2015. For MS-880, it went down from 8 in 2013/2014 to 1 in 2014/2015. A recommendation was made to either merge these two courses into one or offer alternative courses that are more conducive to addressing practical need of the students.

The program was benchmarked with five other US institutions that offer a program somewhat similar to GRACE. These benchmarked institutions were also comparable to GRACE in respect to their program goals, earning objectives, and theological bent. A comparative review revealed a fair amount of comparability between GRACE and the benchmarked institutions in terms of total number of credits required for the respective program. The requirement of MS-755 Preaching and Teaching and MS-761 Ministry Stewardship for MM students was found unique to GRACE. All of the benchmarked institutions did not require this type of course but made it available as an elective to their students. This might be so due to the non-professional or entry-level nature of the so-called "one-year" program, which typically does not require students to take a preaching course. The review also found that GRACE did not require any biblical studies courses for its MM student. Such lack of biblical studies discipline in the curricular showed a stark contrast to all of the benchmark institutions that require their students to take Bible courses somewhere between 6 to 16 credit hours. A recommendation was made to modify the curriculum to address the issue: GRACE may do away with 6 open elective credits and replace them one three-credit New Testament course and one three-credit Old Testament course.

The analysis of Program Learning Outcomes (PLOs) revealed that the learning outcome with free grace emphasis is unique to GRACE, yet appropriate as it is at the core of the school's mission and purpose. Overall, the performance of GRACE's MM students exceeded the achievement standard as they scored the average of 4.2 on a 5 point scale across all three PLOs.

## Direct and Indirect Measures

### Bible Exam

Another direct measure of student learning is the pre- post-test method using a standardized exam. Up until 2012 GRACE did not have an institution-wide method in place to measure knowledge improvement in Bible and theology. With the Fall 2012 Semester, all entering students take the exam upon their first enrollment in classes and then just prior to graduation. Data will be analyzed by certificate and degree level, thus enabling to see if there is a gradual increase in scores as students complete more programs at GRACE.

### Job Placement

Job Placement is defined as the percentage of graduates who find field-of-study related employment within 12 months of graduation. The current job placement rate for the Masters Program is calculated from the graduates that completed their program in the 14-15 Academic Year and that did not continue into a higher program at the institution. The overall rate is 86%. Currently, there isn't a rate for the undergraduate programs. The undergraduate programs at the institution are still relatively new and have just recently had 4 completions. The two graduates with completions in the Associates program continued with their education in the Bachelors program at the institution and at least one of the two graduates with completions in the Bachelors program have continued into the Masters program at the institution. Job Placement is an indirect measurement.

### Completion Rate

A Completion Rate is the percentage of students completing an Associate or Graduate program within 150% of the normal (or expected) time for completion. The Completion Rate is an indirect measurement.

## Assessment Data

*Biblical Studies Certificate (BSC)*  
Reporting on 1 Student

Program Completion, May 14, 2016 (Spring 2016)

Completion Rate: 0%

Job Placement Rate: 100%

Associate of Arts in Biblical Studies (AABS)

Reporting on 0 Students

Bachelor of Arts in Biblical Studies (BABS)

Reporting on 2 Students

Program Completion, May 14, 2016 (Spring 2016)

Completion Rate: These students were transfer students so not applicable.Job Placement Rate: It hasn't been at least 12 months since they completed their program. 50% of these students are continuing their education with Grace School of Theology.Bible Exam Assessment: Both students transferred into program before the Bible Exam was implemented. However, they both took the Exit Exam and scored a 90 and 91.Master of Ministry (MM)

Reporting on 10 Students

2 Students-

Program Completion, December 19, 2015 (Fall 2015)

Completion Rate: 50%Job Placement Rate: It hasn't been at least 12 months since they completed their program. 100% of the students are continuing their education with Grace School of Theology.

5 Students-

Program Completion, May 14, 2016 (Spring 2016)

Completion Rate: 100%Job Placement Rate: It hasn't been at least 12 months since they completed their program. 100% of the students are continuing their education. 80% with Grace School of Theology.

3 Students-

Program Completion, July 25, 2016 (Summer 2016)

Completion Rate: 100%

Job Placement Rate: It hasn't been at least 12 months since they completed their program. At least 33% of the students are continuing their education with Grace School of Theology.

Bible Exam Assessment: 3 of the 10 students began the MM program before the Bible Exam was implemented. The results are based on 7 students.

The Average Entrance Exam: 65

The Average Exit Exam: 66

Highest Exit Score: 85

Lowest Exit Score: 47

4 students improved an average: 8.5 points

3 students worsened an average: 10.67

\* One student score of 20 less points skewed the averages. (It should have been dropped.)

Internship Assessment: 6 of the 10 students began the MM program before the Internship Capstone Course was implemented.

The remaining 4 of the 10 students passed the Internship courses.

### Master of Arts in Biblical Studies (MABS)

Reporting on 11 Students

3 Students-

Program Completion, December 19, 2015 (Fall 2015)

Completion Rate: 100%

Job Placement Rate: It hasn't been at least 12 months since they completed their program. 67% of the students are continuing their education with Grace School of Theology.

6 Students-

Program Completion, May 14, 2016 (Spring 2016)

Completion Rate: 50%

Job Placement Rate: It hasn't been at least 12 months since they completed their program. 67% of the students are continuing their education with Grace School of Theology.



## 2 Students-

Program Completion, July 25, 2016 (Summer 2016)

Completion Rate: 100%

Job Placement Rate: It hasn't been at least 12 months since they completed their program. 50% of the students are continuing their education with Grace School of Theology.

Bible Exam Assessment: 9 of the 11 students began the MABS program before the Bible Exam was implemented. The results are based on 2 students.

The Average Entrance Exam: 75

The Average Exit Exam: 72

Exit Score: 84

Lowest Exit Score: 60

1 student improved: 3 points

1 student worsened: 9 points

Master of Divinity (MDiv)

Reporting on 2 Students

## 1 Student-

Program Completion, December 19, 2015 (Fall 2015)

Completion Rate: This student was a transfer student so not applicable.

Job Placement Rate: 100%

## 1 Student-

Program Completion, July 25, 2016 (Summer 2016)

Completion Rate: This student was a transfer student so not applicable.

Job Placement Rate: 100%

Bible Exam Assessment: The results are based on 2 students.

The Average Entrance Exam: 76

The Average Exit Exam: 82

Highest Exit Score: 90

Lowest Exit Score: 73

1 student improved: 6 points

1 student improved: 2 points

## Retention Rate and Re-Enrollment Rate

Retention Rate is defined as the percentage of first-time, full-time, degree-seeking students enrolled in the previous fall that re-enroll the following fall. This definition applies for students in the Bachelor's Program. The institution currently has no students that fall into this category as both first-time and full-time in the Bachelors Program.

### Retention vs. Re-Enrollment

Retention Rate: Percentage of first-time, full-time, degree-seeking students enrolled in the previous fall that re-enroll the following fall. This does not represent part-time students, transfer students, or Special Status Students.

Re-Enrollment Rate: Percentage of new students that re-enrolled. This represents full-time, part-time, first time, and transfer students.

#### Chart: Retention Rate

	Fall 2015	Fall 2016	
BSC	0	0	N/A
DBS	0	0	N/A
AABS	0	0	N/A
BABS	0	0	N/A
MM	1	0	0%
MABS	1	0	0%
MDiv	1	1	100%
ThM	0	0	N/A
DMin	0	0	N/A
	3	1	34%

**Chart: Re-Enrollment Rate**

	Fall 2015	Fall 2016	
BSC	1	1	100%
DBS	3	0	0%
AABS	14	6	43%
BABS	42	13	31%
MM	57	24	42%
MABS	9	2	22%
MDiv	6	3	50%
ThM	0	0	
DMin	0	0	
			37%

**Fall 2015**

New Students: This represents full-time, part-time, first time, and transfer students.

	English	Spanish	Russian	
BSC	1			1
DBS	3			3
AABS	9	5		14
BABS	11	30	1	42
SSSU	1			1
MM	15	42		57
MABS	8	1		9
MDiv	6			6
ThM				0
SSSG				0
DMin				0
	54	78	1	133

Grace enrolled 310 students for the Fall 2015 semester and 43% were new.

Re-Enrollment Rate: Percentage of new students (see chart above) that re-enrolled. This represents full-time, part-time, first time, and transfer students.

FA15 to SP16  
Re-Enrollment

	English	Spanish	Russian
BSC	100%		
DBS	33%		
AABS	44%	60%	
BABS	64%	53%	100%
SSSU			
MM	67%	86%	
MABS	38%	0%	
MDiv	50%		
ThM			
SSSG			
DMin			

FA15 to FA16  
Re-Enrollment

	English	Spanish	Russian
BSC	100%		
DBS	0%		
AABS	44%	40%	
BABS	45%	23%	100%
SSSU			
MM	20%	50%	
MABS	25%	0%	
MDiv	50%		
ThM			
SSSG			
DMin			

No Matriculation: Accepted applicants that were slated to start classes this semester and either never started or were dropped because of failure to attend or failure to pay. They have not started in any other semester.

	English	Spanish	Russian
BSC	2		
DBS			
AABS	1		
BABS	5	2	
SSSU	1		
MM	5	2	
MABS		1	
MDiv	2	1	
ThM			
SSSG			
DMin			

## Spring 2016

New Students: This represents full-time, part-time, first time, and transfer students.

	English	Spanish	Russian	
BSC	2			2
DBS				0
AABS	2	3		5
BABS	9	28		37
SSSU				0
MM	10	15		25
MABS	8	1		9
MDiv	8			8
ThM	2			2
SSSG				0
DMin				0
	41	47	0	88

Grace enrolled 331 students for the Spring 2016 semester and 27% were new.

Re-Enrollment Rate: Percentage of new students (see chart above) that re-enrolled. This represents full-time, part-time, first time, and transfer students.

### SP16 to SU16 Re-Enrollment

	English	Spanish	Russian
BSC	0%		
DBS			
AABS	0%	33%	
BABS	33%	82%	
SSSU			
MM	50%	87%	
MABS	50%	100%	
MDiv	50%		
ThM	50%		
SSSG			
DMin			

### SP16 to FA16 Re-Enrollment

	English	Spanish	Russian
BSC	0%		
DBS			
AABS	0%	67%	
BABS	78%	57%	
SSSU			
MM	70%	87%	
MABS	50%	100%	
MDiv	75%		
ThM	0%		
SSSG			
DMin			

No Matriculation: Accepted applicants that were slated to start classes this semester and either never started or were dropped because of failure to attend or failure to pay. They have not started in any other semester.

	English	Spanish	Russian
BSC	2		
DBS	1		
AABS	3	1	
BABS	1	3	
SSSU			
MM	2		
MABS		1	
MDiv	5		
ThM	1		
SSSG			
DMin			

## Summer 2016

New Students: This represents full-time, part-time, first time, and transfer students.

	English	Spanish	Russian	
BSC				
DBS				
AABS	2			2
BABS	5	8		13
SSSU				
MM	4			4
MABS	2	1		3
MDiv	5			5
ThM	2			2
SSSG				
DMin				
	20	9		29

Grace enrolled 192 students for the Summer 2016 semester and 15% were new.

Re-Enrollment Rate: Percentage of new students (see chart above) that re-enrolled. This represents full-time, part-time, first time, and transfer students.

SU16 to FA16  
Re-Enrollment

	English	Spanish	Russian
BSC	0%		
DBS			
AABS	0%	67%	
BABS	78%	57%	
SSSU			
MM	70%	87%	
MABS	50%	100%	
MDiv	75%		
ThM	0%		
SSSG			
DMin			

No Matriculation: Accepted applicants that were slated to start classes this semester and either never started or were dropped because of failure to attend or failure to pay. They have not started in any other semester.

	English	Spanish	Russian
BSC			
DBS			
AABS	1		
BABS		1	
SSSU			
MM			
MABS	1		
MDiv	1		
ThM			
SSSG			
DMin			

## End of Course Survey

At the end of each module every student is asked to participate in an End of Course Survey. The results of all Academic Year 15-16 surveys were compiled into one report. The raw data results are available in the office of the VPAA. The following is a small snapshot of some of the comments.

### Fall 2015-Module 1

How has this course changed or impacted your life?
A better understanding of the Pentateuch
The information learned from the course has greatly impacted my knowledge of the Scriptures.
I now know much more about the background and the content of the prophetic books, and am more familiar with how they are relevant today.
Its given me a better biblical structure and it has help my studying of the word significantly.
It has helped me understand the Bible more
Yes, in that, like Jonah, it makes accountable and responsible in fulfilling the call in ways that I have avoided in the past.
I have never thought too much about biblical leadership. The class opened my eyes to this topic and relevant passages pertaining to it in Scripture.
To be a better leader
This course has made me evaluate my leadership model and servant hood.
Made me to better prepare a sermon.
It challenged me to think about my preparation for sermons and lessons I teach - not to take short cuts but to take the opportunity extremely serious
It challenged me in my sermon development and presentation - I think I had gotten a little lazy in this over the past couple years
This course taught me many principles about new ways to think of leadership and provided practical thought processes to help me be a servant leader
It turned me into a servant leader.
It clearly outlined God's design for leadership. Which is very different from the world's view. This class changed my perspective. It showed me that leadership is service. I realized it was much closer to the way I raised my children than what is recognized as leadership in the world.
Allowed me to continue to grow to be a servant leader in ministry. Also allowed me to think ahead with regards to ministry vision and goals.
It has really caused me to reevaluate my leadership ability. I am able to see my areas of weakness more now than ever. Knowing these weaknesses has helped me to trust in God's sufficient grace all the more.
This course impacted nothing in my ministry and I learned nothing of any biblical value.
This course has changed my perspective about prayer and has led me to another



level of intercession and an approach to entering into His Presence. Dr. XXX addressed our spirituality with balance, inclusiveness, and sensitivity as compared to academic knowledge alone. I believe he wanted me to experience a vibrant, spiritual encounter with God and I'm grateful for it!
writing a prayer journal entry everyday had a good effect on me. I saw God working and focused better on Him. Saw many answers to prayer.
It has caused me to think about the types of worship, types of learning and practices and experiences that are different than those I have personally experienced or which I had knowledge.
Brought me closer to Jesus.
Yes! I very much enjoyed Dr. XXX statements of faith - very encouraging. The reading on fasting, prayer and meditation were all quite helpful.
I learned more about the meaning of the Word and apply it more accurately in my preaching style
This course helped me to draw more closer to the Lord as I reflect on the different principles found in these five books of the Bible.
This course has impacted my life because it established and revealed the plan and purpose of our brilliant Sovereign Lord God and King working through the lives of sinners, but delivers salvation, redemption and deliverance from the powers of darkness. The Pentateuch is like the "hand" working together to reveal what needs correction within us and revealing the potent power of God at work in us.
It has pushed me to take the Old Testament more seriously, especially when pertaining to things of the Law, Holiness, and Obedience.
My understanding of God as presented in the Pentateuch has increased significantly: His commitment to His promises to Israel, His holiness, and His gracious dealings with people. I can sincerely say I have a higher regard for and trust of our great God.
Expanded my understanding of God, His holiness, but also His love for us. So often I see God as holy and just in the OT, but don't recognize the great love He has for His people. Going through the travels and travails of the Israelites...all the judgments and sacrifices...it is all for their good to draw them into relationship with God. Not just to please and appease God, but so they can get to know God and have fellowship with Him. God still desires fellowship. God uses my obedience and sacrifice to change my heart to build a relationship and to build fellowship.
I have deeper understanding of Pentateuch.
Humble myself
Better comprehension of the Pentateuch
It has helped deepen my understanding of God's grace.
I am not fond of reading books. Bible is a manual so except from it, this course challenged me to create a heart for books.
The Pentateuch was always a place I skipped in my Bible reading. I now see how much truth and life is spoken in those books
Helps me to understand the history of Israel and the revealing of God.
It has helped to prepare me for future classes and shown me numerous tools that the college provides and how to use them to accomplish my school work.

Allowed me to practice using several new references, think deeper into the words in scripture, and dialogue with other ministers in other parts of the country.
This course has given me so much confidence to keep moving forward. Writing has always been my weakness, and this course helped me tremendously!
I have learned how to properly prepare a research paper with footnotes, long and short quotes. I have learned how to structure a bibliography and research topics on logos and the school's data bases.
This course has help me develop a deep study of doing research and develop writing skills that I didn't know I had.
I really enjoyed the reading assignments from the Ryken book and I liked how she required us to write about them and explain. The videos were also very interesting, as I had never studied much about slavery or the reformation.
deepened my understanding of origins and crafting of doctrinal interpretation we enjoy today
It has given me the tools to help get a deeper understanding of the Scriptures.
I approach my study of the Bible with greater confidence.
Gave me a deeper understanding on the end times.
It gave me a solid grasp on church issues and end time points of view. It also introduced me to other ideas that I hadn't heard of before and gave me a foundation in which to recognize positions that are doctrinally in error.
The ability to apply the history of the church.

## Fall 2015-Module 2

How has this course changed or impacted your life?
More aware of how the world systems are designed to keeps us in debt and out of the will of God.
Used course material immediately in everyday life.
Time will tell...
This course has had a dramatic effect on me - I believe I am much more committed to evangelism and outreach.
I am now confident in sharing the Gospel after being equipped in this course.
In a very positive way financial as well as spiritually and I feel I know Jesus much better!
I really appreciated the Alcorn material; it brought up many good points that I had not previously considered. Many things to continue to think on to live my life according to scripture
Reiteration and reemphasis of previously learned truths. Also, it has helped me resolve conflicts I had in my mind with regard to money and possessions
The course helped me shape more of a view about money and possessions in the context of eternity.
Too much to list here, but I will never be the same, a change for the better. I aim to be a good steward of God's blessing.

Great impact by increased insight into money, possessions, giving, saving, spending and their relation to the Kingdom of God -I have been able to implement some of the ideas in my own life as well as impact others to do the same.
This course has been one of the most life changing courses to date. Too much to explain, but extremely powerful and a tremendous blessing.
I have a new outlook on money and possessions. Specifically, where am I spending too much and not giving enough and surround debt.
Information was life-changing
This class allowed me to practice what I learn in the classroom/online classes.
It has assisted in my understanding of how to approach resolving conflict.
It revived a forgotten desire to continue formal education in the subject matter
It has made a handful of positive impacts on the kind of spouse and parent I am.
It will help me a better parent and spouse
A better understanding of the Biblical priority of marriage.
It definitely has challenged me to more conscientious of my role as a wife and mother.
It changed my point of view to see my life because I was wrong with my marriage ideas, and now I can see how I have to live and conduct myself with my wife.
Helped in affirming God's plan for the family
This course made me think more about my marriage and how to conduct my child in order to have family relationship.
The course gave me a better understanding of marriage and parenting skills.
A view of life in ministry responsibilities daily.
A view of life in ministry responsibilities daily.
I became a peacemaker
I have been very blessed to learn even more about how critical it is to come to at least a basic understanding of Greek grammar. I have been amazed to see how the Greek makes the Word of God come to life, as you become more aware of the subtleties that might be overlooked or not quite translated into the English Language.
humbled me... knowing Greek isn't as easy as I thought it would be. But challenged me to learn more but be cautious about making sure I can focus better next time.
a great impact
It changed my whole view how to understand the Bible
A new and fresh approach to the Scriptures which I will take with me
This course was a powerful tool in finding the intrinsic genre of a book
This class was a powerful tool in finding the intrinsic genre of a book
This class provided powerful information in finding the intrinsic genre of a book of the Bible
A powerful way to find the intrinsic genre of a text
I learned to exegete. Beyond that I also learned to love the Word of God.
Study of the Historical Books have helped me to see how God's work in the lives of His people is consistent with the other Old Testament Books as well as the New

<p>Testament. These books confirm the wisdom, power, and beauty of God as He speaks to us and takes us to another vantage point, confirming the Major and Minor Prophets. Before this course, I understood the introductions, but couldn't fully understand its complete purpose, but now, I understand its purpose and relevance. The course will help me to better communicate the Word of God in formal and informal settings...for His Glory.</p>
<p>Gave me a better understanding of His unyielding faithfulness.</p>
<p>Helped me understand the history of Israel and how God revealed Himself to the world through Israel.</p>
<p>Studying historical books made my faith stronger. I used several of the lessons to preach in my Church. These OT are the backbone of what we believe now and we can the clear picture of God's plan being enrolled. This class has made my belief stronger.</p>
<p>Yes, I have a better understanding of the faithfulness of God, and I see more clearly how dispensational theology is true both to God's character and His word. I also understand better the importance of belief in His promises followed by obedience to what He has said in His word.</p>
<p>Seeing His unyielding faithfulness through each historical book.</p>
<p>Obey God and willing to accept God's disciplines.</p>
<p>In this class, we learned the historical books from Joshua to Esther, the question that he gave as discussion made me think, act and behave in more Godly way. I also liked doing the assignment, which made me really think deeper. I was able to give few sermons out of the classes I took from Dr. XX. This class changed some of my thought and behavior.</p>
<p>I wish we could stay on the material longer. Too short.</p>
<p>Appreciate more the flexibility of language and basis for so many puns in the OT.</p>
<p>I got emotional understanding how was life in the Old Testament Times</p>
<p>It has made me busier but given me thoughts and motivation for Bible study</p>
<p>I can recognize Hebrew</p>
<p>This is the second time taking this course. I paid more attention to the lessons and it gave me more information towards my writing as well as more confidence in researching subjects even beyond the classroom</p>
<p>It helped me to improve my proficiency in proper source citation.</p>
<p>I learned how exactly I have to write a Turabian Paper.</p>
<p>Strengthened my ability to do research.</p>
<p>It gave me a better understanding and appreciation of research, organization and academic writing.</p>
<p>I am more comfortable with the use of LOGOS and the Turabian format.</p>
<p>Dr. XX challenged me on a variety of levels through: reading materials, expression of thoughts pertaining to reading materials, daily activities which required time in reading bible chapters, devotional messages, and prayers. The books were compact with biblical principles I can share and apply to my personal life and ministry. Words from the Bible coupled by the practice of being led spiritually is not only necessary, it's also very powerful. Dr. XX addressed issues and provided practical and applicable principles I can teach, present in the counsel of others,</p>

and apply to my life, identified as progressive sanctification.
Help me to put more emphasis on my devotional life.
I think the most important thing I learned was that we all live spiritual lives. We all have a sin nature and we, as believers, all have a new nature that is the seed of God. When we abide in him, we “feed the good dog,” and our intimacy deepens, our faith is strengthened, and our love for God and one another is made perfect. When we stop abiding in Him and retreat to abiding in the world, we will reap what we have sown. Sin will be a barrier to fellowship with God, and our lives will lack lasting joy because of that barrier. The way we abide is to be in His Word and in prayer. This keeps our minds on Him.
Encourage me to continue with my course of study
It has made me aware of the difference between relationship and fellowship with God. And the struggles I have with ministry are not uncommon.
Time will tell
Great look at sin and the angelic beings
Strengthened my walk with God
This course has helped me to witness to others about the Bible in a more knowledgeable manner
Deeper understanding and defense of faith.
It has equipped me to be a better and more accurate interpreter of scriptur.
It has given me some more tools to use in studying the Bible
Helped me to recall and greatly appreciate the ministry of the Holy Spirit that had been forgotten or neglected over time.
Extremely impact
Clearer understanding of Biblical truths
Increased knowledge of subject matter
I am able to transfer knowledge to others
Supplied with enough information to transfer to others
Brought aspects that were either unknown to me or knew very little about, to a level of understanding that allows me to express them to others.
I have a different view of Satan and Angels. Angels are not just the picture we see of little kids / women flying around. They are masculine men!
I don't know that I have specifically changed anything, but I have a better understanding of creation, how we are in the image of God, angels and demons. It will help me going forward to be able to defend truth and not get caught up in myth or lies.
Application and view of sin.
Very profound subject which allowed me to acknowledge sin within my own life and the God's purpose of angels in our lives.
More informed of the subject matter
Yes. This course has reinforced the absolute necessity of remaining true to Scripture.
I better understand the development of the origin of doctrine and faith in the Church.
Application.

I now have a much greater appreciation for church history and how it has impacted and continues to impact Christendom and the world today. Has given me a desire and curiosity to know even more about Church history.

## Spring 2016-Module 3

How has this course changed or impacted your life?
A much better understanding of the early church and it's history.
He gave me the insight about what ministry entails.
It built upon my knowledge of ministry.
This course, Introduction to Ministry, has helped me to gain a broader insight to ministry and has challenged me to be more discerning and meticulous in ministry presentation. Interacting with others through interviews helped me to establish closer relationships with others, and I've discovered strengths and weaknesses about myself, which can be an asset or a barrier in effective ministry. I will never observe myself or others in the same manner because of the knowledge I've gained.
Since, I am already in a ministry, this class reinforced me to think about why I'm in a ministry, what skills do I need to have and what goals & strategy that I need to rethink.
<b>Disciplining</b>
It has helped prepare me for a discipleship process in my church and personal life.
It has made me to do planning.
It has made me to be a good planner.
It has opened my eyes to why churches have possibly been in decline. It has also dispelled some errant thinking about planning, whereas bolstered some previously held notions as well. I believe this becoming involved in a ministry leadership in the near future. I feel more assured, encouraged, informed and strengthened.
Provided additional depth of understand the General Epistles and Revelation.
I am better able to interpret scripture and to teach others.
It has helped me to look at how sermons are preached
I have gained a more comprehensive Christian world view than ever before.
It gave me a hunger to study harder-- being diligent in dividing the Word of God than relying on helps.
My understanding of scripture improved.
I'm inspired to pray before beginning Bible study
Helped me understand the importance of eternal security.
It allowed me to see various perspectives to soteriology and in how the subject relates to the gospel of grace.
I will never read a book or other literature without reading it from a biblical standpoint and a critical spiritual eye for accuracy. Every topic was interesting

and challenging, opening the eye of my understanding a little wider. Initially, I was not completely aware of the various views of theologians and how they have impacted our view of scripture and its interpretation. Thank you for your comments and suggestions...to help me grow.
by providing how some have misused or misinterpreting scripture
Hearing Dr. XX's lectures and doing extra reading on the attributes of God really made an impression on my heart. It is making me appreciate God more and revere Him more. Also caused me to begin a study to present to my small group on the attributes of God.
Understanding the 12 attributes of God.
I have a better understanding of Revelation, pre-millennial and post-millennial views.
It changed my voting priority, how to recognize the difference in a Reformed and Dispensational theologian and how their view influences their eschatology, and a better understanding of the driving forces behind the Reformation.

## Spring 2016-Module 4

How has this course changed or impacted your life?
Great impact!
It made me to get great supervision concerning how to go about doing ministry.
It has taught me to better prepare sermons.
The course has given me the idea on how to prepare sermons.
I have a much better understanding on the subject.
There have been a lot of information gained and learned which is so edifying for the ministry the Lord entrusted me. Most especially my family alone in particular with my wife. It has impacted our marriage positively and our walk with the Lord.
A better understanding of Biblical salvation and the doctrine of eternal security.
This class has helped in my devotional life.
I have always been a student of the word and a lover of free grace theology. This course, through Dr. XXX's teaching, has help me to have a deeper understanding of how to analyze the biblical text and to apply it to my life and to preach it to others. I have gained so many valuable tools from the class that I'll probably never forget.
I love apologetics, and seek to be a creditable defender of the faith, helping the unsaved as well as the saved. The biggest way this course has impacted my life is a stronger belief in God.
I am more aware of God's love for His people even when they are not following Him, oh His mercy is huge!
It has given me motivation to study the OT
It has expanded my ability to argue and support the arguments related to free grace soteriology.
It has also given me a better understanding of why inaccuracy can be so devastating.

It has also increased my ability to look at positions with which I don't agree with a more gracious mindset.
How to approach the scripture as literature, and how to have confidence in writing.
More confidence comes from more preparedness and dependence on H/S
Deeper relationship with God
Understand how to write better and clearer.
Too many too mention
Deeper understanding of OT major prophets
I really enjoyed this course and think it will be valuable to my life
It hasn't.
It was great and gave me some more in-depth study of the Holy Spirit.
This course has helped me to better dialogue with some friends about salvation through Christ alone and Paul's intent.
It was a very difficult course to follow and complete. Learnt a lot about writing well and I'm inspired to spend more time writing and practicing the techniques we learnt in class.
Greater appreciation for the role of prophecy in Scripture
This course has given me a better understanding of how to minister to the hurting.
I am encouraged and motivated to continue to work on learning and understanding the Greek language. This course reinforced the ability for the word of God to become "more alive" to the student that understands the Greek.
made me think more about salvation
Caused me to completely reevaluate my thoughts on Calvinism.
This class has enabled me to translate to Old Testament from Hebrew it is a basic skill that I will have that I would not have learned on my own but it will enable me to teach God's word with authority.
A deep understanding between salvation in the bible. Better understanding of sin and wrath. Solidified my beliefs in salvation and God's Love and Character.
I learned how to make footnotes, bibliography, and use technology to do my research paper in an orderly manner.
It was difficult and I was disheartened by this class, I could not learn as much as I expected.
Opened up my eyes to the struggles and successes of other in ministry
It has helped me to write better.
yes, definitely. Life experiences and examples, the exegesis process, illustrations and how to do outlines for preaching/teaching. Great information that can be used practically.
I learn to dig deep in to Greek. The greatest thing was that I am not able to be do not need to be perfect student in everything
I became a better communicator and more focused leader
Absolutely. I have never been a writing person. I am more of a speaker than a writer. This course has helped me to really learn to write.
I found this course very difficult. Not that the content was difficult, but I honestly



struggle to see the true value in the "rules" of Turabian. I understand that correct formatting is supposed to some way add confidence for the reader that the research is accurate but I don't fully buy that. This is my second masters degree and in my studying, and in my professional career, I have never noticed non-standard formatting of a paper. Furthermore, I would not automatically judge the paper's content based on the fact that the paper was not formatted using an academic standard (unless the formatting was truly unreadable and illogical). It is important to ensure proper information is provided on a citation so that a reader can find that source, but again I do not buy that a non-standard format decreases confidence in the researchers citation or conclusion.

Again, I understand that knowing how to write and research is very important. Especially research. However, the level of focus on the minute details I think is just overkill. In fact, I purposely avoided some sources in my paper because I wasn't sure how to cite it and after an hour or so of trying to get it right, it was just easier to leave the sources content out of the paper (especially since I know XX would catch the error).

In summary, I think it is important for students to learn to write and research, but I think this class needs a bit of an overhaul. I do not think the class really impacted or changed my life, rather it was a required course for my degree.

to see the original meaning of the word as much as possible, to teach it correctly and with confidence.

Provide a great tool for sermon development.

It confirmed my views on Salvation and hardened them more as I will encounter other views from others.

Reminded me of the importance of fellowship with God. It is not something to be taken for granted, or to be taken lightly. God is holy and He wants His children to walk with Him growing more and more like Him. We are not to make anything more important than God.

It has confirmed my original concepts, and allowed me to clearly identify my beliefs.

Alcorn's material is amazing and through the leading of the Holy Spirit, it changed my entire view and focus.

View of Total Depravity and Progressive Sanctification.

This course has helped me to be a better steward of my money. I have directly applied what I learned in this class to everyday life.

The writing process is much clearer.

Broader understanding of the prophetic messages by the major prophets.

It has enriched my understanding of all doctrines

I have learned how to connect different books and passages to one another

It impacted my life because gave a more clear view of what soteriology is.

It has given me a much clearer understanding of different theological positions on salvation and enabled me to explain and defend the views of free grace.

It allowed me to learn deeper about OT prophets and help me understand Bible as a whole, not separating NT from OT.

This is a debatable issue and people have their own view about their salvation, but Dr. XX's class gave me a great opportunity to create my own understanding on this

topic and have my view which is based on God's promise and Bible.
Dr XX's class presentations always illuminate the OT and show how it points to Jesus. His examples and illustrations of the weaknesses of liberal scholars viewpoints on interpretation and meaning are a great help to my understanding and in developing my interest in future scholarship in the OT.
It has helped me mindful of my own personal relationship with Christ.
The subject matter is applicable to, and has been used in, my roles in business and ministry.
It has helped me by giving me assurance in Jesus. I do not feel scared of my spiritual position and I can now focus on my spiritual growth.
Helped me to understand the divinity & humanity of Jesus & specifically why each is important. Challenged me to read some books about Jesus the Holy Spirit that are shoving me a bit out of my comfort zone.
Valuing the importance of research and proper reading and proper citations.
Gave me additional confidence in knowing the biblical truth regarding salvation.
I have a greater insight to study the Bible. there was a plethora of information that I am able to apply to my personal life and ministry
This course has given me a strong foundation when studying the Bible, as well as preparing sermons. I am more mature in my Bible study skills. When preparing a sermon I spend time exegeting the scripture instead of conjuring something up.
I will read a books differently. I will write more concisely. I will pay attention to the details.
I've learned that I might be able to learn to write the way that seminarians write, but it is hard to learn a new style after using APA for over 30 years. I learned that the faculty and staff at Grace really do want students to succeed. I also learned that seminary is a lot harder than I thought it would be! : )

## Summer 2016-Module 5

How has this course changed or impacted your life?
I was challenged to consider some familiar subject matter in a new perspective - "differences in semantics and jargon" can both help and challenge a student to think about God's truth in a new light.
It has helped me think through the specifics and enabled me to better defend my views on dispensationalism.
aware of the significance of the prophetic books and its impact in helping me to examine my worship, whether it is real or just ritual.
It has challenged and stretched my thinking academically and spiritually.
I am all but paralyzed by apprehension of large projects. This course helped to lessen that apprehension to some degree.
It has helped me understand the beginning of all things and how they affect this fallen world we now live in as a result of those beginnings.
As a result of this course, I now have a more in-depth understanding of the

Pentateuch, the first five books of the bible that were written by Moses. This knowledge will help me to walk closer to God and to be a greater light for others.
I now have a deeper conviction and an have taken stock of where I am in my faith walk with The Lord. As has been the case during my entire journey here at GSOT, God has used every course in concert with other channels to implement His desired plan for my life. Though I continually find myself falling short His arm is not short in pulling me out of my own selfishness and back on track to live for His glory alone.
Much greater awareness of evolving theological systems and current trends
I have already begun to teach and talk about the principles learned in this class with other believers.
The course made me develop a discipline in my devotion or quiet time.
I now have a greater appreciation for the Gospels.
A lot in terms of the subject on theology.
I have come to appreciate and apply lessons learned in these books
This course has helped to think about theological methods and which one can best suit my doctrinal convictions. This course has transformed my thinking about theology also.
I have a better understanding on counseling and issues with counseling.
Material covered that was completely new to me, Synoptic Problem, Second Temple Period. The Second Temple Period history gave me a more complete view of New Testament writing and the context of the Gospel writings.
It has given me a better view of who Jesus was and what He all did
I learned a lot from this course.
The life of Christ strengthens my faith.
I have the right knowledge about "grace of God", and the new revelation in 1st John has helped me to be able to share the gospel in the right way. I am so blessed.
This course has allowed me to gain a greater understanding of the Old Testament.
This is the second time I am reading Dr. Wall's book. Every time I read it, it challenges me to live life thinking eternity in mind. This class helped me to stay focus on God and nothing else. What matters in life is 'a life pleasing to God', this class has reinforced me to live that way.
Inspired me to do better at writing, and caused me to think more.
This course helped me understand clearly the importance of the book of Acts.
Helped me to be aware of my worldview, better develop my worldview, defend my worldview, and understand other worldviews.
Deeper understanding of Christ
It made me evaluate my Christian walk, especially the book Maximum Joy did.
This course has further strengthened the foundational grounds if Biblical Christianity in me.
I have a newfound appreciation for the minor prophets and God's message during these times.
Help focus on the man Christ Himself and His ministry which reveals Christ more than before.
It has helped me communicate more efficiently through my writing, as well as verbally. Truly something I will benefit from, from this point forward in my life.

I learned a lot about the historical background and difficult issues surrounding the epistles and Acts.
I will always remember the truths we studied from the word of God and the textbook was great!
I have a much deeper understanding of how history has impacted the Christian church. The study of Paul has given me a much deeper commitment to sharing the gospel.
It helped me to abide in Jesus for forgiveness; for sure!
I had a bad taste of the course. Course impacted negatively to my self-confidence. more realistic view what I can achieve academically
Dr. XX challenged me to better edit my research papers, and he challenged me to memorize 25 scripture references found in the Gospels.
It has given me a clearer picture of Christ. It has shown me that my own knowledge of the Gospels is deficient and that I need to focus significant time on my own in continued independent study of them.
Little to none
Helped me to understand/believe/perceive the love God has for me, and encouraged me to show that love to others in practical ways.
Oh yes - the entire study of 1 John turned my life upside down - especially 1 John 2:3 as I now have a tremendous desire to know Jesus with intimacy in my fellowship with Him. The discussion on Pure Desire was amazing - all of the above is useful in my own life and the teaching of other men. Wow!
Yes - I have a far better understanding of the Book of the Twelve and the relevance of the theological principles to contemporary life.
I so very much enjoyed studying Minor Prophets. One question kept hanging on my head was, "Why would God ask Amos to marry Prostitute"? I know the answer is to show how He loved us even when we did not love him. But still that idea of God asking us to do ungodly thing haunted me. But I came to the conclusion that God was showing His redemptive nature. But what I am trying to make a point here is, I enjoyed the class so much that I continue to think about this question for so many week. Even knowing the answer, trying to dig deeper is what I did. So, this class has made a big impact on my life.
This class stretched me to think more. I liked doing the assignments, it pushed me to read more and do research more. It allowed me to feel so very grateful to our omnipresent God. My faith has increased after this class. I feel happy that God has bought me with price and I am supposed to follow Him and do what He asks me to do.
Studying OT prophesy reminds me of God's holiness and justice. We don't worship a God who turns a blind eye to sin. I need to remember that for my own life, and am comforted by that know eventually the sin in our world will be judged.
The connection of I John with the Gospel of John and the Upper Room Discourse is very encouraging.
It has broadened my view of Christianity in World and the consequences of sin as it pertains to individuals and nations. The course has enhanced my faith in knowing that Jesus is coming back and that He will establish His holy kingdom. I t has also made me more aware of deep the world is embedded in sin but; there is

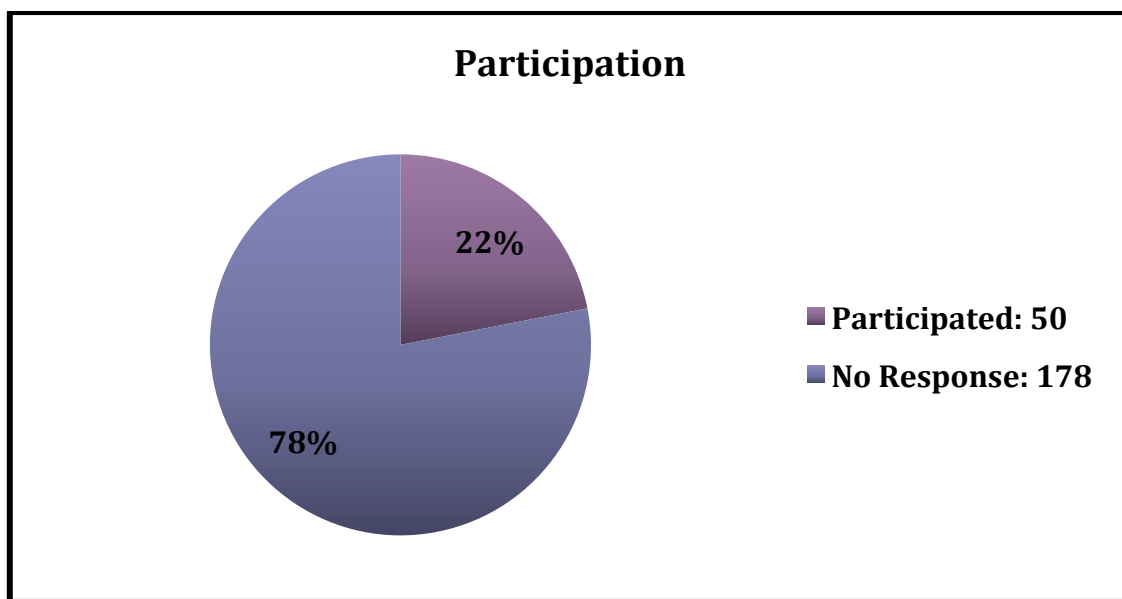
hope in the salvation of Jesus Christ.
Yes, I was re-energized to realistically engage in Christian Counseling.
in so many ways, but to sum up the ways-makes me examine my life as to true worship and not just ritualistic worship and makes me sad and endeavor to be a witness for Christ in the anti-God culture i find myself in.
New Biblical knowledge for my life. Lots of spiritual messages, as well.
I learned both skills and information that have profoundly impacted how I live my Christian life, how I share my faith and principles with others and how I regard theological principles.
It has helped me learn applicable principles to doing ministry in caring for and loving others
I have a greater appreciation for the trauma, anxiety, depression, and other afflictions and how to deal with them.

## Student Satisfaction Survey

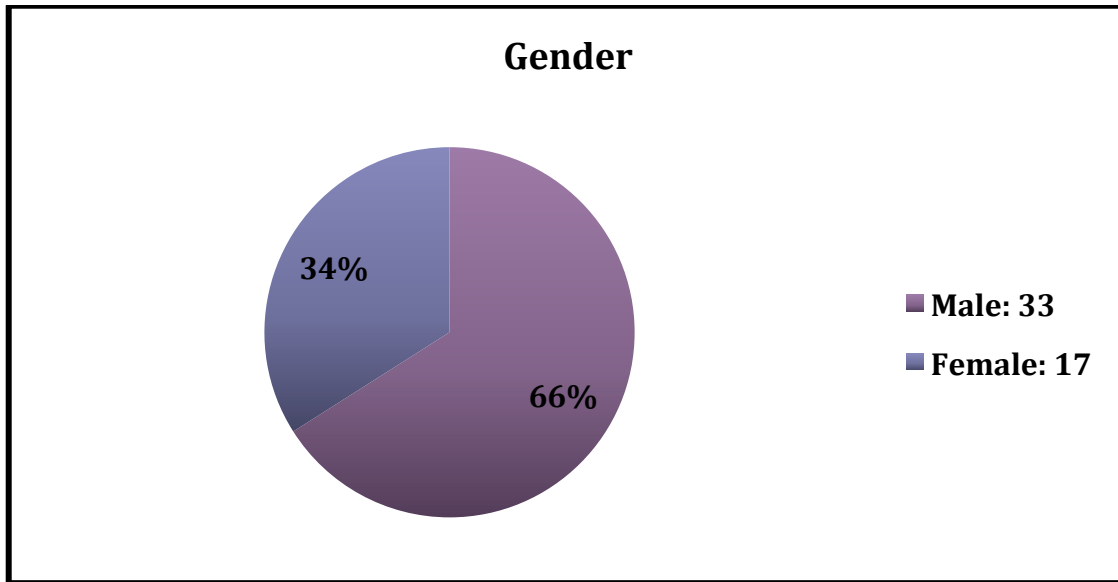
The Student Satisfaction Survey is conducted annually and all current students are requested to participate. The survey is anonymous.

### Spring 2016

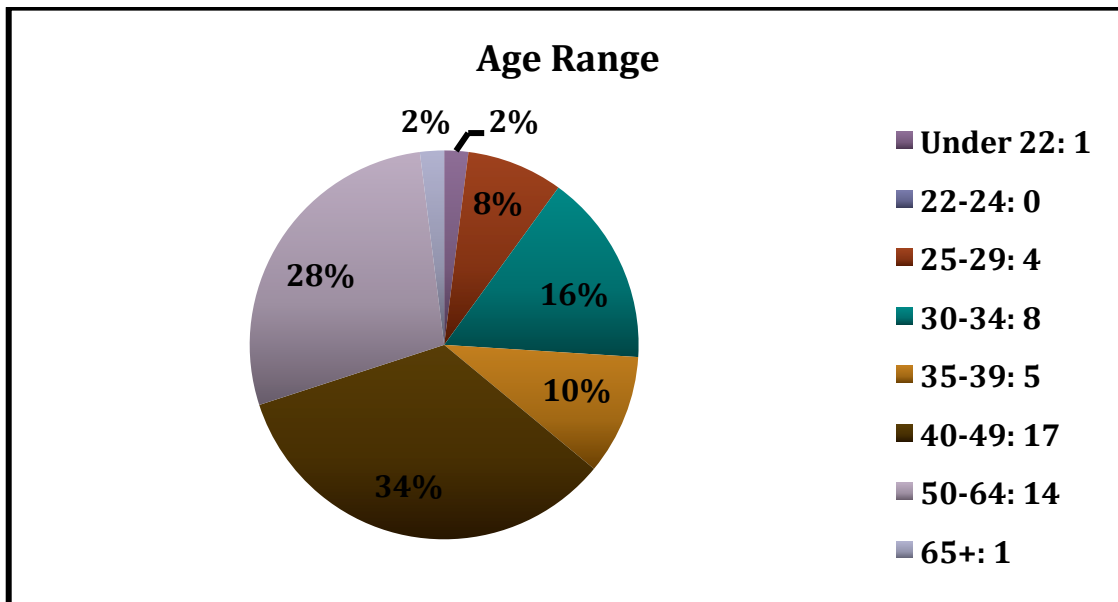
The Spring 2016 Student Satisfaction Survey was available from March 3 to March 11. The survey was sent to 228 and 50 students completed it.



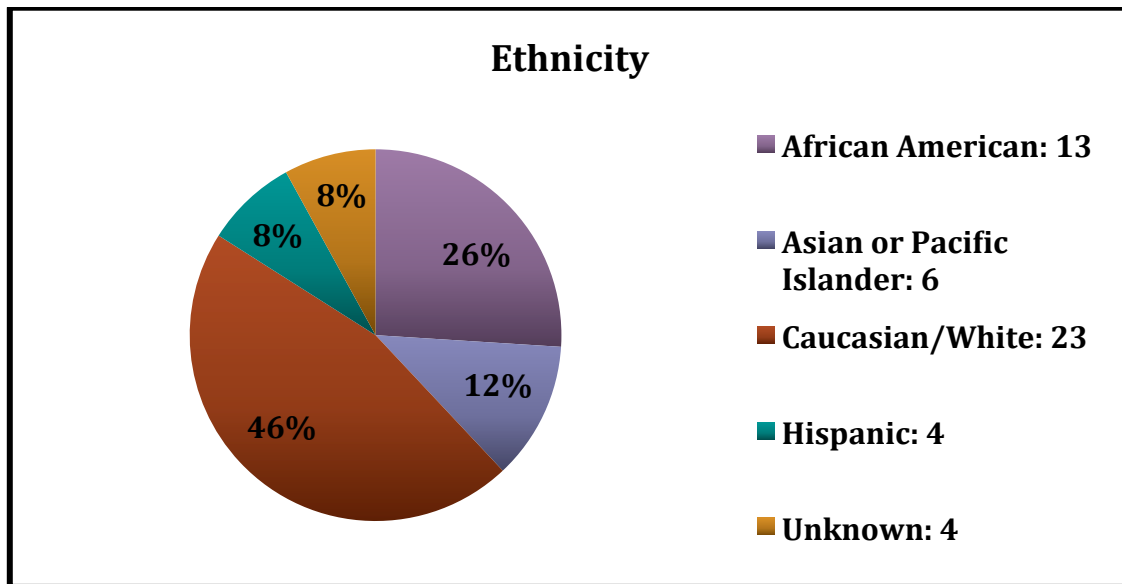
What is your gender?



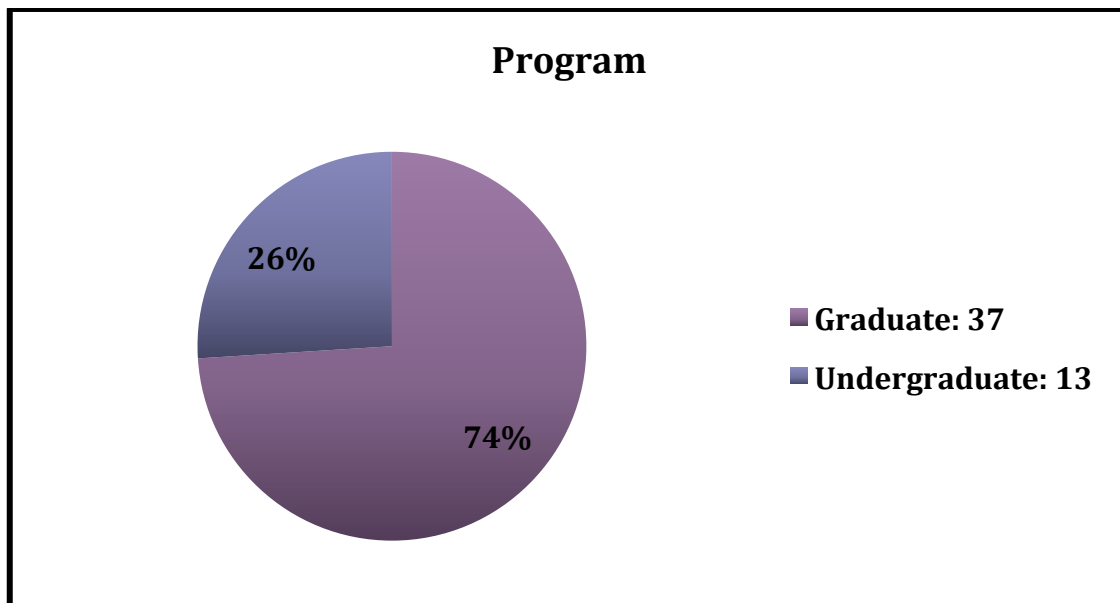
What is your age range?



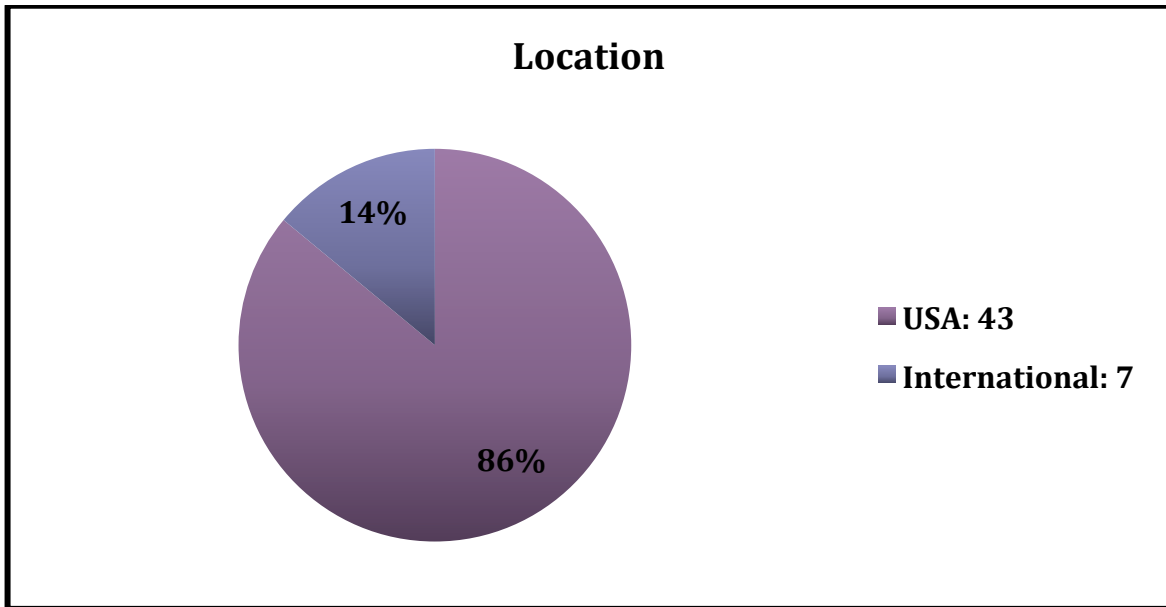
What is your ethnicity/race?



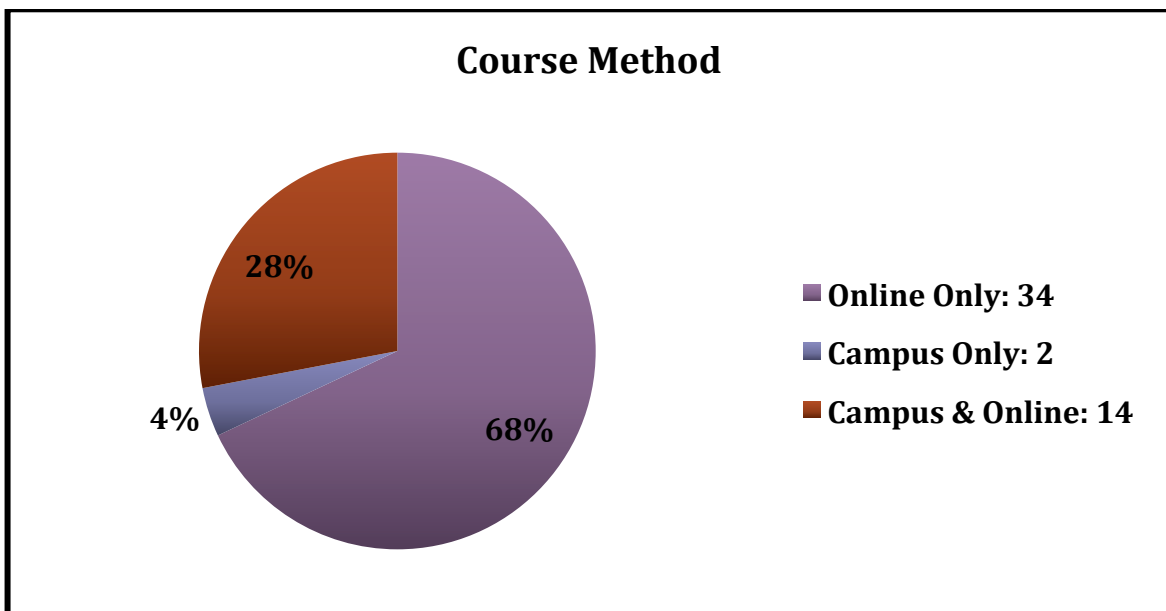
What is your current program?



Where do you currently live and take classes?

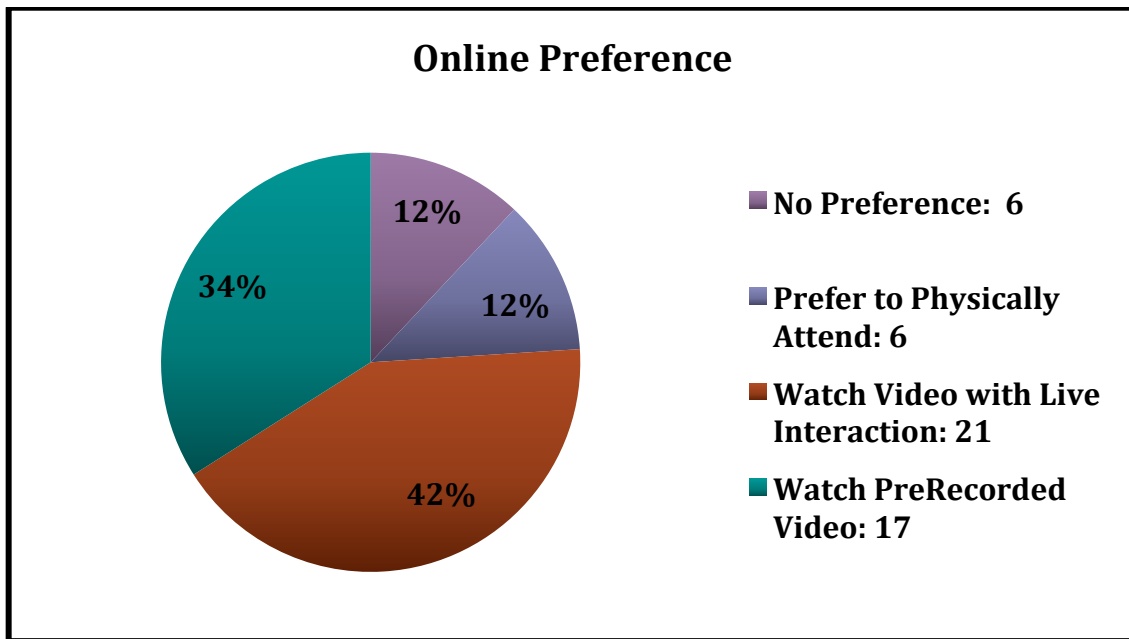


How would you define yourself?

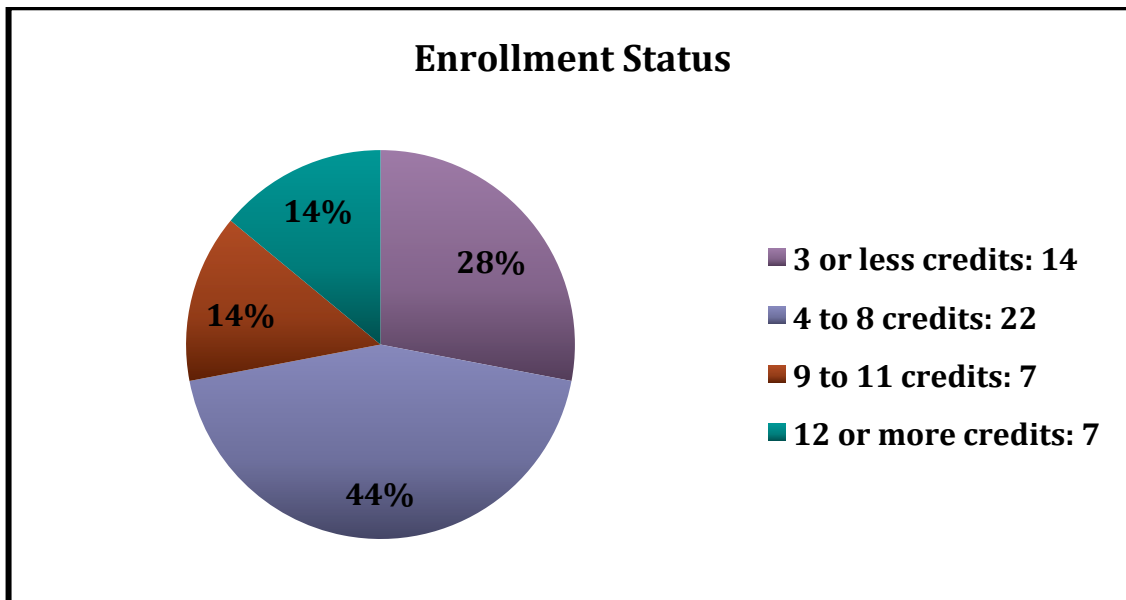




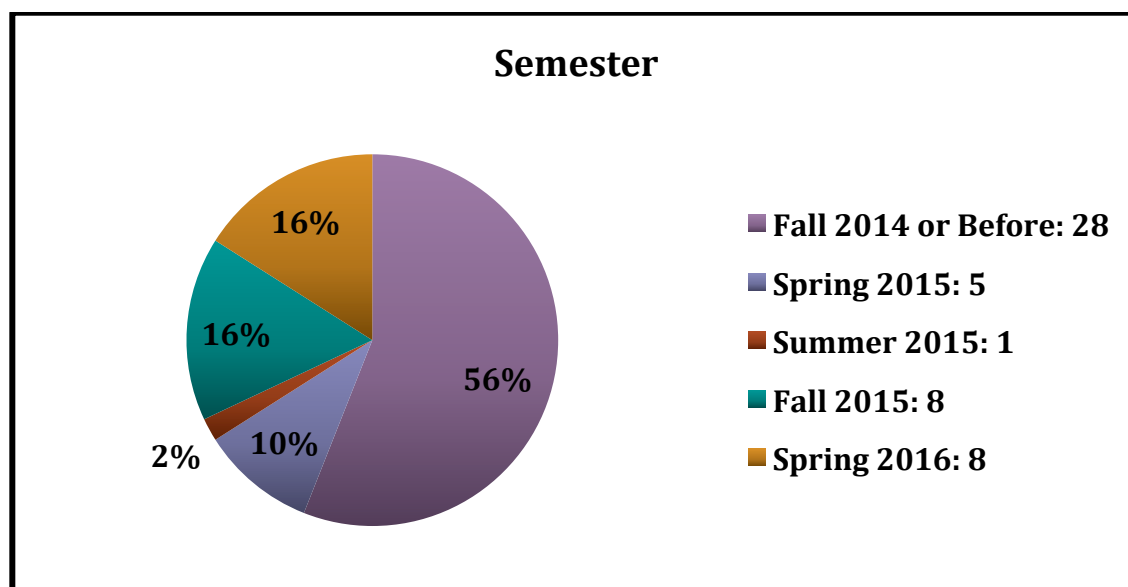
What is your online preference?



What is your enrollment status?



What semester did you begin taking courses at Grace?



### Academics

The Academic Catalog was adequate in its information for planning my degree program.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	13	29	6	1	0

There was a sufficient number of classes offered during the fall and spring semesters to meet my needs.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
0	15	24	7	2	2

It was easy for me to enroll in the courses needed for my degree plan.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
0	21	22	3	2	2

The classes were scheduled at convenient times.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
0	15	27	3	5	0

Grace staff helped make the registration process efficient and easy.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	20	21	5	2	1

Online registration via Populi was user-friendly.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	19	20	5	3	2

My Academic Advisor was helpful in assisting in the course selection process for the semester.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
3	15	11	12	6	3

The syllabi were available in a timely manner.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	19	16	6	4	4

The syllabi were clearly structured, and all questions regarding them were clarified.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
0	16	20	6	8	0

I like the size of classes at Grace.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	19	21	7	2	0

I like the structure of classes at Grace being both in the class and online.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
0	22	22	5	0	1

The Academic Support staff has been easily accessible when I have needed assistance.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	17	26	2	3	1

### Comments

- I have had nothing but good luck with Grace!
- Been pretty smooth to this point
- I am very pleased with all of the above and recommend this faculty to all.
- Some of my classes these last two semesters have been in the middle of the day, when I am at my full time job. Also, the degree audit and required classes has not been user friendly

or up to date with correct names for current classes, but I have seen this improve within last semester. Good job.

- Never saw a syllabus. I had to be registered via email. It wasn't clear when classes started. Still not sure if all my transcripts are in
- The discrepancies between syllabi and Canvas and teacher announcements have been some of the most frustrating aspects of Grace. It also seemed that syllabi were constantly changing before the semester started, and the start dates were not very clear. I don't think my Academic Advisor was helpful at all...maybe I could have pushed a bit more had I needed more help, but I'm not sure that would have done anything. Wow...sorry...don't mean to sound so complain-y! :)
- There were some syllabi and teachers that have been hard to a hold of or it's not clear when the class actually starts. It will list a day of the week and time but no start date
- Excellent professors. Great hearts behind the school. My experience thus far has exceeded my expectations
- It is hard to locate the syllabus on the Grace website.
- Syllabi listed books that I purchased but were never even referenced. Grading rubric was different than what was listed in the syllabus.
- Due to the cost associated, please limit the quantity of books required for each class. Thanks!
- Many of the syllabi were not available during registration.
- There are often differences between the syllabus, Canvas, and the Canvas app. The flow of information from faculty to students could be more timely. This leave the execution of assignments up to the student to figure out and hope it is correct. In one class (so far the only class) the class content didn't have much to do with the required work and exams.
- Sometimes classes in canvas are poorly structured. It is confusing when various assignments are in the syllabus, but not in canvas, or when they are mislabeled in canvas. One fear I have as an online student is missing an assignment and not knowing about it until it's too late. One other thing, the classes need to stick to the schedule. Most of the classes I take are pretty good about this, but the OT classes attempt to much coverage of each book, and these classes frequently get behind.
- Grace Staff and Faculty have made the atmosphere pleasant to learn God's word.
- Since our education structure is based on most courses being eight, the material covered in that amount of time should be balanced. It is not! Too much material to cover in the length of time given. My purpose is to learn. I don't feel I can do that adequately a disproportionate amount of material. One thing that is great is that all classes are the same components of discussion boards, papers, and tests. I also find the calendar extremely helpful in coordinating due dates of assignments.
- I don't know how important the mentorship program is, but I have given up trying to get in contact with my faculty mentor. That is the reason for the low marks on faculty. :/
- No response from mentor emails weeks before class started.

## Library Services

The library's holdings and online databases have been adequate to meet my needs.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
8	9	20	12	1	0

I have needed to visit other libraries outside that of Grace.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
6	2	11	8	15	8

I have needed to use other online databases outside of Grace.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
5	5	11	13	10	6

I feel that LOGOS is an excellent tool for my resource needs.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
5	20	9	7	7	2

The library staff has been easily accessible when I have needed assistance.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
8	12	17	12	1	0

## Comments

- I have not been able to log into the libraries for some time now.
- I upgraded the Logos but still lot of books I search are not there. Logos has not been helpful to me at all.
- Online Library has improved this semester, but still needs to be user friendly
- I don't really use the library, I but most of my books/ebooks through amazon. Logos is neat and I use it for my lay ministry, but don't feel like I fully utilize it in the classes.
- Logos was highly encouraged but not clear on how to use. So far efforts to learn from logos staff results in more sales pitch
- I have not used the library as of yet
- The training for life logos is very outdated.
- I wish there was more access to other online resources.
- The school invests a lot of money in these services. Sometimes I wonder if the online databases are being used enough to justify the cost. But I love having logos.
- Logos is a very expensive tool that requires too much time to learn. I don't know how to fix this, but it does need to be addressed.

**Technology Services**

Canvas has been an effective online learning system.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
0	21	19	6	3	1

Canvas has been easy to navigate and use for my courses.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
0	19	19	8	3	1

Populi has been an effective student information system.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
0	12	25	7	5	1

Populi has been easy to use to find my Transcript and Degree Audit.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
0	16	23	8	2	1

LifeSize Video Center has been an effective tool for watching class videos.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
0	26	18	6	0	0

LifeSize Video Center has been easy to use.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
0	23	21	5	1	0

Technology Services support staff have been easily accessible when I have needed assistance.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
5	16	18	8	3	0

I have been able to get timely and helpful support when needed.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
5	17	17	8	3	0

### Comments

- Tech staff are great. The only issue is my side of Internet has not been reliable. But Canvas as well as Lifesize videos r great, easy to use.
- Not all professors use the canvas calendar, which would provide as a back reminder of assignments needed.
- Life-sized video isn't too bad, but perhaps a private youtube channel would be more cost effective and more easily used, but you may lose some live-stream capabilities. I like it when the professors post the MP3 file, although not everyone does.
- I have a recorded class now that I've messaged my TA in canvas and so far no response for directions on who to contact or how to fix. What is blue jeans? Unable to access and concerns that I maybe missing something vital
- In my classes there have been a lot of problems with the video tech: set-up at the last minute, or losing bandwidth, or other bizarre things! And Canvas...oh boy! Difficult to navigate and see where things are, and as I said before, discrepancies between it and syllabi (maybe that's just a communication issue, though). There have been at least a couple times when I haven't had access to discussion posts that I was supposed to comment on, too.
- Hard to find specific class videos sometimes in Lifesize. Not sure how you could change it, but would be easier if it could be categorized or tagged by professor or something perhaps.
- Canvas has been a tremendous improvement over Populi. Can you consolidate or utilize any additional functionality in Canvas to have one system and lay down Populi?

### Student Services

The Student Handbook has been a valuable resource for the student services available at Grace.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
5	12	17	16	0	0

I feel that I have been adequately informed about the availability of Financial Aid.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
2	17	19	10	0	2

I am satisfied with the level of Career Services that are available at Grace.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
6	5	16	21	2	0

I am satisfied with the level of Disability Services that are available at Grace.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
14	6	6	24	0	0

I am satisfied with the level of Tutoring/Peer Services that are available at Grace.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
10	4	6	29	0	1

I am satisfied with the level of Student Organizations that are available at Grace.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
12	3	8	23	4	0

I feel that the Mentoring Program has been clearly explained.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
3	5	15	16	5	6

I feel that the Mentoring Program has been beneficial.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
3	5	15	16	5	6

I am satisfied with the Mentoring Program at Grace.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
3	6	14	16	5	6

The Student Services support staff have been easily accessible when I have needed assistance.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
3	13	14	17	2	1

### Comments

- I like the idea of the mentorship program, but it is discouraging to not be able to get in contact with my staff mentor.
- My mentor is wonderful person, I have so much honor for him. He is always there to help me as needed. This concept of having mentor is great!
- Although, my mentor has been extremely nice and helpful, he has not been available when needed and a little hard to comprehend at times. Financial aid and registrars office have both been extremely helpful.
- The mentoring program seems like an afterthought; mentorship, like discipleship best \works naturally rather than being a forced program/check-in-the-box
- No response from mentor. I was not aware of tutoring services
- I think the mentoring program needs more explanation. At the end of last semester, I had a number of things appear on some list of things to do, and I didn't really know what they were. I understood a bit more after looking at them further, but I'm still not sure why I go them on my "to do" list.



- Student services is often very late in responding to emails.
- I honestly don't feel the mentoring program is necessary.
- I have reached out to my mentor and introduced myself. Never heard back from him. Not sure about the effectiveness of the program. As an adult I'm not sure how much I would interact with him. Perhaps further along in my degree he would be helpful. The last thing I need however, is another mandatory item to deal with.
- I don't use several of these resources, but it's nice to know they're there.
- Even though it is good to have a mentor or two, I don't see the point of submitting a mentor sheet to Grace. I have never received any feedback and half the time I can't upload the mentor form correctly. I dislike submitting mentor forms.
- One of the biggest problems is that all the staff has to be contacted by their separate phone number. If you don't set up a phone list immediately, it is very difficult to find specific people when you need them. There is so many different locations for information, (Grace page, Canvas, and Populi), that it becomes very confusing.
- I had a hard time this semester with financial aid. I was not informed that I had to reapply until I asked.

### Financial Services

I have received my invoices in a timely manner.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
0	24	21	4	1	0

Populi has been easy to navigate in order to find my invoice and pay online.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
0	23	18	6	3	0

I feel that the Payment Plan at Grace is easy to understand and follow.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
6	16	17	9	2	0

The Bursar has been easily accessible when I have needed assistance.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	17	20	9	2	1

### Comments

- Finance department staff are easy to approach and work with.
- For the 2015 year my tax statement from the school was less than what I actually paid out in payments

- Grace has always made this area stress-free, whatever my financial situation, and I appreciate it
- I had a hard time this semester with financial aid. I was not informed that I had to reapply until I asked.

### Logistics

Parking lots, classrooms, and buildings are safe and secure for all students.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
22	10	9	9	0	0

Emergency procedures were clearly noted and explained.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
20	10	7	13	0	0

The staff has responded appropriately when there was a problem.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
22	9	7	11	1	0

It has been easy to connect and build relationships with faculty.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	14	21	12	1	1

It has been easy to connect and build relationships with fellow students.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	13	17	14	3	2

The staff has really shown care and concern for my well-being.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	21	22	4	2	0

I feel the education is worth the financial investment.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
0	27	21	1	1	0

I feel that online students have the same services offered to them as on campus students.

No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	12	22	10	3	2

I would encourage others to attend Grace School of Theology.

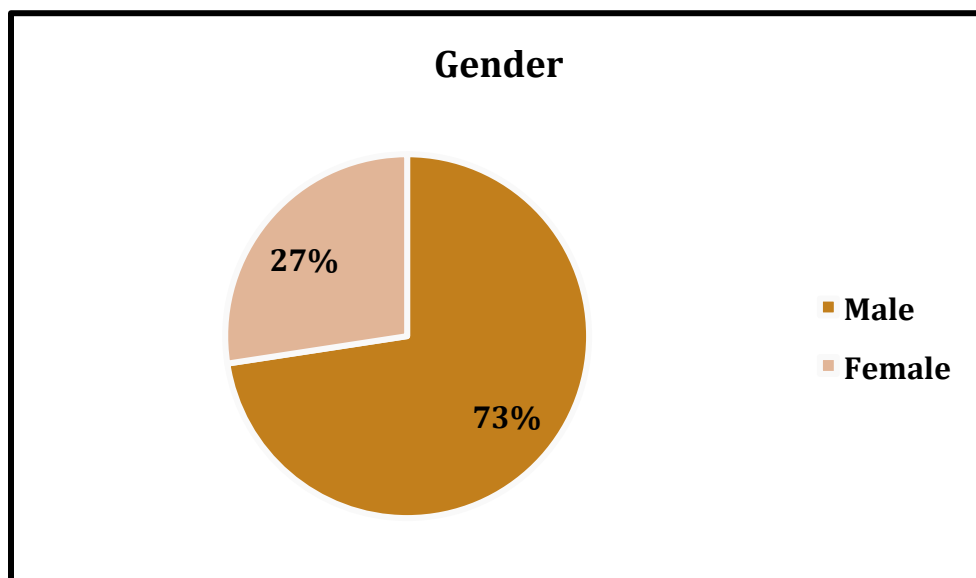
No Response	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
0	30	16	3	1	0

**Comments**

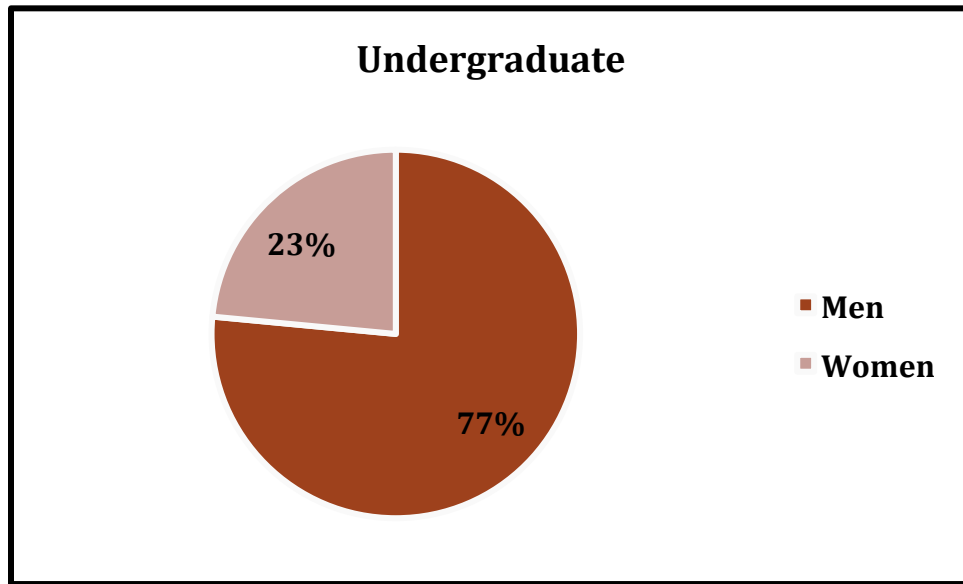
- Facilities are in excellent condition. Have been pleased everytime I have been on campus.
- never been to campus, but it looks pretty online.
- I feel save when I am there. I have had to take late night courses this semester. With only two students, myself included and the teacher, it could pose a problem. I always felt save

**AY15-16 Enrollment Statistics**

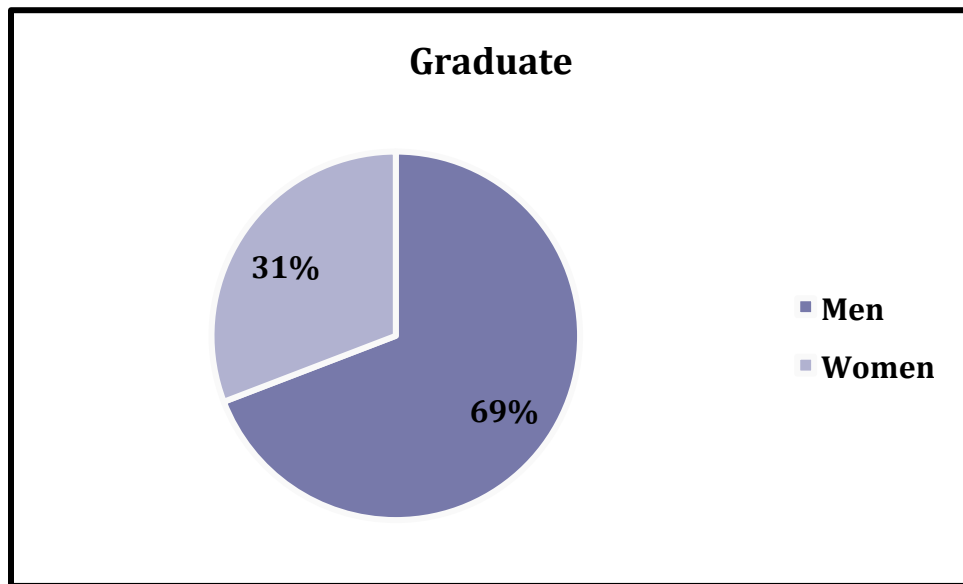
<b>Men</b>	<b>Women</b>
331	125



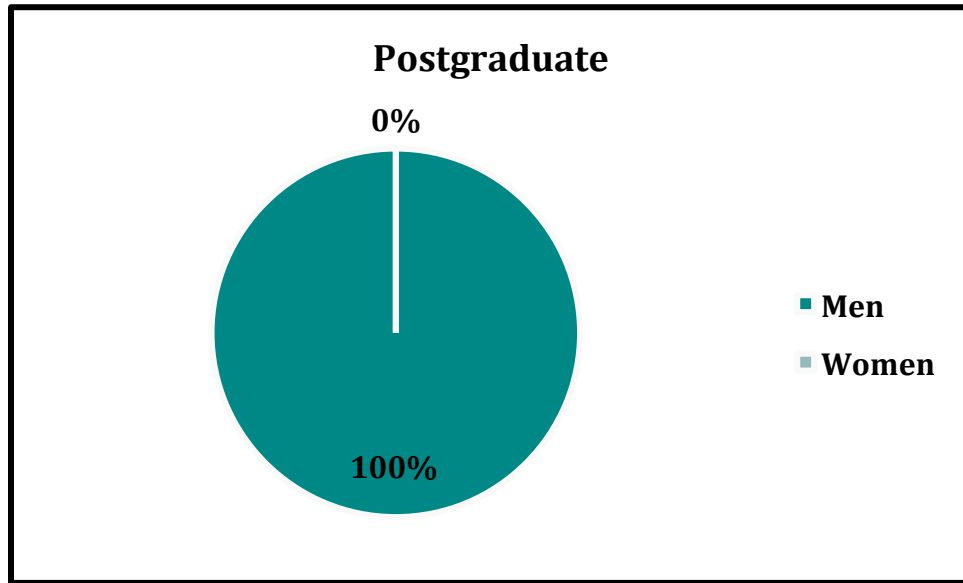
Undergraduate	Men	Women	Credit Hour Activity
	140	43	1572



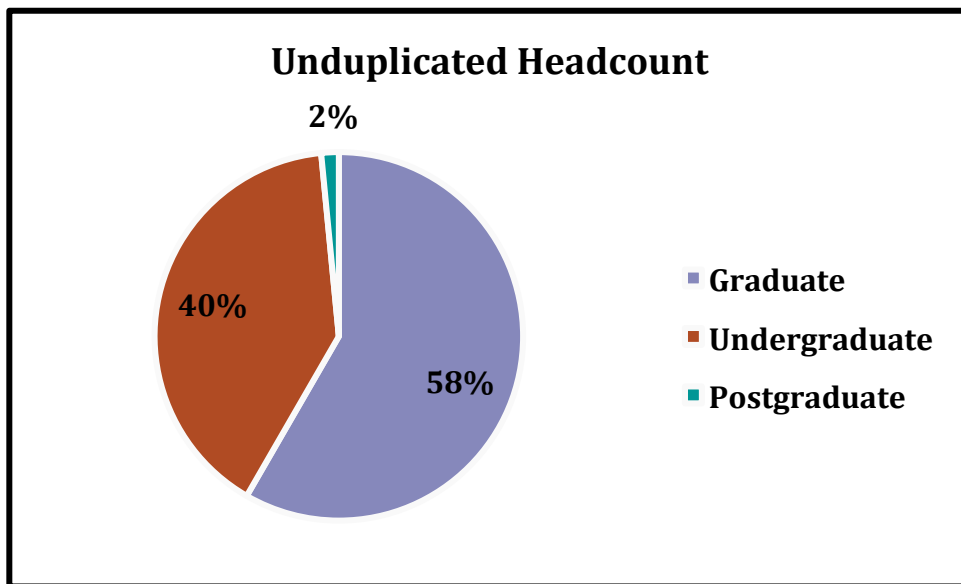
Graduate	Men	Women	Credit Hour Activity
	184	82	2629



Postgraduate	Men	Women	Credit Hour Activity
	7	0	30



Unduplicated Headcount	Undergraduate	Graduate	Postgraduate
	183	266	7



	<b>Undergraduate</b>	<b>Graduate</b>	<b>Postgraduate</b>
<b>Credit Hour Activity</b>	1572	2629	30

