Institutional Effectiveness 2020 Report

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 2019-2020 Academic Year. It is made public for the interest of potential students, donors, and accrediting agencies.

Assessment → Data Analysis → Improvement Implementation

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.

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.

PLO Assessment

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.

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.

Due to COVID-19 interruptions, no specific Program Review was conducted this year, however, certain learning outcomes for the Doctorate and Master's Programs have been assessed.

Learning Assessment Summary
See Appendix A (pg. 5).

Annual Accreditation Reports

The Association of Theological Schools
See Appendix B (pg. 10).

Transnational Association of Christian Colleges and Schools
See Appendix C (pg. 22).

Survey Results

New Student Survey
See Appendix D (pg. 25)

Student Satisfaction Survey
See Appendix E (pg. 38)

Graduate Survey
See Appendix F (pg. 52)

Appendix A

Learning Assessment Summary

Grace School of Theology
Learning Assessment

A. Learning Outcomes for the Master of Ministry (MM), Master of Arts (Biblical Studies) (MA(BS)), and the Master of Divinity (MDiv) programs were evaluated this year and the following changes were made:

Master of Ministry

Previous Learning Outcomes	Revised Learning Outcomes
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.	***Common Core*** CC-1 Understand and articulate the grace principles of progressive sanctification. CC-2 Exegete and apply Scripture using inductive methods and principles of literal-grammatical-historical hermeneutics. CC-3 Describe major concepts and acquire skills in each area of ministry studied. CC-4 Communicate effectively, orally and in writing. ***Ministry Skills*** MS-1 Lead a local church or para-church ministry by utilizing practical ministry skills and communicating effectively.

Master of Arts (Biblical Studies)

Previous Learning Outcomes	Revised Learning Outcomes
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.	***Common Core*** CC-1 Understand and articulate the grace principles of progressive sanctification. CC-2 Exegete and apply Scripture using inductive methods and principles of literal-grammatical-historical hermeneutics. CC-3 Describe major concepts and acquire skills in each area of ministry studied.

4. Understand and articulate the grace principles of progressive sanctification.	CC-4 Communicate effectively, orally and in writing.
5. Communicate effectively, orally and in writing.	***Bible*** BI-1 Explain a comprehensive overview of the basic content and theme of each book in the Old and New Testament. ***Theology*** TH-1 Articulate a synthesis of every major category of systematic theology and trace its development throughout church history.

Master of Divinity

Previous Learning Outcomes	Revised Learning Outcomes
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.	***Common Core*** CC-1 Understand and articulate the grace principles of progressive sanctification. CC-2 Exegete and apply Scripture using inductive methods and principles of literal-grammatical-historical hermeneutics. CC-3 Describe major concepts and acquire skills in each area of ministry studied. CC-4 Communicate effectively, orally and in writing. ***Bible*** BI-1 Explain a comprehensive overview of the basic content and theme of each book in the Old and New Testament. BI-2 Demonstrate a working knowledge of biblical Hebrew and Greek ***Theology*** TH-1 Articulate a synthesis of every major category of systematic theology and trace its development throughout church history. ***Ministry Skills*** MS-1 Lead a local church or para-church

	ministry by utilizing practical ministry skills and communicating effectively.

B. The Curriculum was reviewed, and the following changes were made:

- ✓ TH-560 Hermeneutics was added as a pre-requisite for any preaching or teaching.

  MS-402 Homiletics
  MS-756 Expository Preaching
  MS-773 Teaching for Impact
  MS-775 Effective Preaching

- ✓ The following courses that may have previously been offered in an 8-week period are now only offered in a semester-long course of 16 weeks.

  BI-201 Old Testament Survey
  BI-203 New Testament Survey
  CH-411 Clinical Pastoral Education Level 1
  CH- 422 Clinical Pastoral Education Level 2
  MS-312 Ministry Stewardship
  MS-402 Homiletics
  MS-430 Internship
  TH-250 Survey of Bible Doctrine
  TH-430 Doctrinal Summary 1
  TH-435 Doctrinal Summary 2
  EN-103 English Composition 1
  EN-104 English Composition 2
  NS-103 Physical Science
  OT-771 Elementary Hebrew 1
  OT-773 Elementary Hebrew 2
  OT-875 Introduction to Hebrew Exegesis
  OT-877 Advanced Hebrew Exegesis
  OT-890 Advanced Exposition in the Old Testament
  NT-772 Elementary Greek 1
  NT-774 Elementary Greek 2
  NT-875 Introduction to Greek Exegesis
  NT-877 Advanced Greek Exegesis
  NT-890 Advanced Exposition in the New Testament
  CH-611 Clinical Pastoral Education Level 1
  CH-622 Clinical Pastoral Education Level 2
  CH-633 Clinical Pastoral Education Level 1
  CH-644 Clinical Pastoral Education Level 2
  MS-880 Short Term Experience in Missions
  MS-890 Ministry Internship 1
  MS-891 Ministry Internship 2
  RS-890 Thesis Proposal
  RS-892 Thesis Project

C. Due to COVID-19 interruptions, no specific Program Review was conducted this year, however, certain learning outcomes for the Doctorate and Master's Programs have been assessed. Students' course work has been assessed by full-time faculty and the results are still being evaluated.

Doctor of Ministry

Learning Outcome	Course Work Assessed
Develop a biblical theology of personal and corporate spiritual formation.	DM-903 Issues in Grace Theology and Praxis
Demonstrate advanced ministry and leadership skills in one's particular area of ministry.	DM-903 Issues in Grace Theology and Praxis
Communicate biblical and theological truths that result in ministry effectiveness.	DM-991 Ministry Project I

Master of Ministry

Learning Outcome	Course Work Assessed
Understand and articulate the grace principles of progressive sanctification.	TH-568 Soteriology
Describe major concepts of each area of ministry studied.	MS-759 Servant Leadership

Master of Arts in Chaplaincy

Learning Outcome	Course Work Assessed
Explain a comprehensive overview of the chaplain philosophy of ministry	CH-715 Issues in Chaplaincy

Master of Divinity

Learning Outcome	Course Work Assessed
Lead a local church or para-church ministry by utilizing practical ministry skills and communicating effectively.	MS-890 Ministry Internship
Articulate a synthesis of every major category of systematic theology and trace its development throughout church history.	TH-767 Church History & Historical Theology

Master of Theology

Learning Outcome	Course Work Assessed
Demonstrate the ability to exegete the Hebrew and/or Greek texts of the Bible.	OT-877 Advanced Hebrew Exegesis
Conduct research at the advanced graduate level with breadth and depth within a specific field of study.	RS-892 Thesis Project

No changes have been made by the institution at this time based on the assessment of learning outcomes.

Appendix B

Data Reported

to

The Association of Theological Schools
(ATS)

Grace School of Theology is accredited by the Commission on Accrediting of the Association of Theological Schools. [10 Summit Park Drive, Pittsburgh, PA 15275; Telephone 412-788-6510] The Commission granted accreditation on June 2, 2017 for a period of seven years. The following degree programs are approved by the Commission on Accrediting: Doctor of Ministry, Master of Theology, Master of Divinity, Master of Arts in Military Chaplaincy, Master of Arts (Biblical Studies), Master of Arts in Chaplaincy, and Master of Ministry. Complete information for the Commission on Accrediting of the Association of Theological Schools in the United States and Canada can be found at the ATS website: www.ats.edu.

Form CF-1: Completions by Race and Gender

Most recently completed Academic Year

School:	Grace School of Theology		
Respondent:		**Email:**	
Title:		**Phone:**	

Race / Entnicity Gender		Ministerial Non-MDiv			
	MDIV	**MRELED**	**MCHMUS**	**MASPEC**	**MAPS**
Visa or Nonresident Alien					
Men	0	0	0	0	0
Women	0	0	0	0	0
Black Non-Hispanic					
Men	2	0	0	2	0
Women	0	0	0	0	0
American Indian, Alaskan Native or Inuit					
Men	0	0	0	0	0
Women	0	0	0	0	0
Asian or Pacific Islander					
Men	0	0	0	1	0
Women	0	0	0	0	0
Hispanic					
Men	0	0	0	1	0
Women	0	0	0	1	0
White Non-Hispanic					
Men	0	0	0	1	0
Women	0	0	0	1	0
Multiracial					
Men	0	0	0	0	0
Women	0	0	0	0	0
Not Available					
Men	3	0	0	6	0
Women	0	0	0	6	0
Total Enrollment	**5**	**0**	**0**	**19**	**0**
Total Men	**5**	**0**	**0**	**11**	**0**
Total Women	**0**	**0**	**0**	**8**	**0**

LEGEND:	Approved degree	Degree not reviewed/approved	Auto calculated field

Form CF-1: Completions by Race and Gender

Most recently completed Academic Year

School:	Grace School of Theology		
Respondent:		**Email:**	
Title:		**Phone:**	

Race / Entnicity Gender	General Theological	Advanced Ministerial				
	MARMTS	**DMIN**	**DMISS**	**EDD**	**DMUSIC**	**DSPEC**
Visa or Nonresident Alien						
Men	0	0	0	0	0	0
Women	0	0	0	0	0	0
Black Non-Hispanic						
Men	0	1	0	0	0	0
Women	0	0	0	0	0	0
American Indian, Alaskan Native or Inuit						
Men	0	0	0	0	0	0
Women	0	0	0	0	0	0
Asian or Pacific Islander						
Men	0	0	0	0	0	0
Women	2	0	0	0	0	0
Hispanic						
Men	1	0	0	0	0	0
Women	0	0	0	0	0	0
White Non-Hispanic						
Men	2	3	0	0	0	0
Women	0	0	0	0	0	0
Multiracial						
Men	0	0	0	0	0	0
Women	0	0	0	0	0	0
Not Available						
Men	2	0	0	0	0	0
Women	2	0	0	0	0	0
Total Enrollment	9	4	0	0	0	0
Total Men	5	4	0	0	0	0
Total Women	4	0	0	0	0	0

LEGEND: Approved degree   Degree not reviewed/approved   Auto calculated field

Form CF-1: Completions by Race and Gender

Most recently completed Academic Year

School:	Grace School of Theology		
Respondent:		**Email:**	
Title:		**Phone:**	

Race / Ethnicity	Advanced Research		
Gender	STMTHM	THDPHD	Total
Visa or Nonresident Alien			
Men	0	0	0
Women	0	0	0
Black Non-Hispanic			
Men	0	0	5
Women	0	0	0
American Indian, Alaskan Native or Inuit			
Men	0	0	0
Women	0	0	0
Asian or Pacific Islander			
Men	0	0	1
Women	0	0	2
Hispanic			
Men	0	0	2
Women	0	0	1
White Non-Hispanic			
Men	0	0	6
Women	0	0	1
Multiracial			
Men	0	0	0
Women	0	0	0
Not Available			
Men	0	0	11
Women	0	0	8
Total	**0**	**0**	37
Total Men	**0**	**0**	25
Total Women	**0**	**0**	12

Form Comments

LEGEND: | Approved degree | Degree not reviewed/approved | Auto calculated field

Form CF-2: Completions by Time and Gender
Most recently completed Academic Year

School:	Grace School of Theology		
Respondent:		Email:	
Title:		Phone:	

Please be sure CF-1, Completions (Race and Gender) form is completed before completing this form.

Graduation Rates	MDIV	Ministerial Non-MDiv			
		MRELED	MCHMUS	MASPEC	MAPS
<2 years					
Men	0	0	0	0	0
Women	0	0	0	0	0
2 to < 3years					
Men	0	0	0	2	0
Women	0	0	0	5	0
3 to < 4years					
Men	1	0	0	4	0
Women	0	0	0	1	0
4 to < 5years					
Men	2	0	0	2	0
Women	0	0	0	0	0
5 to < 6years					
Men	1	0	0	1	0
Women	0	0	0	2	0
6+ years					
Men	1	0	0	2	0
Women	0	0	0	0	0
Total Enrollment	5	0	0	19	0
Total Men	5	0	0	11	0
Total Women	0	0	0	8	0

LEGEND: Approved degree   Degree not reviewed/approved   Auto calculated field

Form CF-2: Completions by Time and Gender
Most recently completed Academic Year

School:	Grace School of Theology		
Respondent:		**Email:**	
Title:		**Phone:**	

Please be sure CF-1, Completions (Race and Gender) form is completed before completing this form.

Graduation Rates	General Theological	Advanced Ministerial				
	MARMTS	DMIN	DMISS	EDD	DMUSIC	DSPEC
<2 years						
Men	0	0	0	0	0	0
Women	0	0	0	0	0	0
2 to < 3years						
Men	0	0	0	0	0	0
Women	0	0	0	0	0	0
3 to < 4years						
Men	2	0	0	0	0	0
Women	2	0	0	0	0	0
4 to < 5years						
Men	1	1	0	0	0	0
Women	2	0	0	0	0	0
5 to < 6years						
Men	1	3	0	0	0	0
Women	0	0	0	0	0	0
6+ years						
Men	1	0	0	0	0	0
Women	0	0	0	0	0	0
Total Enrollment	**9**	**4**	**0**	**0**	**0**	**0**
Total Men	**5**	**4**	**0**	**0**	**0**	**0**
Total Women	**4**	**0**	**0**	**0**	**0**	**0**

LEGEND: Approved degree | Degree not reviewed/approved | Auto calculated field

Form CF-2: Completions by Time and Gender

Most recently completed Academic Year

School:	Grace School of Theology		
Respondent:		**Email:**	
Title:		**Phone:**	

Please be sure CF-1, Completions (Race and Gender) form is completed before completing this form.

Graduation Rates	Advanced Research		Total
	STMTHM	**THDPHD**	
<2 years			
Men	0	0	0
Women	0	0	0
2 to < 3years			
Men	0	0	2
Women	0	0	5
3 to < 4years			
Men	0	0	7
Women	0	0	3
4 to < 5years			
Men	0	0	6
Women	0	0	2
5 to < 6years			
Men	0	0	6
Women	0	0	2
6+ years			
Men	0	0	4
Women	0	0	0
Total Enrollments	**0**	**0**	37
Total Men	**0**	**0**	25
Total Women	**0**	**0**	12

Form Comments

LEGEND: | Approved degree | Degree not reviewed/approved | Auto calculated field

Form CF-3: Completions by Placement and Gender

Most recently completed Academic Year

School:	Grace School of Theology		
Respondent:		**Email:**	
Title:		**Phone:**	

Please be sure CF-1, Completions (Race and Gender) form is completed before completing this form.

Placement Gender	MDIV	Ministerial Non-MDiv			
		MRELED	**MCHMUS**	**MASPEC**	**MAPS**
Vocational placement					
Men	2	0	0	2	0
Women	0	0	0	1	0
Non-vocational placement					
Men	0	0	0	1	0
Women	0	0	0	0	0
Further study					
Men	2	0	0	7	0
Women	0	0	0	7	0
Seeking placement					
Men	0	0	0	0	0
Women	0	0	0	0	0
Other					
Men	0	0	0	0	0
Women	0	0	0	0	0
Unknown					
Men	1	0	0	1	0
Women	0	0	0	0	0
Total Enrollments	**5**	**0**	**0**	**19**	**0**
Total Men	**5**	**0**	**0**	**11**	**0**
Total Women	**0**	**0**	**0**	**8**	**0**

LEGEND: Approved degree   Degree not reviewed/approved   Auto calculated field

Form CF-3: Completions by Placement and Gender

Most recently completed Academic Year

School:	Grace School of Theology		
Respondent:		**Email:**	
Title:		**Phone:**	

Please be sure CF-1, Completions (Race and Gender) form is completed before completing this form.

Placement	General Theological	Advanced Ministerial				
Gender	MARMTS	DMIN	DMISS	EDD	DMUSIC	DSPEC
Vocational placement						
Men	1	4	0	0	0	0
Women	1	0	0	0	0	0
Non-vocational placement						
Men	0	0	0	0	0	0
Women	0	0	0	0	0	0
Further study						
Men	4	0	0	0	0	0
Women	1	0	0	0	0	0
Seeking placement						
Men	0	0	0	0	0	0
Women	1	0	0	0	0	0
Other						
Men	0	0	0	0	0	0
Women	0	0	0	0	0	0
Unknown						
Men	0	0	0	0	0	0
Women	1	0	0	0	0	0
Total Enrollment	**9**	**4**	**0**	**0**	**0**	**0**
Total Men	**5**	**4**	**0**	**0**	**0**	**0**
Total Women	**4**	**0**	**0**	**0**	**0**	**0**

LEGEND: Approved degree   Degree not reviewed/approved   Auto calculated field

Form CF-3: Completions by Placement and Gender

Most recently completed Academic Year

School:	Grace School of Theology		
Respondent:		**Email:**	
Title:		**Phone:**	

Please be sure CF-1, Completions (Race and Gender) form is completed before completing this form.

Placement Gender	Advanced Research		Total
	STMTHM	**THDPHD**	
Vocational placement			
Men	0	0	9
Women	0	0	2
Non-vocational placement			
Men	0	0	1
Women	0	0	0
Further study			
Men	0	0	13
Women	0	0	8
Seeking placement			
Men	0	0	0
Women	0	0	1
Other			
Men	0	0	0
Women	0	0	0
Unknown			
Men	0	0	2
Women	0	0	1
Total Enrollment	**0**	**0**	**37**
Total Men	**0**	**0**	**25**
Total Women	**0**	**0**	**12**

Form Comments

LEGEND: | Approved degree | Degree not reviewed/approved | Auto calculated field

Form CF-4: Graduation Rates by Degree Program

School:	Grace School of Theology		
Respondent:		Email:	
Title:		Phone:	

Part A. Master of Divinity Degree Program (Standard A. MDiv)	
1. Number of students who entered this program 6 years ago this fall	7
2. Number of students from that group who have since graduated	0
3. Graduation rate for this program	0.00%

Part B. Professional MA Degree Programs (Standards B/C. MA in ___ / MCM, etc.)	
1. Total number of students who entered these programs 4 years ago this fall	48
2. Total number of students from that group who have since graduated	4
3. Graduation rate for these programs	8.33%

Part C. Academic MA Degree Programs (Standard D. MA, MTS, etc.)	
1. Total number of students who entered these programs 4 years ago this fall	9
2. Total number of students from that group who have since graduated	1
3. Graduation rate for these programs	11.11%

Part D. Doctor of Ministry Degree Program (Standard E. DMin)	
1. Number of students who entered this program 6 years ago this fall	0
2. Number of students from that group who have since graduated	0
3. Graduation rate for this program	0.00%

Part E. Other Professional Doctorate Programs (Standards F/G/H. EdD, DMiss, etc.)	
1. Total number of students who entered these programs 6 years ago this fall	0
2. Total number of students from that group who have since graduated	0
3. Graduation rate for these programs	0.00%

Part F. Advanced Masters' Programs (Standard I. ThM, STM, etc.)	
1. Total number of students who entered these programs 2 years ago this fall	1
2. Total number of students from that group who have since graduated	0
3. Graduation rate for these programs	0.00%

Part G. Advanced Doctoral Programs (Standard J. PhD, ThD)	
1. Total number of students who entered these programs 8 years ago this fall	0
2. Total number of students from that group who have since graduated	0
3. Graduation rate for these programs	0.00%

Form Comments

LEGEND: Approved degree   Degree not reviewed/approved   Auto calculated field

Appendix C

Data Reported

to

Transnational Association of Christian Colleges and Schools (TRACS)

Grace School of Theology is a member of the Transnational Association of Christian Colleges and Schools (TRACS) (15935 Forest Road, Forest, VA 24551; Telephone: (434) 525-9539; e-mail: info@tracs.org], having been awarded Reaffirmation I of its Accredited Status as a Category IV institution by the TRACS Accreditation Commission on April 25, 2017. This status is effective for a period of ten years. TRACS is recognized by the United States Department of Education (USDOE), the Council for Higher Education Accreditation (CHEA), and the International Network for Quality Assurance Agencies in Higher Education (INQAAHE).

2020 PART 1 AOR

Full Name of Institution	Grace School of Theology
Full-time, Undergraduate StudentsAll students taking 12 or more semester/quarter hours	17
Part-time, Undergraduate StudentsAll students taking under 12 semester/quarter hours	146
Total Undergraduate Students Total number of Full-time and Part-time Students	163
Full-time Equivalent* Total undergraduate hours taken divided by 12.	87
Full-time, Graduate StudentsAll students taking 9 or more semester/quarter hours	51
Part-time, Graduate StudentsAll students taking under 9 semester/quarter hours	376
Total Graduate Students Total number of Full-time and Part-time Graduate Students	427
Full-time Equivalent* Total graduate hours taken divided by 9.	240
Total Full-time Graduate & Undergraduate Students	68
Total Part-time Graduate & Undergraduate Students	522
Total Student Head-count ** ft	590
Total Graduate & Undergraduate Full-time Equivalent	327
Total Student Headcount from previous year:	534
Total Student Head Count from this year.	590

Percentage of difference: 10

Please enter a valid email address where you would like to receive a copy of the forms you have just completed.

2020 PART 2 AOR

Reference #	
Full Name of Institution	Grace School of Theology
Graduation Rate DC	0
Certificate Graduates DC	0
Retention Rate AP	0
Transfer-Out Rate AP	0
Graduation Rate AP	0
Associate Graduates AP	0
Job Placement Rate AP	0
Retention Rate UP	0
Transfer-Out Rate UP	0
Graduation Rate UP	0
Undergraduate Graduates UP	0
Job Placement Rate	0
Retention Rate GP	100
Transfer-Out Rate GP	0
Graduation Rate GP	50
Graduate Degree Graduates GP	1
Job Placement Rate GP	73

Appendix D

New Student Survey Results

Grace School of Theology

In Module 2 of the Fall 2019 semester, 84 students were asked to participate in the New Student Survey.

Of those students, 26 completed the survey. (31% Response)
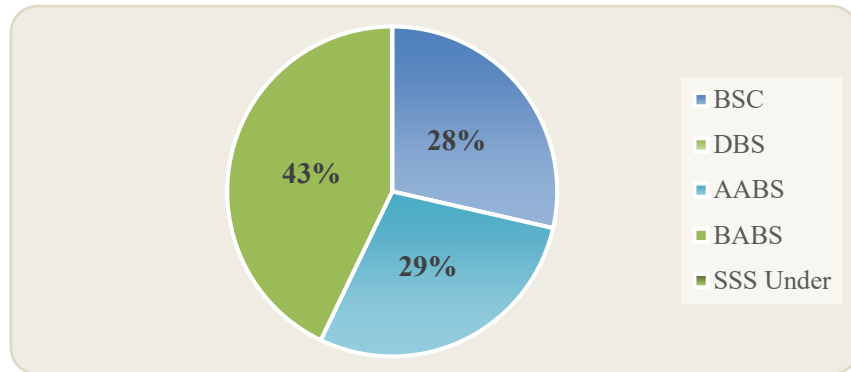
The Total of New Students that Completed the Survey				
BSC	DBS	AABS	BABS	SSS Under
2	0	2	3	0
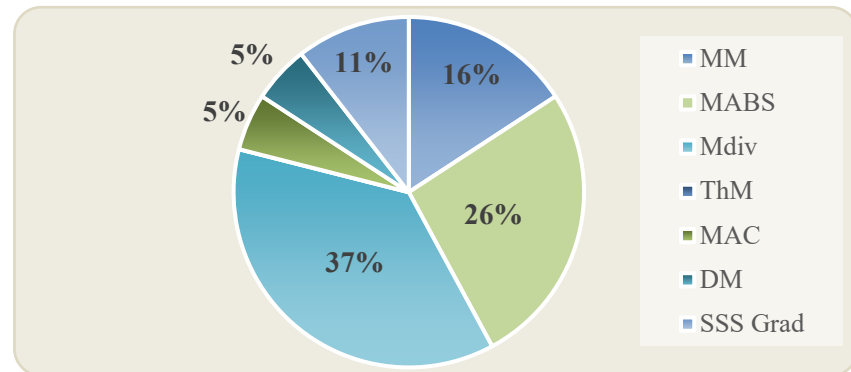
The Total of New Students that Completed the Survey				
MM	MABS	Mdiv	ThM	MAC
3	5	7	0	1

DM	SSS Grad
1	2
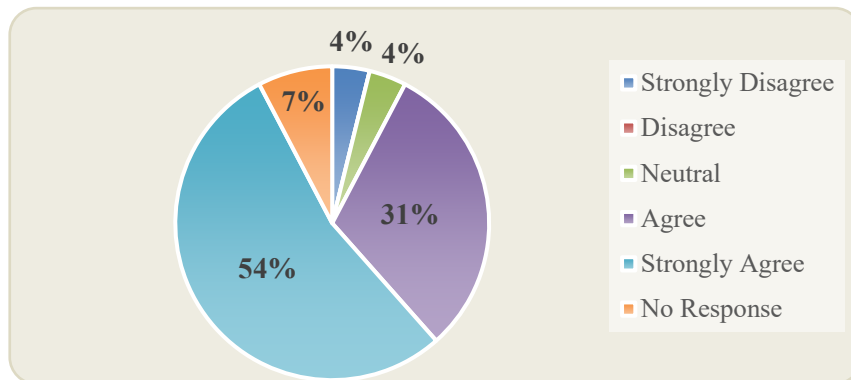
#1   **4.42**

Application Process >>					
Questions I had about my application were answered in a timely manner.					
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	0	1	8	14	2
4%	0%	4%	31%	54%	8%
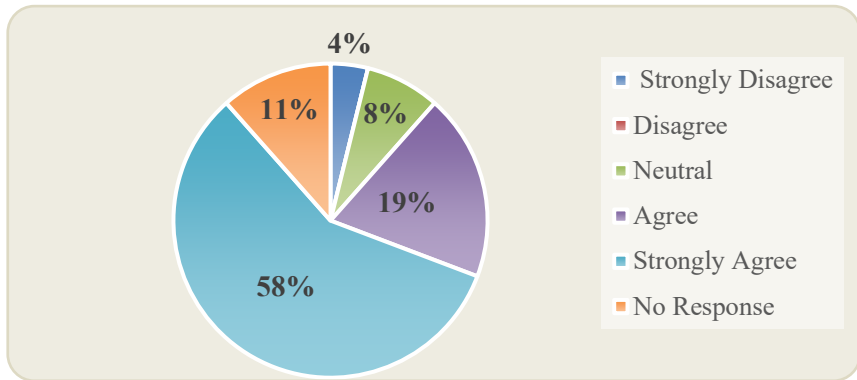
#2   **4.43**

Application Process >>

Questions I had about my transcript evaluation were answered in a timely manner.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	0	2	5	15	3
4%	0%	8%	19%	58%	12%
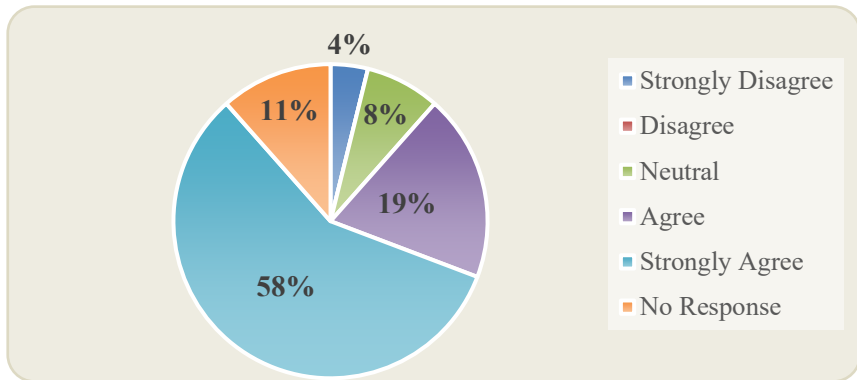
#3   **4.43**

Application Process >>

The overall application process went smoothly and quickly.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	0	2	5	15	3
4%	0%	8%	19%	58%	12%
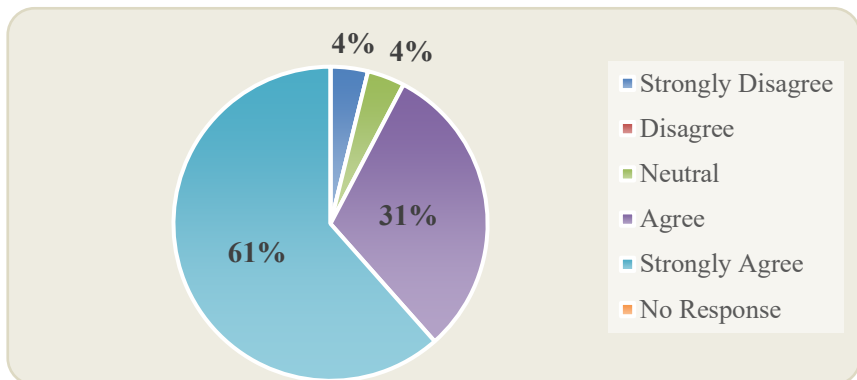
#4   **4.46**

Application Process >>

Student Services support staff were easily accessible when I needed assistance with my application.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	0	1	8	16	0
4%	0%	4%	31%	62%	0%
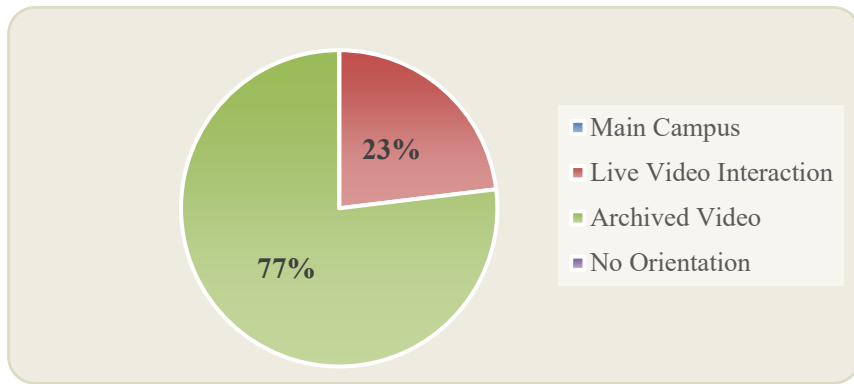
How did you participate in New Student Orientation?

Main Campus	Live Video Interaction	Archived Video	No Orientation
0	6	20	0
0%	23%	77%	0%
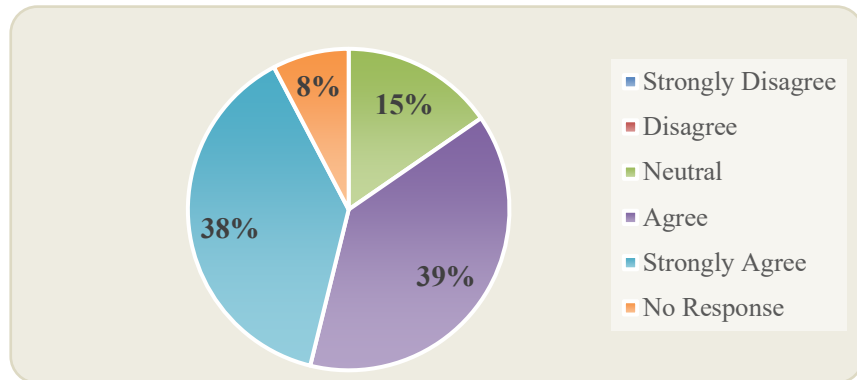
#5   **4.25**

New Student Orientation >>

Student Safety and the Sexual Assault Policy was adequately explained.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
0	0	4	10	10	2
0%	0%	15%	38%	38%	8%
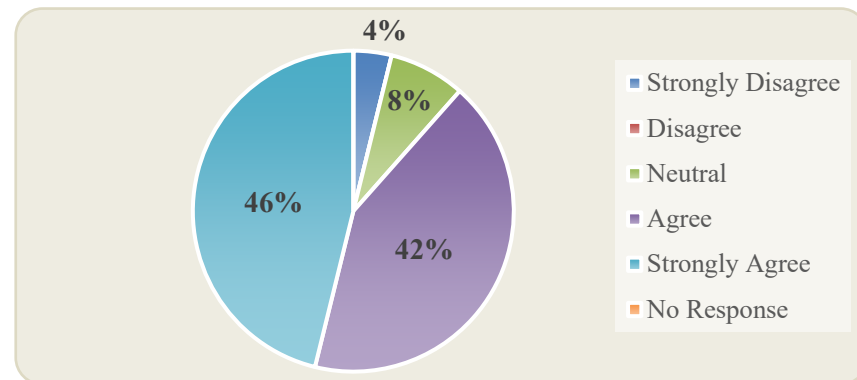
#6   **4.27**

New Student Orientation >>

How to access my grades, transcript, and degree audit was adequately explained.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	0	2	11	12	0
4%	0%	8%	42%	46%	0%
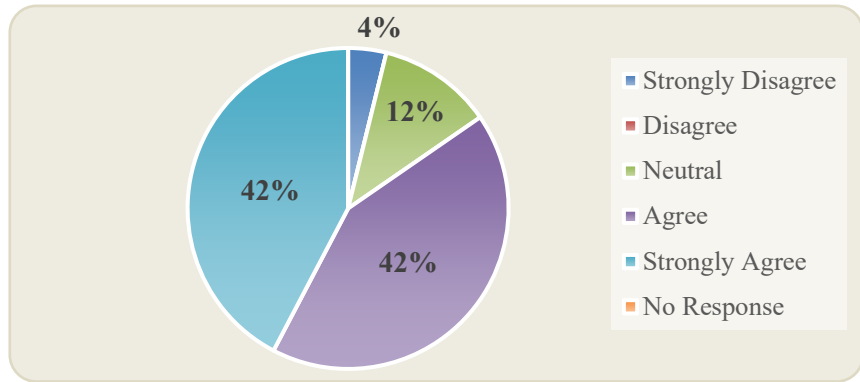
#7   **4.19**

New Student Orientation >>

The Family Educational Rights and Privacy Act was adequately explained.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	0	3	11	11	0
4%	0%	12%	42%	42%	0%
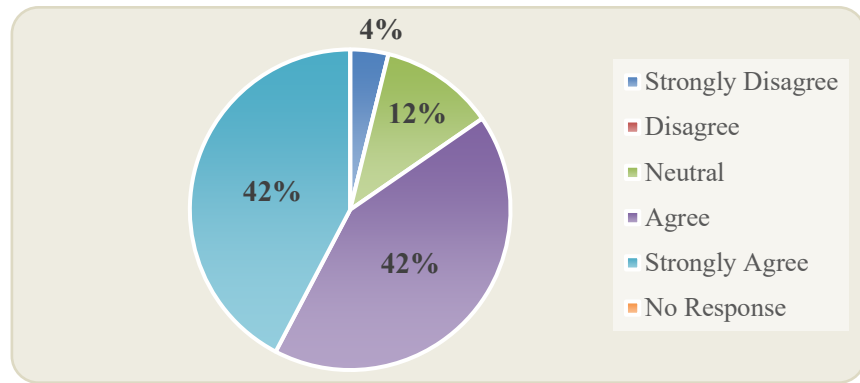
#8   **4.19**

New Student Orientation >>

How to access Student Forms was adequately explained.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	0	3	11	11	0
4%	0%	12%	42%	42%	0%
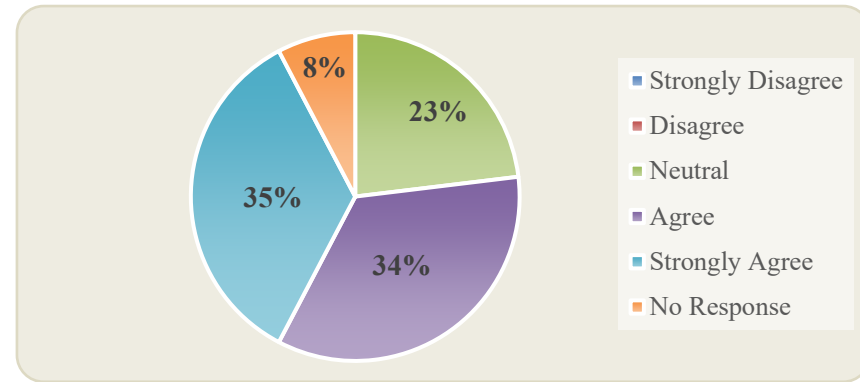
#9   **4.13**

New Student Orientation >>

Financial Aid was adequately presented.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
0	0	6	9	9	2
0%	0%	23%	35%	35%	8%
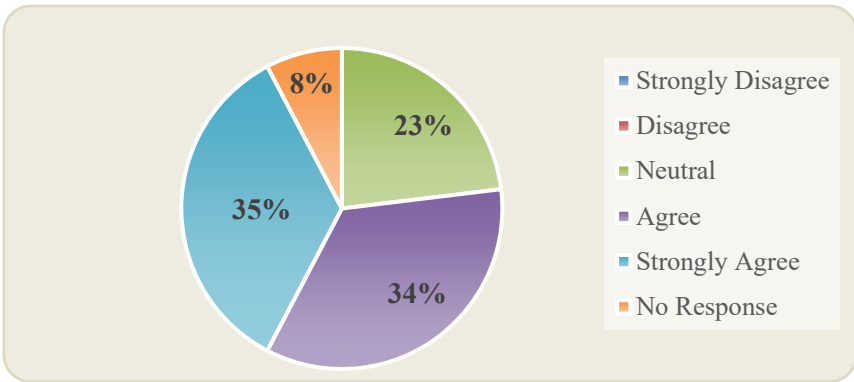
#10   **4.13**

New Student Orientation >>

The Bursar's information on invoicing and payment plans was adequately presented.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
0	0	6	9	9	2
0%	0%	23%	35%	35%	8%
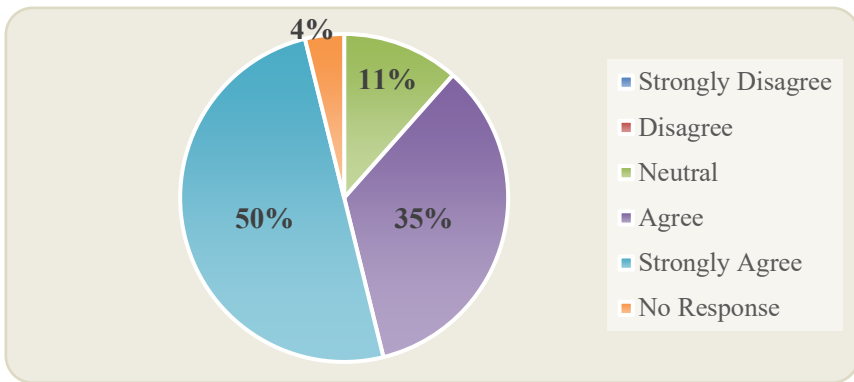
#11   **4.40**

New Student Orientation >>

Library Services was adequately explained.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
0	0	3	9	13	1
0%	0%	12%	35%	50%	4%
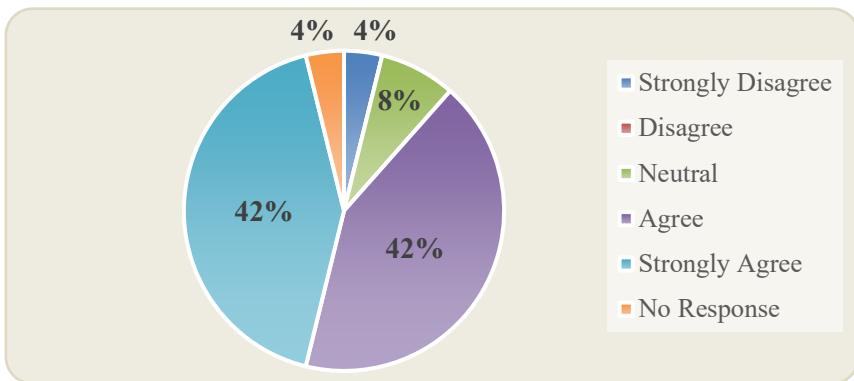
#12   **4.24**

New Student Orientation >>

Technology Services was adequately explained.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	0	2	11	11	1
4%	0%	8%	42%	42%	4%
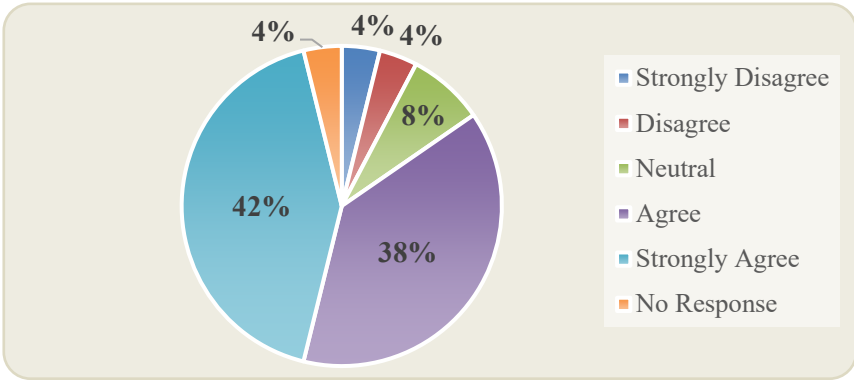
#13   **4.16**

New Student Orientation >>

Academic Advising and the Discipleship Program was explained adequately.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	1	2	10	11	1
4%	4%	8%	38%	42%	4%
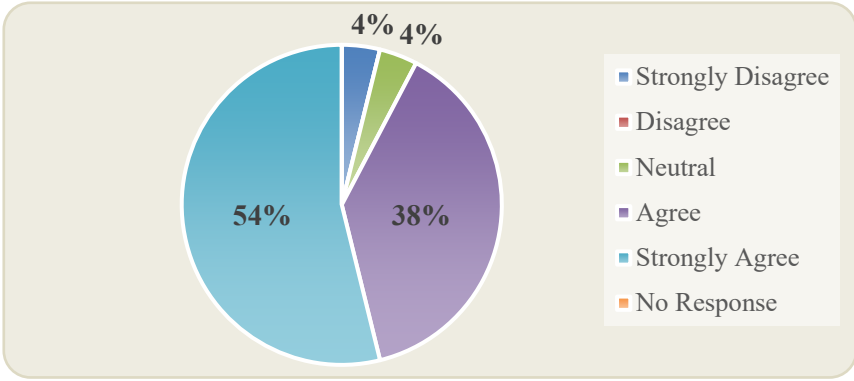
#14   **4.38**

New Student Orientation >>

The policy on plagiarism was explained.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	0	1	10	14	0
4%	0%	4%	38%	54%	0%
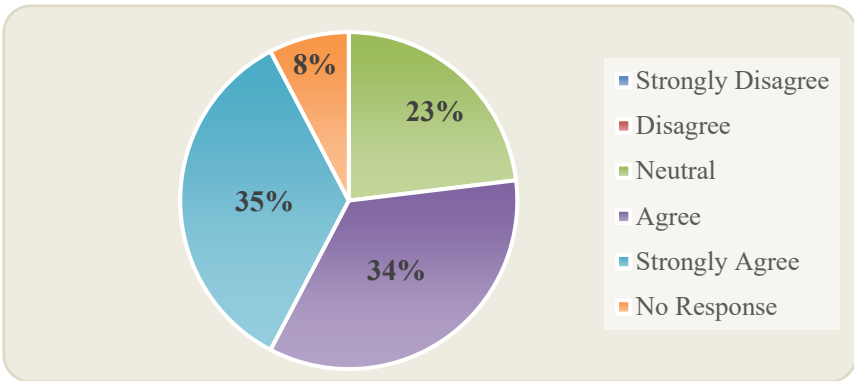
#15   **4.13**

New Student Orientation >>

The process for a student grievance was explained.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
0	0	6	9	9	2
0%	0%	23%	35%	35%	8%
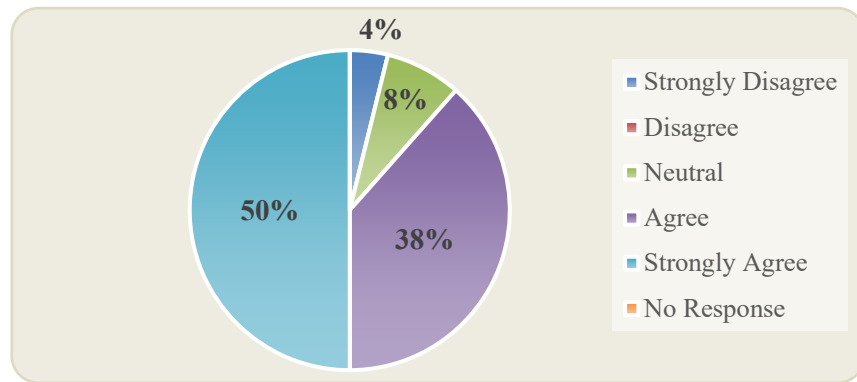
#16   **4.31**

Enrollment Process >>

It was clearly explained to me how to register for classes for my first semester.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	0	2	10	13	0
4%	0%	8%	38%	50%	0%
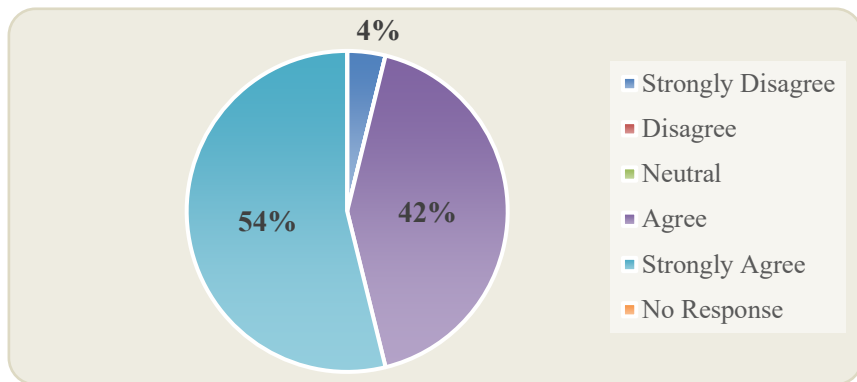
#17   **4.42**

Enrollment Process >>

Grace staff helped make the registration process efficient and easy.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	0	0	11	14	0
4%	0%	0%	42%	54%	0%
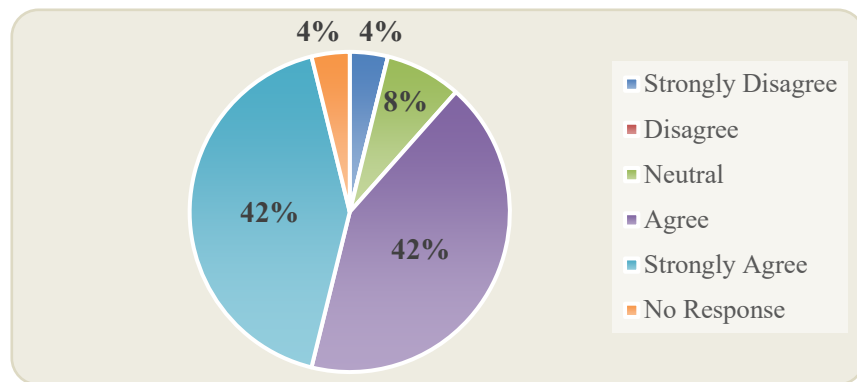
#18   **4.24**

Enrollment Process >>

Online registration via Populi was user-friendly.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	0	2	11	11	1
4%	0%	8%	42%	42%	4%
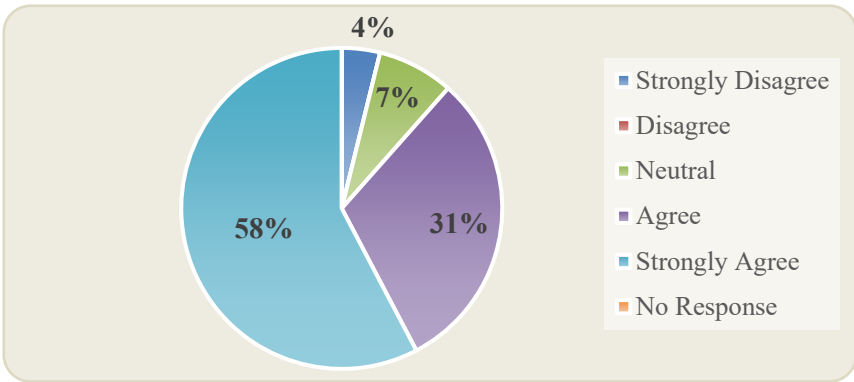
#19   **4.38**

Enrollment Process >>

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

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	0	2	8	15	0
4%	0%	8%	31%	58%	0%
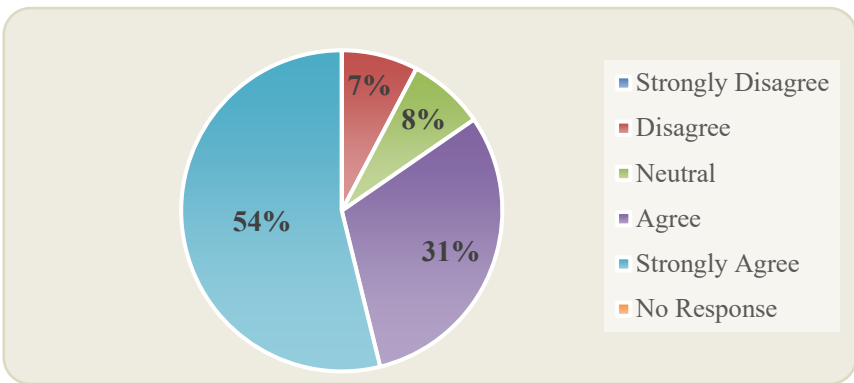
#20   **4.31**

Enrollment Process >>

The classes were scheduled at convenient times.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
0	2	2	8	14	0
0%	8%	8%	31%	54%	0%
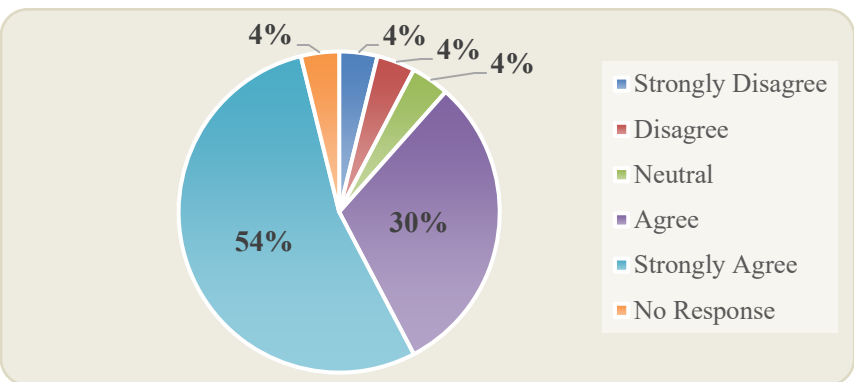
#21   **4.32**

Enrollment Process >>

There was a sufficient number of classes offered to meet my needs.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	1	1	8	14	1
4%	4%	4%	31%	54%	4%
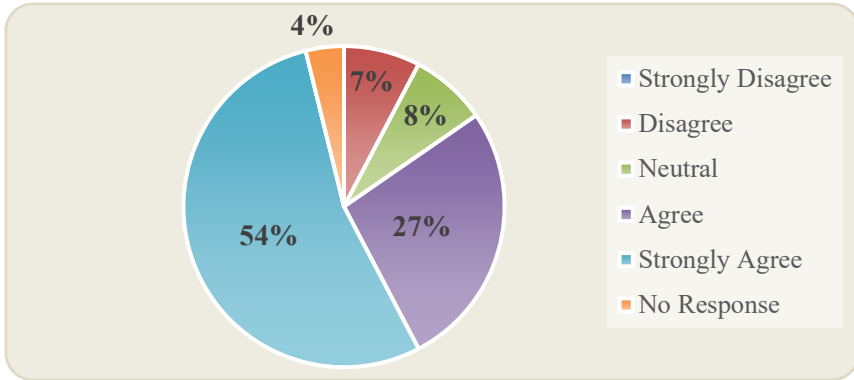
#22   **4.32**

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

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
0	2	2	7	14	1
0%	8%	8%	27%	54%	4%
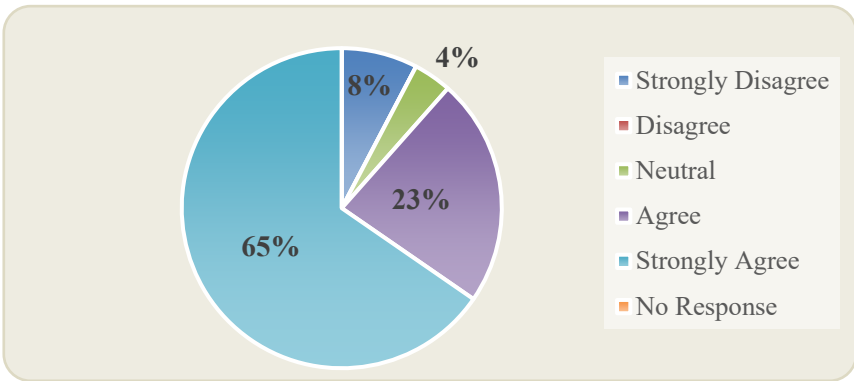
#23   **4.38**

Enrollment Process >>
The syllabi were available in a timely manner.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
2	0	1	6	17	0
8%	0%	4%	23%	65%	0%
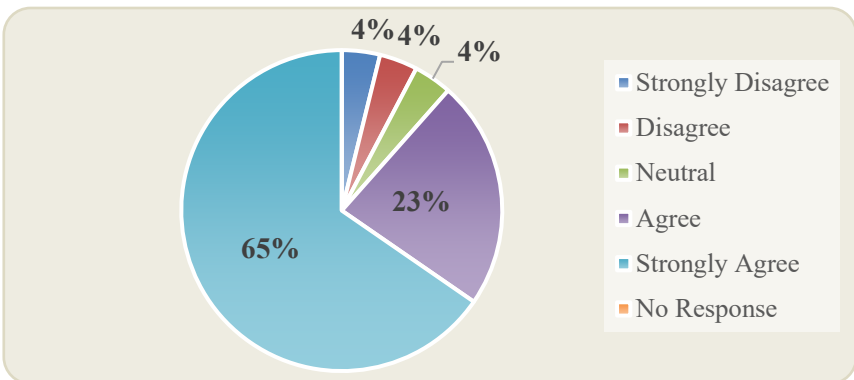
#24   **4.42**

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

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	1	1	6	17	0
4%	4%	4%	23%	65%	0%
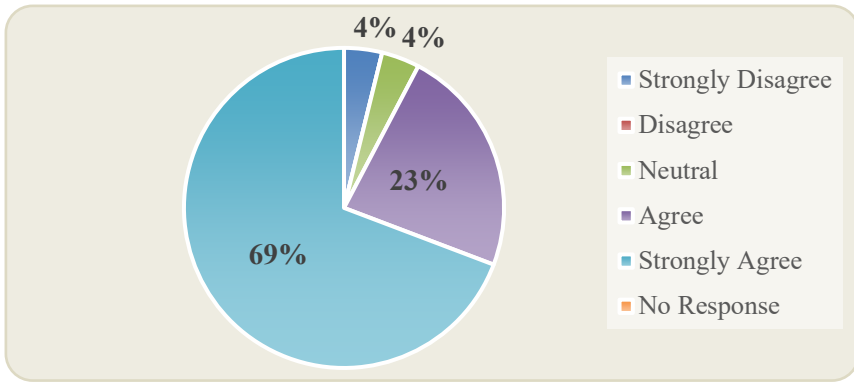
#25   **4.54**

Enrollment Process >>

The Academic Support staff were easily accessible when I needed assistance.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	0	1	6	18	0
4%	0%	4%	23%	69%	0%
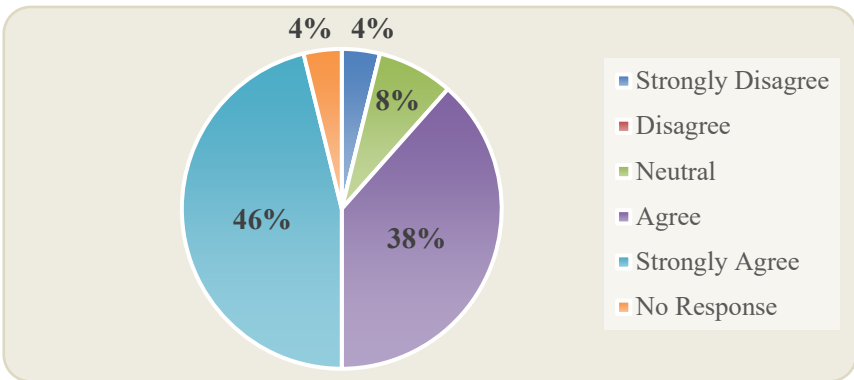
#26   **4.28**

Financial Services >>

I received my invoices in a timely manner.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	0	2	10	12	1
4%	0%	8%	38%	46%	4%
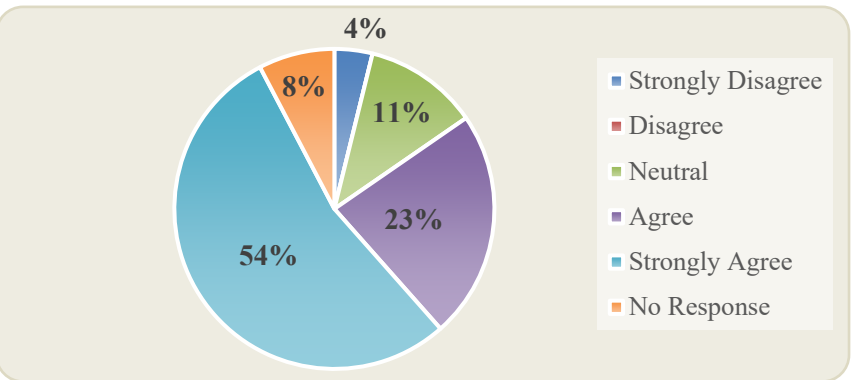
#27   **4.33**

Financial Services >>

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

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	0	3	6	14	2
4%	0%	12%	23%	54%	8%
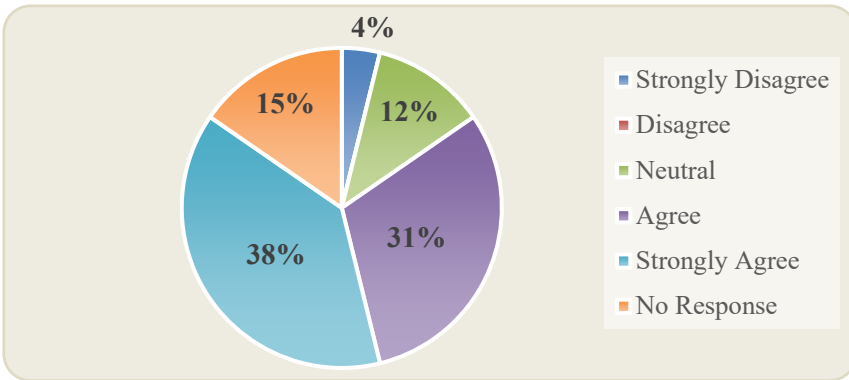
#28 — **4.18**

Financial Services >>					
I feel that the Payment Plan at Grace is easy to understand and follow.					
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	0	3	8	10	4
4%	0%	12%	31%	38%	15%
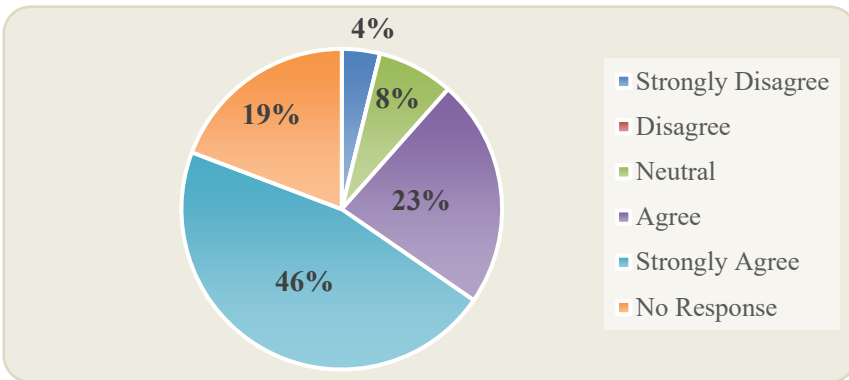
#29 — **4.33**

Financial Services >>					
The Bursar has been easily accessible when I have needed assistance.					
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	0	2	6	12	5
4%	0%	8%	23%	46%	19%

Please give us your comments about the application process.
The application process was timely and easy to follow
The application process was smooth and staffs guided me with my application especially with my questions and concerns.
All the staffs I spoke to and emailed were all very gracious and helpful.
I was very pleased even though I applied late. Everyone was very helpful with all my questions.
The only issue I had was with my undergrad transcript, and this is because I was in undergrad school in the 1980s. But, I received help and found those that help to be asessible.

Please give us your comments about New Student Orientation.
Excellent service! The people at Grace make things so good and are the key!
It was a very good high level presentation.
The online student FAQs and student orientation in Canvass have everything a new student needs.
It simple to understand and comprehensive.

Please give us your comments about the enrollment process.
K Russell at the Trussville Campus is amazing. She is bright, friendly and very knowledgeable about the entire process. She is extremely efficient in answering all questions and concerns. She has made this new journey an extremely pleasant process and such a discerning and spiritual lady and has been just like family to me . I don't know what I would do without her assistance. She's awesome!
K Russell took care of things so fast and it didn't matter the time of day! People like this make it easy to be flexible and be excited getting lined up for classes!
The enrollment RX where we submit all the admissions requirement was very helpful. It is easy to access and efficient for time and energy. The process was smooth.

Please give us your comments about any of the Financial Services areas.
The whole process, from application to enrolment was quick and smooth. All the staff are accommodating and helpful. I am amazed at how Grace School of Theology is using technology to fulfil its mission to be a seminary to the world.
Being military and this school working with my unique needs and situation was impeccable. All I can say is keep your selection process you have in place because each person I dealt with had a heart of service and is passionate about what they do!
Fast response time.

Appendix E

Student Satisfaction Survey Results

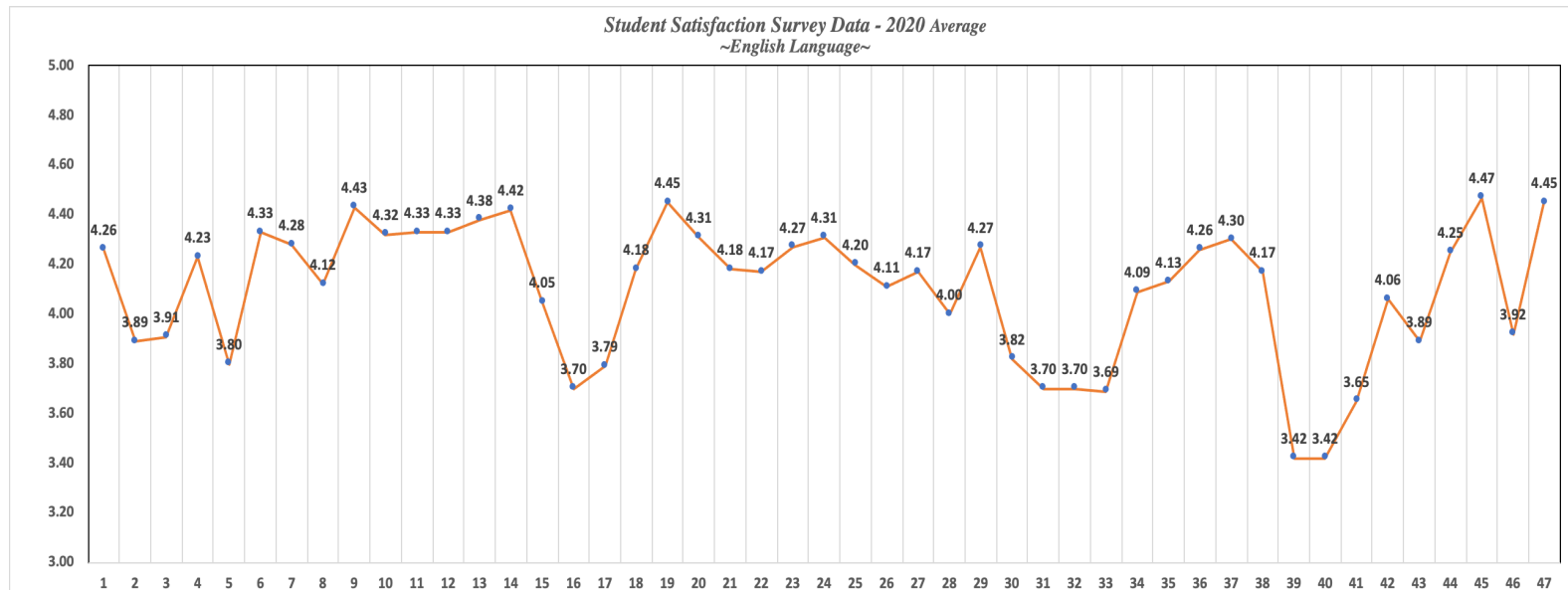# Student Satisfaction Survey Data - 2020

Grace School of Theology
~English Language~

In Module 3 of the Spring 2020 semester, 407 students were asked to participate in the Student Satisfaction Survey.
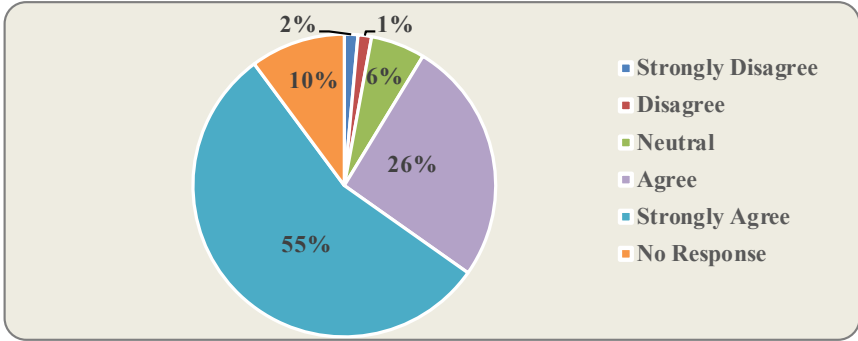Of those students, 69 students or 17% completed the survey

Students were asked 47 questions on the following areas of the institution.

Academic Affairs	# 1-14	Financial Services	# 35-38
Library Services	# 15-18	Facilities	# 39-41
Technology Services	# 19-27	Grace Experience	# 42-47
Student Services	# 28-34		

The following chart represents the averages for each.

Student Satisfaction Survey Data - 2020 Average
~English Language~

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree
- No Response

#45   4.47

Grace Experience >>

I feel the education is worth the financial investment.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	1	4	18	38	7
1%	1%	6%	26%	55%	10%

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree
- No Response
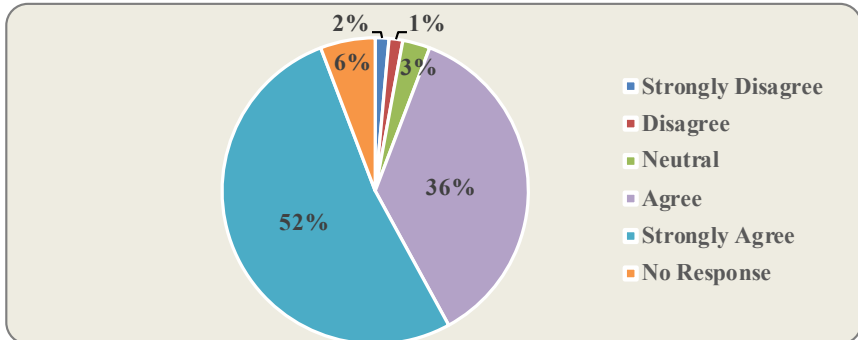
#19   4.45

Technology Services >>

Canvas has been an effective online learning system.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	1	2	25	36	4
1%	1%	3%	36%	52%	6%

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree
- No Response
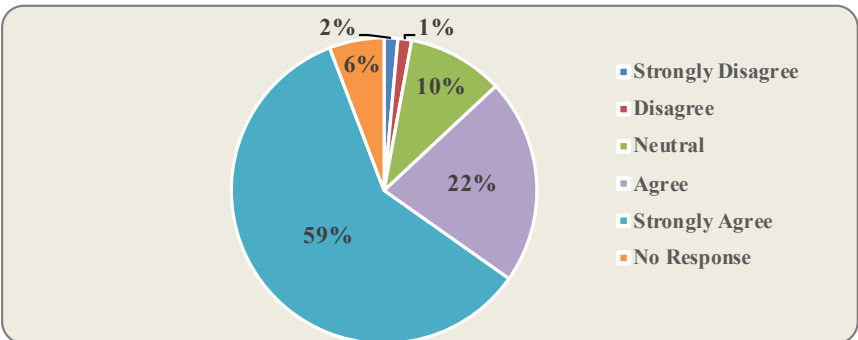
#47   4.45

Grace Experience >>

I would encourage others to attend Grace School of Theology.

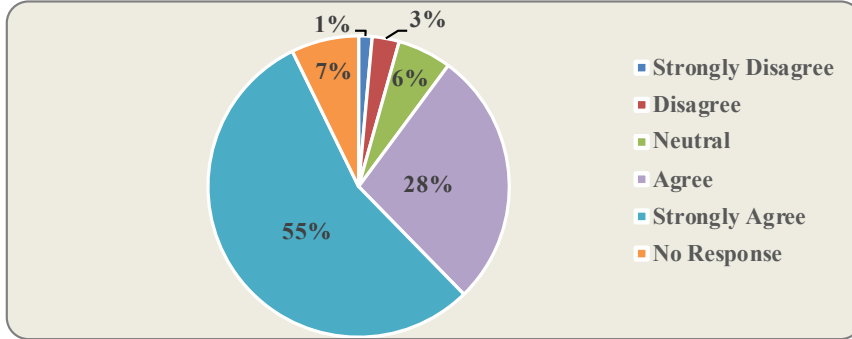| Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	1	7	15	41	4
1%	1%	10%	22%	59%	6%
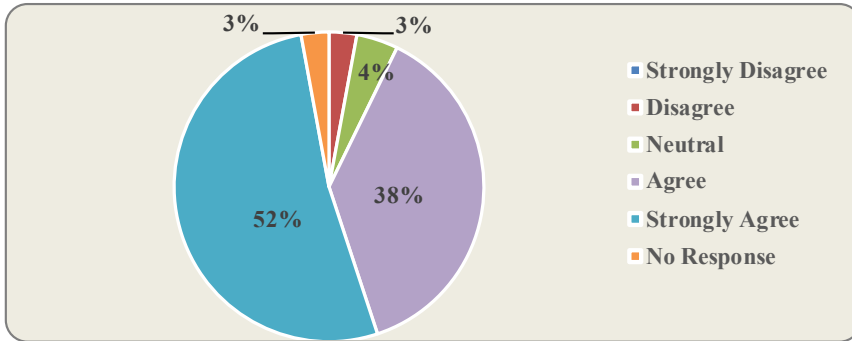
#9   4.43

Academic Affairs >>

The syllabi were available in a timely manner.

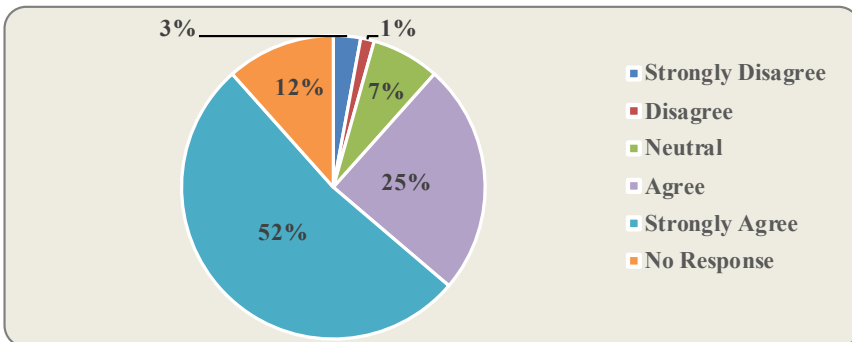| Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
	2	3	26	36	2
0%	3%	4%	38%	52%	1%

#14   4.42

Academic Affairs >>

The Faculty have been accessible when I have needed assistance.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	2	4	19	38	5
1%	3%	6%	28%	55%	7%

#13   4.38

Academic Affairs >>

The Academic Support staff (Registrars and Librarians) have been accessible when I have needed assistance.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
2	1	5	17	36	8
3%	1%	7%	25%	52%	12%

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree
- No Response
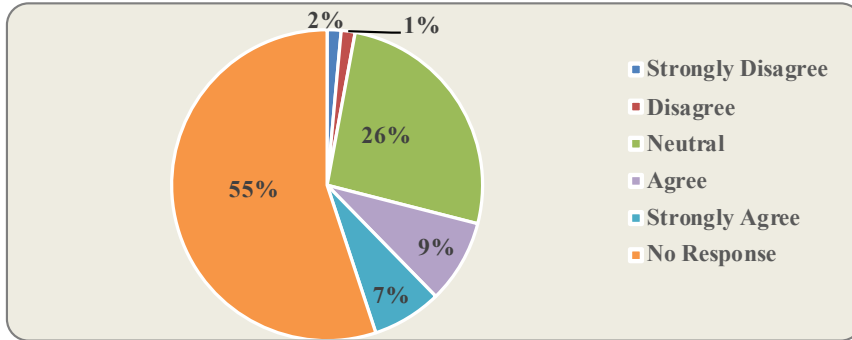
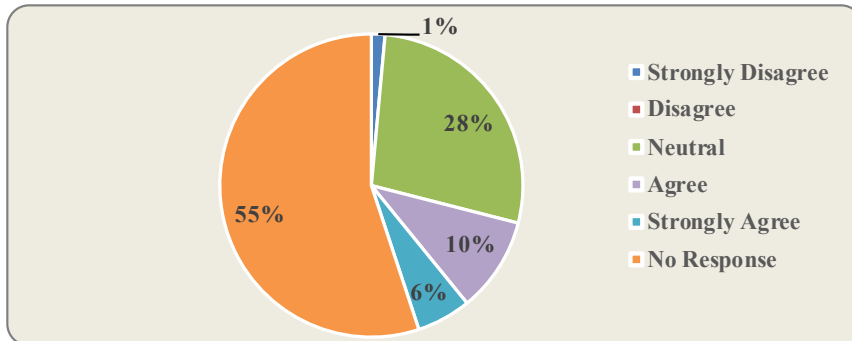**#40**   **3.42**

Facilities >>

Emergency procedures were clearly noted and explained.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	1	18	6	5	38
1%	1%	26%	9%	7%	55%

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree
- No Response

#39   **3.42**

Facilities >>

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

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1		19	7	4	38
1%	0%	28%	10%	6%	55%

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree
- No Response
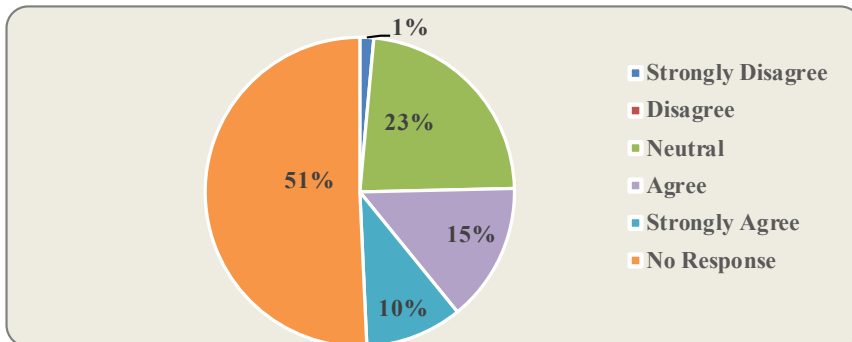
#41   **3.65**

Facilities >>

The staff has responded appropriately when there was a problem.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1		16	10	7	35
1%	0%	23%	14%	10%	51%
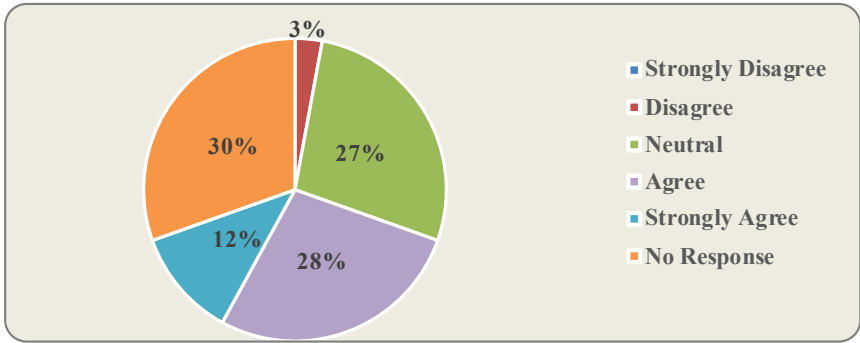
#33 3.69

Student Services >>

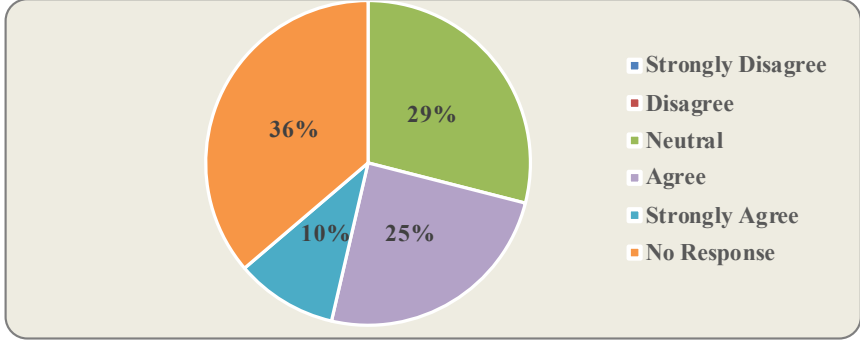**I am satisfied with the level of Student Organizations that are available at Grace.**

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
	2	19	19	8	21
0%	3%	28%	28%	12%	30%
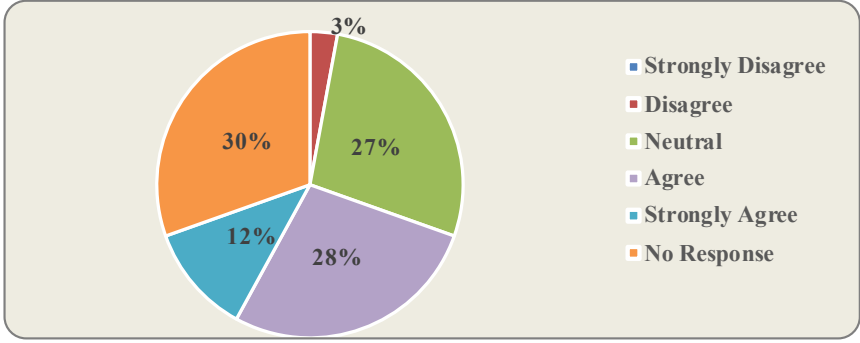
#32 3.70

Student Services >>

I am satisfied with the level of Tutoring/Peer Services that are available at Grace.
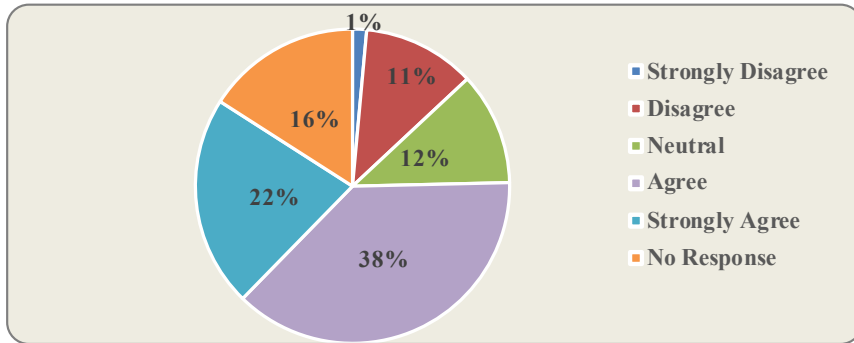
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
	2	20	15	10	22
0%	3%	29%	22%	14%	32%

#31 3.70

Student Services >>

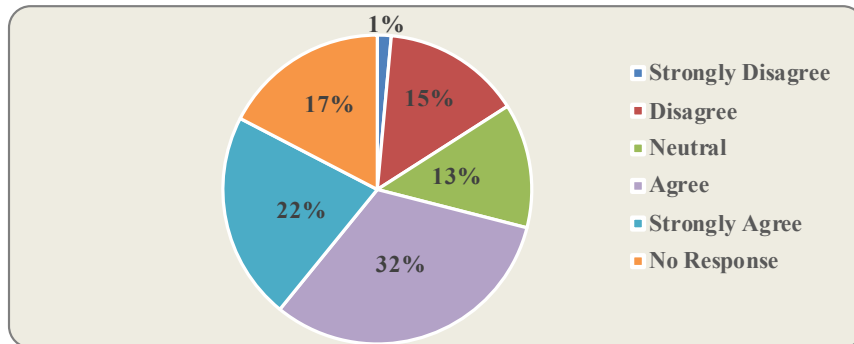**I am satisfied with the level of Disability Services that are available at Grace.**

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
		20	17	7	25
0%	0%	29%	25%	10%	36%

#17   **3.79**

Library Services >>

I have not needed to use other online databases outside of Grace.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	8	8	26	15	11
1%	12%	12%	38%	22%	16%

#16   **3.70**

Library Services >>

I have not needed to visit other libraries outside that of Grace.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
1	10	9	22	15	12
1%	14%	13%	32%	22%	17%

Academic Affairs

#1   4.26
The Academic Catalog is easy to access.

#2   3.89
The Academic Catalog helped me in choosing my degree program.

#3   3.91
There was a sufficient number of classes offered during the fall and spring semesters to meet my needs.

#4   4.23
It was easy for me to enroll in the courses needed for my degree plan.

#5   3.80
The classes were scheduled at convenient times.

#6   4.33
Grace staff helped make the registration process efficient and easy.

#7   4.28
Online registration via Populi was user-friendly.

#8   4.12
My Academic Advisor was available to help me, as needed, in my course selection process.

#9   4.43
The syllabi were available in a timely manner.

#10   4.32
The syllabi were clearly structured, and all questions regarding them were clarified.

#11   4.33
I like the size of classes at Grace.

#12   4.33
I like the structure of classes at Grace being both in the class and online.

#13   4.38
The Academic Support staff (Registrars and Librarians) have been accessible when I have needed assistance.

#14   4.42
The Faculty have been accessible when I have needed assistance.

Comments about Academic Affairs
I love it at Grace. I'm so happy and so blessed.
I'm a part time student with a young family and a full time job. It's not that I feel I need someone to hold my hand, but I think it would help me if the academic advisor was a little more assertive in giving me a call and/or scheduling time before each semester to review my degree plan and class options coming up over the next year. Last semester I didn't log into Populi all semester and therefore didn't receive the automatic email reminding me to register for Spring classes. By the time I realized the year was coming to a close and called to see what was going on, spring registration had already closed and I had to make a special request for late registration. I feel like GSOT does a lot of things right with discupleship groups, etc., but when it comes to academic advising - it feels like I'm a little out on a limb.
There are mandatory attendance requirements that are inconvenient at times.
It was a joy to be a student at Grace last summer.
1.I chose my degree program through meeting Ken Schlenker, not through the catalog. 2. No theology classes for the MAC were provided in the spring semester; I therefore took two chaplaincy classes. I would have liked to have taken one theology and one chaplain class. No big deal, I know the offerings are limited for some curricula.
I'm New to Grace and new to not having to attend on site. However, every one I reached out to for help, responded even if it was the end of the work day. Thank you Grace!
I feel that my advisor has been very helpful and encouraging. I also feel that the registrar and financial aid people were very helpful and quick to respond.

Library Services

#15   4.05
The library's holdings and online databases have been adequate to meet my needs.

#16   3.70
I have not needed to visit other libraries outside that of Grace.

#17   3.79
I have not needed to use other online databases outside of Grace.

#18   4.18
The library staff have been easily accessible when I have needed assistance.

Comments about Library Services
I love the access to the database. So helpful.
The librarian has been very helpful in helping me know how to get materials.
The library staff are available.
GSOT does not give access to all theological journals in JSTOR. To have more access there would be an important improvement. I needed to use my personal account in some research projects!
Ms. Cox sent out updated information on password changes to the database for reaearch promptly.

Technology Services

#19   4.45
Canvas has been an effective online learning system.

#20   4.31
Canvas has been easy to navigate and use for my courses.

#21   4.18
Populi has been an effective student information system.

#22   4.17
Populi has been easy to use to find my Transcript and Degree Audit.

#23   4.27
BlueJeans has been easy to use.

#24   4.31
BlueJeans has been an effective tool for classroom interaction.

#25   4.20
BlueJeans has been an effective tool for watching videos inside Canvas.

#26   4.11
Technology Services support staff have been easily accessible when I have needed assistance.

#27   4.17
I have been able to get timely and helpful support when needed.

Comments about Technology Services
Everything is so organized.
Blue jeans could be easier to use
The support staff does an incredible and timely job; give them all a bonus!
The technical support has helped me when leading Blue Jeans classes but have no access to moderator rights.
I enjoy all the digital means to attend classes and complete course work and communicate with staff and classmates. They are very easy to navigate.
Canvas an Populi are easy to navigate.

Student Services

#28   4.00
The Student Handbook has been a valuable resource for the student services available at Grace.

#29   4.27
I feel that I have been adequately informed about the availability of Financial Aid.

#30   3.82
I am satisfied with the level of Career Services that are available at Grace.

#31   3.70
I am satisfied with the level of Disability Services that are available at Grace.

#32   3.70
I am satisfied with the level of Tutoring/Peer Services that are available at Grace.

#33   3.69
I am satisfied with the level of Student Organizations that are available at Grace.

#34   4.09
The Student Services support staff have been easily accessible when I have needed assistance.

Comments about Student Services
I endorse Mark Haywood, Willie Gaines and Al Letting
Student Services were available and helpful in pointing me in the right direction if needed.
The student handbook has been a good resource as it helps me know what is required.
I have contacted Dr Haywood in the issue of continual delays of BJ recordings and he has answered my mail quickly and kindly
Everyone cares about students!

Financial Services

#35   4.13

I have received my invoices in a timely manner.

#36   4.26

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

#37   4.30

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

#38   4.17

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

Comments about Financial Services
Great experience
I have always received my invoice in time and this has helped me forward it to my sponsor in time.
I am thankful to Grace for helping me get my education at a low cost.
I may not be aware of where to look for my invoices, but whenever I receive an email informing me of my invoice, it's usually on the day or a day before the payment is due, with deadline of payment only a few days away. An email around a week earlier would be much appreciated.
Easy to follow the payment plans

Facilities

#39   3.42

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

#40   3.42

Emergency procedures were clearly noted and explained.

#41   3.65

The staff has responded appropriately when there was a problem.

Comments about Facilities
Yes. Especially when internet is not stable during bad weather or travel issues.
I haven't attended on campus but it is a nice facility.

Grace Experience

#42   4.06

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

#43   3.89

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

#44   4.25

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

#45   4.47

I feel the education is worth the financial investment.

#46   3.92

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

#47   4.45

I would encourage others to attend Grace School of Theology.

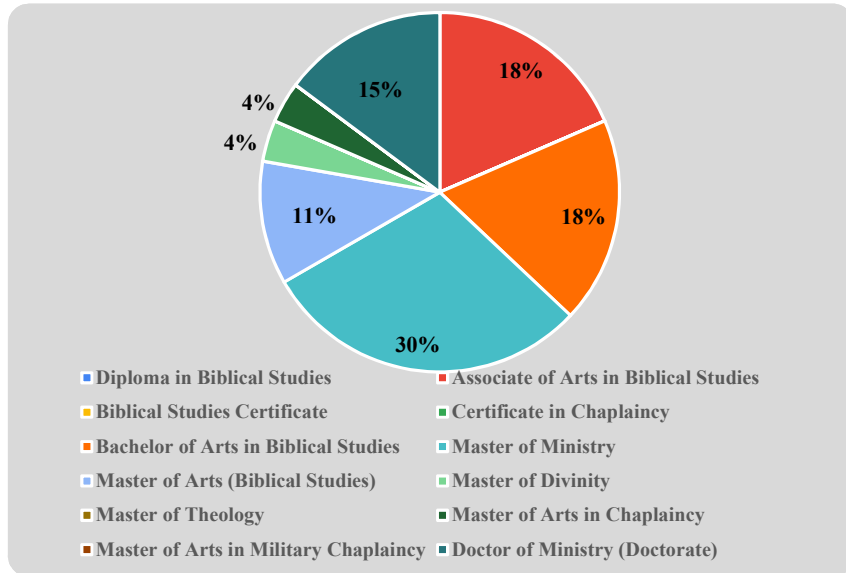| Comments about Grace Experience |
| --- |
| I'm so thankful God brought me here. |
| This is where you all excel so much. I'm proud to be a student at grace. I often don't take advantage of the opportunity to interact with staff the way I probably should, but that's something I'd like to change and work on a bit. I know you're all available, but I guess I've just thought maybe you're too busy, or, I've been too intimidated (which is totally unnecessary and something I need to change in my own thinking!) |
| I believe we could do more to recruit new students through attending conferences. I am always encouraging people to apply for GSOT |
| Faculty and Staff very caring and supportive. |
| Grace school of Theology is affordable. |
| For me to see and interact with professors and fellow classmates is a great deal. I love interacting with these men of God. |
| It is easy enough to connect online. I am sure it is greatly different in person, of course, but I do feel that many of my professors make me feel better and show that the care about my success and personal spiritual wellbeing. |
| Grace School is a blessing to me personally! As a pastor, I am encouraging our people in the congregation to enroll at Grace School. |

Appendix F

Graduate Survey Results

Graduate Exit Survey- 2020

Grace School of Theology
~English Language~

This 2020, 27 students will be graduating in their specific area of study. The students were asked to participate in the Graduate Exit Survey.
The 27 students (100%) were able to participate in the survey.

Students were asked 13 questions in different areas of the institution and their employment status before and after their studies at the institution.


- ■ Diploma in Biblical Studies
- ■ Biblical Studies Certificate
- ■ Bachelor of Arts in Biblical Studies
- ■ Master of Arts (Biblical Studies)
- ■ Master of Theology
- ■ Master of Arts in Military Chaplaincy
- ■ Associate of Arts in Biblical Studies
- ■ Certificate in Chaplaincy
- ■ Master of Ministry
- ■ Master of Divinity
- ■ Master of Arts in Chaplaincy
- ■ Doctor of Ministry (Doctorate)

What degree did you or will you receive at Grace?		
Diploma in Biblical Studies	0	0%
Associate of Arts in Biblical Studies	5	19%
Biblical Studies Certificate	0	0%
Certificate in Chaplaincy	0	0%
Bachelor of Arts in Biblical Studies	5	19%
Master of Ministry	8	30%
Master of Arts (Biblical Studies)	3	11%
Master of Divinity	1	4%
Master of Theology	0	0%
Master of Arts in Chaplaincy	1	4%
Master of Arts in Military Chaplaincy	0	0%
Doctor of Ministry (Doctorate)	4	15%
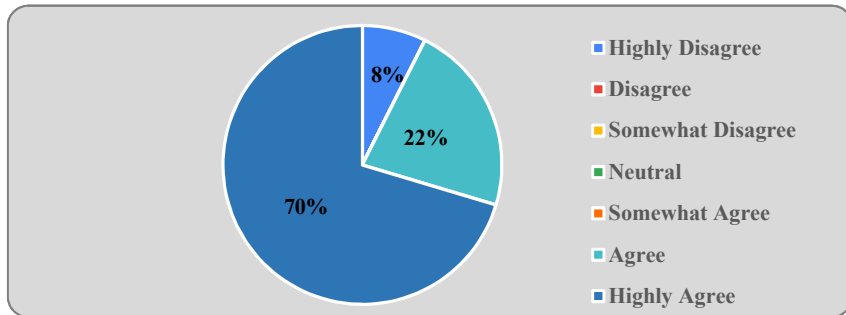
#1   **6.33**

**Do you believe that the education you received at Grace prepared you well for your ministry?**

Highly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Highly Agree
2	0	0	0	0	6	19
7%	0%	0%	0%	0%	22%	70%
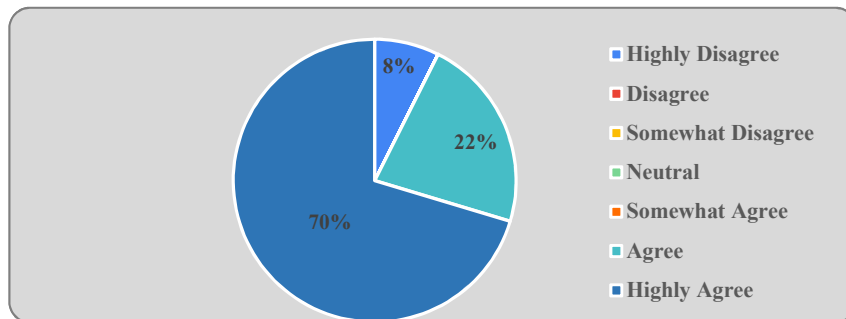
#2   **6.33**

Do you believe that Grace's mission is being fulfilled with its current programs, services, faculty, and course offerings?

Highly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Highly Agree
2	0	0	0	0	6	19
7%	0%	0%	0%	0%	22%	70%

`
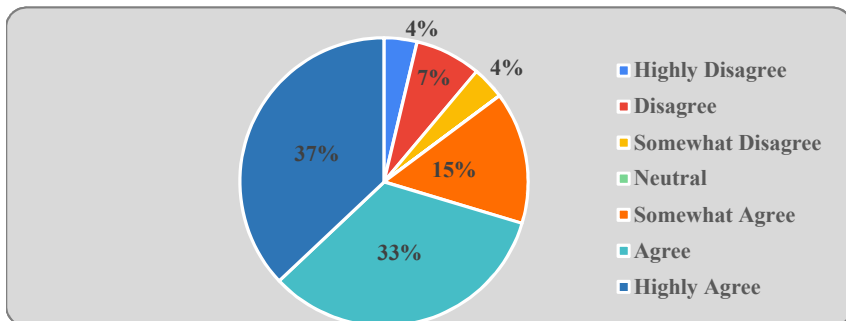
#3   **5.63**
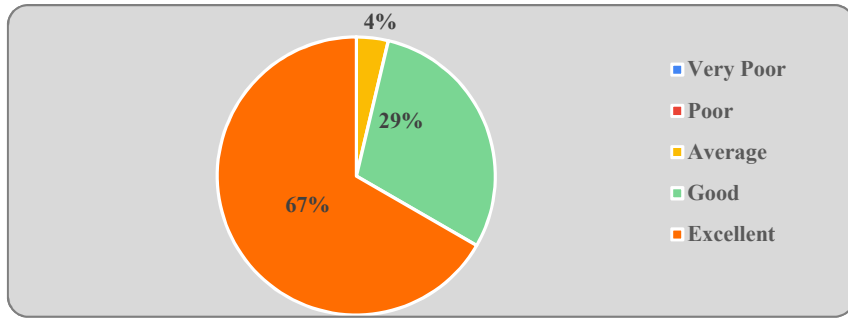
Do you feel well-connected to Grace since graduation?

Highly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Highly Agree
1	2	1	0	4	9	10
4%	7%	4%	0%	15%	33%	37%
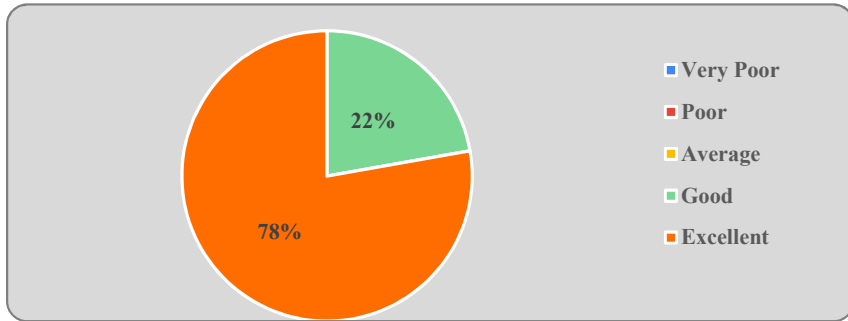
#4   **4.78**

How would you rate Grace's faculty overall?				
Very Poor	Poor	Average	Good	Excellent
0	0	0	6	21
0%	0%	0%	22%	78%

#5   **4.63**

How would you rate the services available to students at Grace?				
Very Poor	Poor	Average	Good	Excellent
0	0	1	8	18
0%	0%	4%	30%	67%
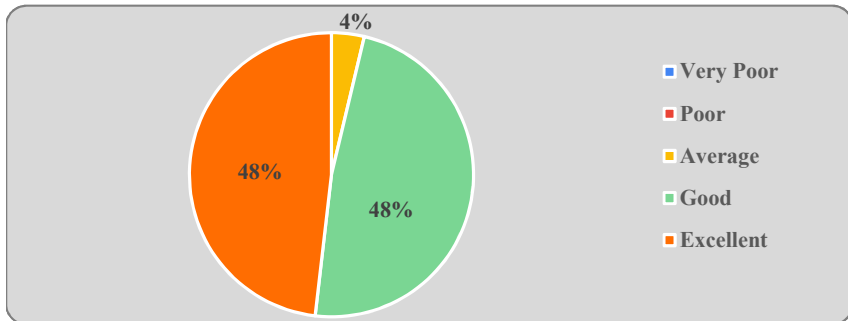
#6   **4.44**

How would you rate Grace's facilities?				
Very Poor	Poor	Average	Good	Excellent
0	0	1	13	13
0%	0%	4%	48%	48%
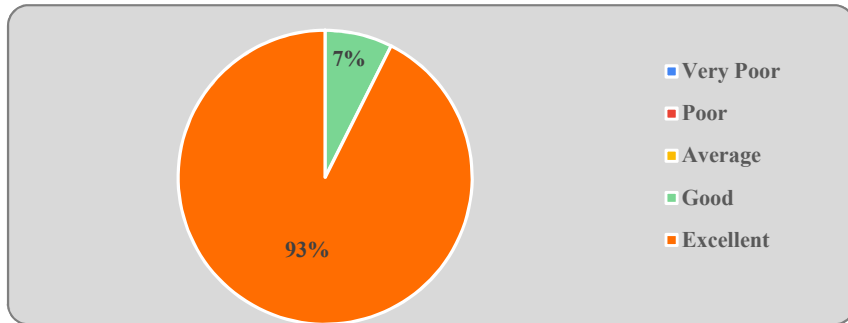
#7 4.93

| How would you rate the online course delivery system at Grace?				
Very Poor	Poor	Average	Good	Excellent
0	0	0	2	25
0%	0%	0%	7%	93%
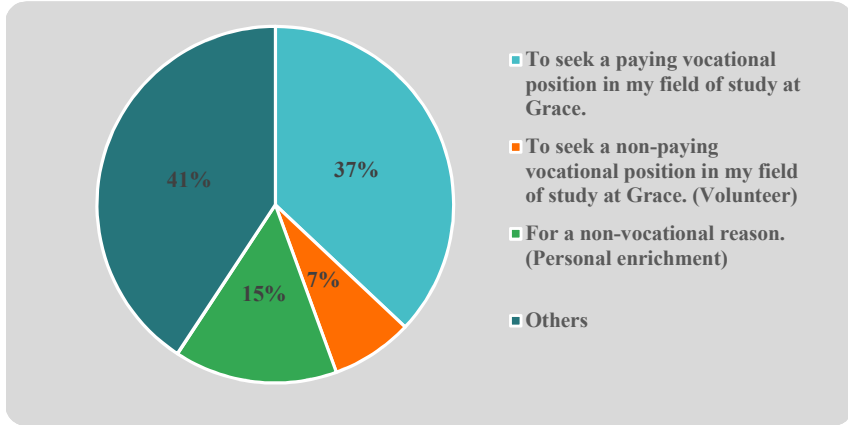
#8

| Please tell us your intention when you first began your program at Grace.		
To seek a paying vocational position in my field of study at Grace.	10	37%
To seek a non-paying vocational position in my field of study at Grace. (Volunteer)	2	7%
For a non-vocational reason. (Personal enrichment)	4	15%
Others	11	41%
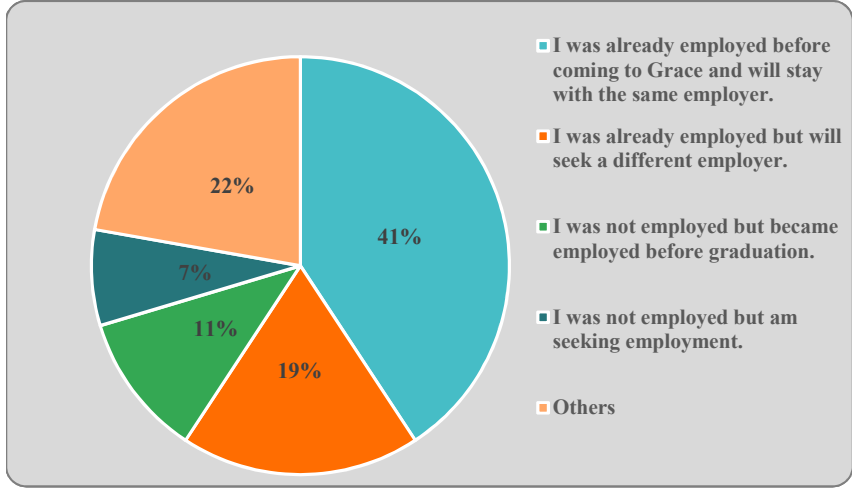
| Please answer your employment status before enrolling at Grace.		
I was already employed before coming to Grace and will stay with the same employer.	11	41%
I was already employed but will seek a different employer.	5	19%
I was not employed but became employed before graduation.	3	11%
I was not employed but am seeking employment.	2	7%
Others	6	22%
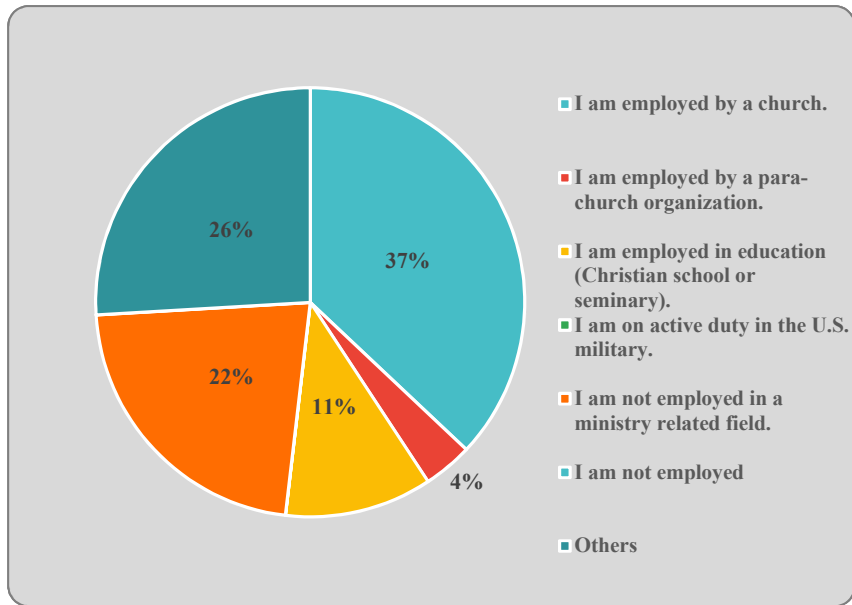
Please describe your current place of employment.		
I am employed by a church.	10	37%
I am employed by a para-church organization.	1	4%
I am employed in education (Christian school or seminary).	3	11%
I am on active duty in the U.S. military.	0	0%
I am not employed in a ministry related field.	6	22%
I am not employed	0	0%
Others	7	26%
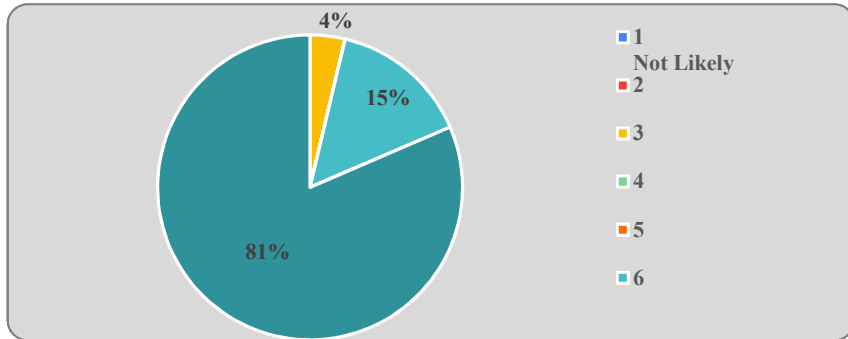
How likely are you to recommend others to become students at Grace School of Theology?

1 Not Likely	2	3	4	5	6	7 Extremely Likely
0	0	1	0	0	4	22
0%	0%	4%	0%	0%	15%	81%
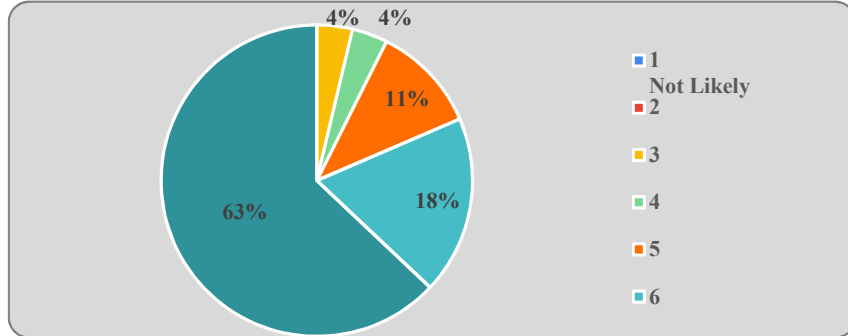
How likely are you to recommend others to become donors to Grace School of Theology?

1 Not Likely	2	3	4	5	6	7 Extremely Likely
0	0	1	1	3	5	17
0%	0%	4%	4%	11%	19%	63%

In what ways can Grace help its current students better achieve their academic and ministry goals (programs, services, technology, building, etc.)?

Verity of classes in the fall vs. spring and summer.

Be clear to communicate to students about their expected graduation date and help students to take appropriate classes.

It would have been nice to have had an opportunity to have had a virtual "meet and greet" WELCOME for the first time online students.
 It would have helped to acclimate to the school, faculty and the academic programs. Also, it would have been nice to have made available to the graduating students, a "Congratulations" sign for the graduates to display in their yards. This is a major accomplishment, since the traditional graduation was delayed, this acknowledgement would have been very nice. As opposed to incurring the cost for caps and gowns, since we are under the COVID-19 Guidelines, this would have been a very nice alternative. (Especially for the graduates that could not attend the ceremony). I think this would have been a cost efficient idea for the graduates.

More communication from their academic advisors for guidance and support.

By implementing more academics and scholarships awards for scholars whom soar above and beyond achievement, after all GSOT grading system is different from the norm.

I think at this point, more classes on practical theology would very beneficial for every student at Grace. And as well, classes or more discussion on different Christian Theology's such as Eastern Christianity, Ethiopian Christianity not to replace Free Grace theology but instead to just to bring those ways of thinking to the students mind.

Accommodations for visually impaired could be extended so that all professors understand the special needs. Job opportunities should be posted for graduates.

As of now, I am very satisfied with all the services provided by Grace and am grateful.

Better communication on binding Dissertation and filling out ProQuest forms.

More professors, offer classes more frequently (required classes not always offered)

To achieve academic goals, I think we must make sure that all the textbooks are available in kindle or ebook format.

Make mission teams available for those pursuing missions.

Offer degrees in counseling.