

Program Review Form

Date: July 15, 2020

Program Review Year: 2017-2020

Name of Program Being Reviewed: Master of Arts in Theology and Ministry

Degrees Covered by Review: Master of Arts in Theology and Ministry

Name of Department: Graduate School

Department Chair: Dean of the School of Theology, Kevin L. Hester

Program Coordinator: Jeff Cockrell, Barry Raper

Note: Pages 1-4 are to be completed yearly by each program. Pages 1-5 are to be completed according to the Cycle of Curricular Review

Mission of the College

The mission of Welch College is to educate leaders to serve Christ, His Church, and His world through Biblical thought and life.

Strategic Initiative (from the strategic plan)

Strategic Initiative #2 – QUALITY ACADEMIC PROGRAMS

The College will strengthen and enlarge current academic programs, eliminating programs or courses that do not align with the vision of the College and adding programs or courses that are suitable for the College's purpose.

Strategic Objective (from the strategic plan)

Strategic Objective 2.2—Add new academic programs.

Action Plan #5 - Develop graduate program in theology and ministry

Program Objectives

Students who successfully complete the program should demonstrate:

- A thorough understanding of the history, principles, and methods of Biblical exegesis and the ability both to defend the reliability of the Biblical text and to communicate the Bible's redemptive storyline in an effective, relevant way.
- Mastery and implementation of a biblical philosophy of church and pastoral leadership as applied to: (a) the leader's personal spiritual formation and interpersonal relationships; (b) Christian worship; (c) principles of pastoral care in ministering to people's spiritual, psychological, relational and material needs; and (d) practical issues involved in the pastoral ministry within the local church.
- Application of rigorous theological critique informed by a Christian worldview toward the assessment of: (a) trends, issues, and ethical concerns in the secular culture; and (b) current movements and trajectories within the church culture.
- An understanding of Christian theological thought with a view toward: (a) critical engagement with a wide scope of theological systems and worldviews; (b) grounding in Reformation Arminianism and the distinctives of Free Will Baptist theology; and, (c) the role of presuppositional apologetics oriented toward worldview critique.
- Grasp of the global expanse of God's Kingdom-building through His church encompassing: (a) missiological principles of international evangelization and church planting as applied to the local church; and (b) organic models of church growth founded upon an understanding of biblical principles of evangelism and discipleship.
- A solid grasp of the history of the church, particularly: (a) the heritage of evangelical orthodoxy traced through the patristic, reformation, and post-reformation eras; and (b) Free Will Baptist history and traditions, with an emphasis on confessional loyalty.

Program Objectives link to Institutional Purpose/General Objectives of the College

The MATM, in line with the mission of the College “to educate leaders to serve Christ, His church, and His world,” seeks to fulfill all the general objectives of the College. However, as a professional degree it seeks especially to fulfill those objectives devoted to full-time Christian service (whether ordained or lay). The program therefore specifically addresses the following general objectives of the College.

3. A Christian worldview manifested in an awareness of its implications for thought and life.
5. A concern for global missions and evangelism.
7. A Commitment to Christian leadership and service.
11. Communication skills.

Program Objectives link to Departmental Objectives

The Dean of the School of Theology, the Program Coordinator for Theology and Ministry, and all full-time graduate faculty are members of the School of Theology. The Graduate School of Theology therefore shares the same departmental objectives. The application requirements demand a general and comprehensive knowledge of the Bible (departmental objective #1). Some courses within the program touch on developing skills in the interpretation and application of Biblical truth (departmental objectives #2 and #3). The primary purpose of the program is devoted to continuing professional education as an application of departmental objective #4, “using the Bible effectively in the particular ministry for which he or she prepares, or as a Christian layperson in more general Christian service.”

Courses Aimed to Accomplish Specific Program Objectives

Program Objective	Courses
<p>A thorough understanding of the history, principles, and methods of Biblical exegesis and the ability both to defend the reliability of the Biblical text and to communicate the Bible's redemptive storyline in an effective, relevant way.</p>	<p>MIN 5037 Discovering & Communicating Biblical Truth BIB 5027 Issues in Old Testament Studies BIB 5067 Issues in New Testament Studies</p>
<p>Mastery and implementation of a biblical philosophy of church and pastoral leadership as applied to: (a) the leader's personal spiritual formation and interpersonal relationships; (b) Christian worship; (c) principles of pastoral care in ministering to people's spiritual, psychological, relational and material needs; and (d) practical issues involved in the pastoral ministry within the local church.</p>	<p>MIN 5057 Ministry & Leadership I MIN 5077 Ministry & Leadership II</p>
<p>Application of rigorous theological critique informed by a Christian worldview toward the assessment of: (a) trends, issues, and ethical concerns in the secular culture; and (b) current movements and trajectories within the church culture.</p>	<p>BIB 5027 Issues in Old Testament Studies BIB 5067 Issues in New Testament Studies THE 5087 Theological Foundations THE 5047 Church & Culture</p>
<p>An understanding of Christian theological thought with a view toward: (a) critical engagement with a wide scope of theological systems and worldviews; (b) grounding in Reformation Arminianism and the distinctives of Free Will Baptist theology; and, (c) the role of presuppositional apologetics oriented toward worldview critique.</p>	<p>THE 5017 The Arminian Theological Tradition THE 5087 Theological Foundations THE 5047 Church & Culture</p>
<p>Grasp of the global expanse of God's Kingdom-building through His church encompassing: (a) missiological principles of international evangelization and church planting as applied to the local church; and (b) organic models of church growth founded upon an understanding of biblical principles of evangelism and discipleship.</p>	<p>ICS 5007 Mission & Church Growth MIN 5107 Summative Experience (Project/Thesis)</p>
<p>A solid grasp of the history of the church, particularly: (a) the heritage of evangelical orthodoxy traced through the patristic, reformation, and post-reformation eras; and (b) Free Will Baptist history and traditions, with an emphasis on confessional loyalty.</p>	<p>THE 5017 The Arminian Theological Tradition THE 5095 History of Doctrine</p>

Program Review: Assessment

Program Objective	Means of Assessment	Strategic Objective/Goal	Results
What we want to do (general)	How we will know if we did it	Specific Goals	What actually happened
A thorough understanding of the history, principles, and methods of Biblical exegesis and the ability both to defend the reliability of the Biblical text and to communicate the Bible's redemptive storyline in an effective, relevant way.	<p>1. Review of summative research paper for BIB 5027.</p> <p>2. Critical review of student textual analysis in targeted writing assignments: essays, online discussions, and the summative exegetical research paper for MIN 5037.</p> <p>3. Graduate Faculty Committee review of the Summative Project/Thesis according to the Summative Project/Thesis Review Program Objective Rubric. All Graduate Faculty will score the Summative Project/Thesis according to the rubric and the student average will be determined.</p>	<p>1. 90% of students in the course will successfully place a selected Old Testament passage within the storyline of the Bible, successfully identify and discuss a critical problem in a selected Old Testament passage, and successfully explain the worldview perspective of a selected Old Testament passage by placing it within its ancient Near Eastern context.</p> <p>2. 100% of students would have an average score of 80% or better on 3 separate writing assignments used to gauge their effectiveness in exegeting or communicating a text. 100% of students will score an 80% on the Graduate Faculty Analysis of the Summative Project/Thesis.</p> <p>3. 100% of students will score an 80% on the Graduate Faculty Analysis of the Summative Project/Thesis.</p>	<p>1. All students accomplished the goal successfully but only 6/7 students did this proficiently leaving us just shy of the 90% goal with 86%.</p> <p>2. 100% of students met this goal. 9 students exceeded expectations and 3 students met expectations.</p> <p>3. All 4 graduates scored above 80% on the associated rubric.</p>
Mastery and implementation of a biblical philosophy of church and pastoral leadership as applied to: (a) the leader's personal spiritual formation and interpersonal relationships; (b) Christian worship; (c) principles of pastoral care in ministering to people's spiritual, psychological, relational and material needs; and (d) practical issues involved in the pastoral ministry within the local church.	<p>1. Faculty review of Ministry Plan for the course MIN 5077.</p> <p>2. Graduate Faculty Committee review of the Summative Project/Thesis according to the Summative Project/Thesis Review Program Objective Rubric. All Graduate Faculty will score the Summative Project/Thesis according to the rubric and the student average will be determined.</p>	<p>1. 100% of students will show documented ability to plan and institute a program of spiritual formation in their local church.</p> <p>2. 100% of students will score an 80% on the Graduate Faculty Analysis of the Summative Project/Thesis.</p>	<p>1. 100% of students met this objective. 8/9 students exceeded expectations.</p> <p>2. All 4 graduates scored above 80% on the associated rubric.</p>
Application of rigorous theological critique informed by a Christian worldview toward the assessment of: (a) trends, issues, and ethical concerns in the secular culture; and (b) current movements and trajectories within the church culture.	<p>1. Critical review of student critical analysis in targeted writing assignments: essays, online discussions, and the summative exegetical research paper for MIN 5037.</p> <p>2. Critical review of the summative research paper for the course THE 5047.</p> <p>3. Graduate Faculty Committee review of the Summative Project/Thesis according to the Summative Project/Thesis Review Program Objective Rubric. All Graduate Faculty will</p>	<p>1. 100% of students will demonstrate proficiency with an average score of 80% or better on 3 targeted writing assignments used to apply methodology in biblical studies and theology.</p> <p>2. 100% of students will demonstrate awareness of at least three ethical concerns and possible responses by the church in their summative research paper for the course MAT 6047.</p>	<p>1. 100% of students met this goal. 9 students exceeded expectations and 3 students met expectations.</p> <p>2. 87% of students met this objective. 100% of students who submitted this paper met the objective in MAT 6047.</p>

	score the Summative Project/Thesis according to the rubric and the student average will be determined.	3. 100% of students will score an 80% on the Graduate Faculty Analysis of the Summative Project/Thesis.	3. All 4 graduates scored above 80% on the associated rubric.
An understanding of Christian theological thought with a view toward: (a) critical engagement with a wide scope of theological systems and worldviews; (b) grounding in Reformation Arminianism and the distinctives of Free Will Baptist theology; and, (c) the role of presuppositional apologetics oriented toward worldview critique.	<ol style="list-style-type: none"> 1. Faculty review of the summative paper for THE 5017. 2. Faculty review of the apologetics review assignment in THE 5047. 3. Graduate Faculty Committee review of the Summative Project/Thesis according to the Summative Project/Thesis Review Program Objective Rubric. All Graduate Faculty will score the Summative Project/Thesis according to the rubric and the student average will be determined. 	<ol style="list-style-type: none"> 1. 100% of students will be able to situate Free Will Baptist Theological Distinctives in the broader theological tradition. 2. 100% of students will demonstrate awareness of the basic schools of apologetics and the strengths and weaknesses of each school. 3. 100% of students will score an 80% on the Graduate Faculty Analysis of the Summative Project/Thesis. 	<ol style="list-style-type: none"> 1. 100% of students met this goal. 3 exceeded expectations and 7 demonstrated proficiency. 2. 100% of students met this objective on their Argument Analysis Assignment in MAT 6047. 3. All 4 graduates scored above 80% on the associated rubric.
Grasp of the global expanse of God's Kingdom-building through His church encompassing: (a) missiological principles of international evangelization and church planting as applied to the local church; and (b) organic models of church growth founded upon an understanding of biblical principles of evangelism and discipleship.	<ol style="list-style-type: none"> 1. Faculty review of Evangelism Program Project in the course ICS 5007 2. Graduate Faculty Committee review of the Summative Project/Thesis according to the Summative Project/Thesis Review Program Objective Rubric. All Graduate Faculty will score the Summative Project/Thesis according to the rubric and the student average will be determined. 	<ol style="list-style-type: none"> 1. 100% of students will show documented ability to plan and institute a program of evangelism in their local church. 2. 100% of students will score an 80% on the Graduate Faculty Analysis of the Summative Project/Thesis. 	<ol style="list-style-type: none"> 1. 100% of students met this goal. 9 exceeded expectations and 1 student demonstrated proficiency. 2. All 4 graduates scored above 80% on the associated rubric.
A solid grasp of the history of the church, particularly: (a) the heritage of evangelical orthodoxy traced through the patristic, reformation, and post-reformation eras; and (b) Free Will Baptist history and traditions, with an emphasis on confessional loyalty.	<ol style="list-style-type: none"> 1. Faculty review of the History Quiz for the course THE 5095. 2. Graduate Faculty Committee review of the Summative Project/Thesis according to the Summative Project/Thesis Review Program Objective Rubric. All Graduate Faculty will score the Summative Project/Thesis according to the rubric and the student average will be determined. 	<ol style="list-style-type: none"> 1. 100% of students will score 80% or above on a quiz of important individuals from church history and the Free Will Baptist tradition. 2. 100% of students will score an 80% on the Graduate Faculty Analysis of the Summative Project/Thesis. 	<ol style="list-style-type: none"> 1. 100% of students scored above 80% on average for these quizzes. The lowest class average was for the first quiz (81%). Class averages for all others were above 85%. 2. All 4 graduates scored above 80% on the associated rubric.

Program Review: Use of Results

Strategic Objective/Goal	Results	Use of Results	Results Revisited
What we wanted to happen	What actually happened	What we did to improve	How did this affect later assessments?
<p>1. 90% of students in the course will successfully place a selected Old Testament passage within the storyline of the Bible, successfully identify and discuss a critical problem in a selected Old Testament passage, and successfully explain the worldview perspective of a selected Old Testament passage by placing it within its ancient Near Eastern context.</p> <p>2. 100% of students would have an average score of 80% or better on 3 separate writing assignments used to gauge their effectiveness in exegeting or communicating a text. 100% of students will score an 80% on the Graduate Faculty Analysis of the Summative Project/Thesis.</p> <p>3. 100% of students will score an 80% on the Graduate Faculty Analysis of the Summative Project/Thesis.</p>	<p>1. All students accomplished the goal successfully but only 6/7 students did this proficiently leaving us just shy of the 90% goal with 86%.</p> <p>2. 100% of students met this goal. 9 students exceeded expectations and 3 students met expectations.</p> <p>3. All 4 graduates scored above 80% on the associated rubric. However, results from the associated course were below expectations in 2/4 cases.</p>	<p>The thesis/project requirement was modified in the following way:</p> <ol style="list-style-type: none"> 1) The schedule of courses was adjusted to give students more time for the thesis/project component. 2) A course outline/online template was created for the associated thesis/project course. 3) Changes were made to the Thesis/Project orientation. 	<p>1. All students successfully completed the goal with 7/9 demonstrating proficiency. Improvement but still slightly short of 90% goal.</p> <p>2. 100% of students met the goal. 8/10 exceeded expectations. 2/10 met expectations.</p> <p>3. All 6 graduates scored above 80% on the rubric. 5/6 exceeded expectations.</p> <p>Students are still struggling with the preparation of thesis/project proposals. The graduate faculty will create a course for this purpose.</p>
<p>1. 100% of students will show documented ability to plan and institute a program of spiritual formation in their local church.</p> <p>2. 100% of students will score an 80% on the Graduate Faculty Analysis of the Summative Project/Thesis.</p>	<p>1. 100% of students met this goal. 8 students exceeded expectations and 1 student met expectations.</p> <p>2. All 4 graduates scored above 80% on the associated rubric.</p>	<p>1. The assignment has been broken into two sections.</p> <p>2. Rubric has been refined to better reflect objectives and faculty have received additional training in how the theses/projects are assessed.</p>	<p>1. 100% of students met this goal in both assignments. Will continue to monitor.</p> <p>2. All 6 graduates scored above 80% on the rubric. 5/6 exceeded expectations.</p>
<p>1. 100% of students will demonstrate proficiency with an average score of 80% or better on 3 targeted writing assignments used to apply methodology in biblical studies and theology.</p> <p>2. 100% of students will demonstrate awareness of at least three ethical concerns and possible responses by the church in their summative research paper for the course THE 5047.</p> <p>3. 100% of students will score an 80% on the Graduate Faculty Analysis of the Summative Project/Thesis.</p>	<p>1. 100% of students met this goal. 9 students exceeded expectations and 3 students met expectations.</p> <p>2. 87% of students met this objective. 100% of students who submitted this paper met the objective in MAT 6047.</p> <p>3. All 4 graduates scored above 80% on the associated rubric.</p>	<p>1. will continue to monitor. No changes indicated at this time.</p> <p>2. Professor has made some changes to the assignment but has retained this objective. No change indicated. Will continue to monitor.</p> <p>3. changes were made to the thesis/project orientation to strengthen the understanding of requirements.</p>	<p>1. All 7 students met this goal with 5 students exceeding expectations and 2 students meeting expectations.</p> <p>2. 8/9 students met this goal. The student who failed to meet this goal did not submit the assignment.</p> <p>3. All 6 graduates scored above 80% on the rubric. 5/6 exceeded expectations. Students are still struggling with the preparation of thesis/project proposals. The graduate faculty will create a course for this purpose.</p>

<p>1. 100% of students will be able to situate Free Will Baptist Theological Distinctives in the broader theological tradition.</p> <p>2. 100% of students will demonstrate awareness of the basic schools of apologetics and the strengths and weaknesses of each school.</p> <p>3. 100% of students will score an 80% on the Graduate Faculty Analysis of the Summative Project/Thesis.</p>	<p>1. 100% of students met this goal. 3 exceeded expectations and 7 demonstrated proficiency.</p> <p>2. 100% of students met this objective on their Argument Analysis Assignment in MAT 6047.</p> <p>3. All 4 students scored above 80% on the associated rubric.</p>		<p>All 6 graduates scored above 80% on the rubric. 5/6 exceeded expectations. Students are still struggling with the preparation of thesis/project proposals. The graduate faculty will create a course for this purpose.</p>
<p>1. 100% of students will show documented ability to plan and institute a program of evangelism in their local church.</p> <p>2. 100% of students will score an 80% on the Graduate Faculty Analysis of the Summative Project/Thesis.</p>	<p>1. 100% of students met this goal. 9 exceeded expectations and 1 student demonstrated proficiency.</p> <p>2. All 4 graduates scored above 80% on the associated rubric.</p>		<p>All 6 graduates scored above 80% on the rubric. 5/6 exceeded expectations. Students are still struggling with the preparation of thesis/project proposals. The graduate faculty will create a course for this purpose.</p>
<p>1. 100% of students will score 80% or above on a quiz of important individuals from church history and the Free Will Baptist tradition.</p> <p>2. 100% of students will score an 80% on the Graduate Faculty Analysis of the Summative Project/Thesis.</p>	<p>1. 100% of students scored above 80% on average for these quizzes. The lowest class average was for the first quiz (81%). Class averages for all others were above 85%.</p> <p>2. All 4 graduates scored above 80% on the associated rubric.</p>		<p>All 6 graduates scored above 80% on the rubric. 5/6 exceeded expectations. Students are still struggling with the preparation of thesis/project proposals. The graduate faculty will create a course for this purpose.</p>

Note: This page is to be completed only in years of a complete program review according to the Cycle of Curricular Assessment.

Program Review: Comparison with Other Similar Programs

This section should compare our program with other similar programs at like-minded institutions. Attention should be given to total credit hours in a degree program, courses in a program, course content, and program objectives. The chair should list the number of programs reviewed and the colleges/universities that house these programs. The chair should note similarities and differences and provide some explanation (personnel, mission, or fiscal) to explain significant differences. The department may wish to make adjustments to the program based on such an analysis. Adjustments will usually be subject to faculty approval, Board approval, and approval by accrediting agencies before they can be implemented.

Program Review: Analysis of Graduate School/Vocational Requirements

This section should review vocational competencies a graduate in the field would be expected to have according to industry norms. The chair should list the industry standard guides used to determine competencies. Attention should be directed toward schools and employment sectors common to the College's graduates. The chair should note strengths and any significant omissions and provide some explanation (personnel, mission, or fiscal) to explain significant differences. The department may wish to make adjustments to the program based on such an analysis. Any adjustments should be explained and forwarded to the Curriculum and Catalog Committee. Adjustments will be subject to faculty approval, Board approval, and approval by accrediting agencies before they can be implemented.