

Outcome Assessment of BAML (Analysis Based on Objectives & Results) [2021-2022]

: An outcome assessment refers to our measurement of student learning. We are measuring the outcome of our educational program.

I. Courses Outcome in Compliance with the ILO and PLO

The instruments administered this year to measure this goal were the course performance assessments by faculty (implemented since the Spring of 2022), the student surveys on AEU's ILO and the PLO of each program (as criteria for evaluating program's competencies achieving goals according to AEU's ILO and the PLO of B.A. in Ministry Leadership.). For further understanding, see these attached materials in the appendix.

Goal, intentions or competencies	The Indicator of the Measurable Success of the Objectives: the Outcome Surveys)	Relevant Courses	Instrument of measurement	Evaluation (Obj. met or not met)
Knowledge of Bible and Christian Theology ILO1: All students will be equipped with at least a significant working knowledge of the Bible and a sound foundation of Christian doctrine.	88% of respondents (scale 7 to 10) of Q1 show their confidence to have substantial knowledge of the Bible and Christian theology.	The Acts of the Apostles, Christ and Salvation, The Work and the Person of the Holy Spirit, Historical Lit. Of the OT	AEU BAML Program Survey 2021 (Q1)	Obj. Met
PLO1: Students will have a substantial knowledge of the Bible and be well-grounded in Christian theology.	100 % of registered students had taken Quizzes and final exams. Course Performance Assessments: the rubric standards related to understanding course materials properly: more than 65% of the students scored higher than 2 out of 3. [Implemented since the Spring of 2022]		Final Exams: Students answer the given two or three Quizzes. Course Performance Assessments by Faculty	Obj. Met

<p>Cross-Cultural Competence</p> <p>ILO2. All students will be culturally sensitive, and will have acquired cross-cultural competence.</p> <p>PLO5. Students will be culturally sensitive, and will have acquired cross-cultural competence.</p>	<p>90% of respondents (scale 7 to 10) of Q5 are feeling that their cultural sensitivity and cross-cultural competence has improved.</p>	<p>Cultural Anthropology, Online Ministry</p>	<p>AEU BAML Program Survey 2021 (Q5)</p>	<p>Obj. Met</p>
	<p>100 % of registered students had taken Quizzes and final exams.</p> <p>Course Performance Assessments: the rubric standards related to understanding cultural settings of today's ministry: more than 65% of the students scored higher than 2 out of 3.</p> <p>[Implemented since the Spring of 2022]</p>		<p>Final Exams: Students answer the given two or three Quizzes.</p> <p>Course Performance Assessments by Faculty</p>	<p>Obj. Met</p>
<p>Being Lifelong Learners.</p> <p>ILO3. All students will be motivated to be, and have the skills to be, lifelong learners.</p> <p>PLO4. Students will be motivated to be, and have the skills to be, life-long learners.</p>	<p>80% of respondents (scale 7 to 10) of Q4 are having a motivation to be a life-long learners.</p>	<p>Prayer and Spirituality (Holistic Healing and Spirituality), Evangelism and Discipleship</p>	<p>AEU BAML Program Survey 2022 (Q4)</p>	<p>Obj. Met</p>
	<p>81.8% of registered students had taken the final exam.</p> <p>Course Performance Assessments: the rubric standards related to understanding course materials properly: more than 65% of the students scored higher than 2 out of 3.</p> <p>[Implemented since the Spring of 2022]</p>		<p>Final Exams: Students answer the given two or three Quizzes to delve into what they learned the whole semester.</p> <p>Course Performance Assessment by Faculty</p>	<p>Obj. Met</p>

2021-2022 Outcome Assessment of M.Div. (Analysis Based on Objectives & Results)

: An outcome assessment refers to our measurement of student learning. We are measuring the outcome of our educational program.

I. Courses Outcome in Compliance with the ILO and PLO

The instruments administered to measure this goal are course performance assessments by faculty, research paper rubric, the student surveys on AEU's ILO and the PLO of each program, students' grades (as criteria for evaluating program's competencies achieving goals according to AEU's ILO and the PLO of M.Div).

ILO-PLO-CLO: the goals of education	The Indicator of the Measurable Success of the Objectives I: the Outcome Surveys)	The Indicator of the Measurable Success of the Objectives II: Course Final Paper Assessment Rubric (in each syllabus)	Course Performance Assessments by Faculty	Relevant Courses	Objectives Met or Not Met
<p>Knowledge of Bible</p> <p>ILO1: All students will be equipped with at least a significant working knowledge of the Bible and a sound foundation of Christian doctrine.</p> <p>PLO1: Students will demonstrate an advanced understanding of the Bible from historical, literary, and theological perspectives.</p>	<p>98% of respondents (scale 7 to 10) of Q1 show their confidence to have advanced understanding of the Bible from historical, literary, and theological perspectives.</p>	<p>1. Research Paper: Understanding the Biblical and Theological Foundations: Avg.: 2.24 out of 3.0 (1: unacceptable, 2: satisfactory, 3: outstanding) [Implemented since the Spring of 2022]</p> <p>2. Avg. GPA: 3.2 out of 4.0</p>	<p>Course Performance Assessments: the rubric standards related to understanding course materials properly: more than 65% of the students scored higher than 2 out of 3. [Implemented since the Spring of 2022]</p>	<p>Advanced Studies in the NT</p> <p>OT Major</p> <p>Prophets</p> <p>Early Church History (Church History I)</p> <p>Wesleyan Theology</p>	<p>Obj. Met</p>

<p>Cross-Cultural Competence</p> <p>ILO2. All students will be culturally sensitive, and will have acquired cross-cultural competence.</p> <p>PLO5. Students will demonstrate cultural awareness and cross-cultural competence.</p>	<p>87.5% of respondents (scale 7 to 10) of Q5 are feeling that their cultural sensitivity and cross-cultural competence has improved.</p>	<p>3. Research Paper: Skills for Cultural Formation: Avg.: 2.15 out of 3.0 (1:unacceptable, 2: satisfactory, 3: outstanding)</p> <p>4. Avg. GPA: 3.2 out of 4.0</p>	<p>Course Performance Assessments: the rubric standards related to understanding cultural settings of today's ministry: more than 65% of the students scored higher than 2 out of 3. [Implemented since the Spring of 2022]</p>	<p>Holistic Ministry</p> <p>Church Planting</p>	<p>Obj. Met</p>
<p>Being Lifelong Learners.</p> <p>ILO3. All students will be motivated to be, and have the skills to be, lifelong learners.</p> <p>PLO4. Students will regularly engage in evangelism and ministry in diverse settings.</p>	<p>100 % of respondents (scale 7 to 10) of Q4a are regularly engaging in evangelism and ministry.</p> <p>100% of respondents (scale 7 to 10) of Q4b are having confidence to share gospel in various settings.</p>	<p>5. Research Paper: Envisioning a future roadmap for research Avg.: 2.0 out of 3.0 (1:unacceptable, 2: satisfactory, 3: outstanding) [Implemented since the Spring of 2022]</p> <p>6. Avg. GPA: 3.2 out of 4.0</p>	<p>Course Performance Assessments: the rubric standards related to understanding course materials properly: more than 65% of the students scored higher than 2 out of 3.</p> <p>[Implemented since the Spring of 2022]</p>	<p>Life-Long Spiritual Leadership Development</p> <p>Church Planting</p>	<p>Obj. Met</p>
<p>Commitment to Spiritual Growth and Christian Service.</p> <p>ILO4. All students will be motivated to have a lifelong commitment to personal spiritual growth and to Christian service in local and worldwide contexts.</p> <p>PLO3. Student will regularly</p>	<p>100% of respondents (scale 7 to 10) of Q3 are engaging in spiritual practices and having their own biblical lifestyle.</p>	<p>7. Research Paper: Skills for Continuously Developing Discipleship Avg.: 2.48 out of 3.0 (1: unacceptable, 2:satisfactory, 3: outstanding)</p> <p>Avg. GPA: 3.2 out of 4.0</p>	<p>Course Performance Assessments by Faculty: The rubric standards related to practical application – More than 65% of the students scored higher than 2. [Implemented since the Spring of 2022]</p>	<p>Life-Long Spiritual Leadership Development</p> <p>Holistic Ministry and Spirituality</p>	<p>Obj. Met</p>

engage in spiritual practices and demonstrate a biblical lifestyle.					
<p>Delivering Gospel</p> <p>ILO5: All students will have acquired a biblical worldview for effective Christian living and for evangelism in a diverse society. They are motivated to live out the values in accordance with the Korean Evangelical Holiness Church theology and heritage.</p> <p>PLO2: Students will demonstrate an advanced understanding of Christian theology from the perspective of the Korean Evangelical tradition.</p> <p>PLO6. Students will demonstrate competence in the area of their concentration: pastoral ministry & leadership or counseling.</p>	<p>87.5% of respondents (scale 7 to 10) of Q2 are having an advanced understanding of Christian theology.</p> <p>87.5% of respondents (scale 7 to 10) of Q6 are feeling that they have gained insight and practical skills for Christian ministry and services.</p> <p>100% of respondents of Q9 are answering that they are now joining in Christian ministry or service now.</p>	<p>8. Research Paper: Skills for Continuously Developing Discipleship</p> <p>Avg.: 2.32 out of 3.0 (1: unacceptable, 2:satisfactory, 3: outstanding)</p>	<p>Course Performance Assessment: The rubric standards related to critical engagement with the diverse doctrines and interpretive paradigms in the Christian tradition -- More than 65% of the students scored higher than 2. [Implemented since the Spring of 2022]</p>	<p>OT Major Prophets Early Church History (Church History I)</p> <p>Prayer and Spirituality (Holistic Ministry and Spirituality)</p> <p>Life-Long Spiritual Leadership Development</p> <p>Church Planting</p>	<p>Obj. Met</p>

All areas tested this year suggest that the courses offered in AEU's M.Div. program meet the standards of the ILO, the PLO. As seen in the first column, the PLO of M.Div. is in congruence with the ILO of AEU. In accordance with the PLO, M.Div. program provides relevant courses designed to fulfill the academic and practical criteria for

the success of the program.
The program outcome survey results demonstrate the effectiveness of the offered courses.

Program Learning Outcome Assessment: Master of Arts in Counseling with Marriage and Family Therapy: 2021-22

Program Learning Outcome (PLO)	Courses	Evidence of Student Learning	Process/Participants
<p>PLO 1: Bible & Theology Students will integrate Bible and theology with the counseling knowledge.</p> <p>PLO 2: Christian Truth Students will demonstrate personal and spiritual maturity as a care giving professional.</p>	<p>MC508 Counseling and God-Shaped Heart and Brain</p>	<p>Written & oral assignments</p> <p>Written assignments (weekly forum discussions and counseling practices), weekly reflection papers, presentations, and final papers.</p> <p>PLO Surveys</p>	<p>1) PLO student survey results: more than 80% of the enrolled students responded that their courses fulfilled these program learning objectives (on average 8 out of 10)</p> <p>2) The average GPA of the enrolled students exceeded 3.0 out of 4.0.</p> <p>3) The assignments (weekly reflection papers, Zoom discussions, and research papers) submitted by the enrolled students reflected that their education met the expectations per the PLO, according to the grading by the faculty.</p>

<p>PLO 4: Professional Skills Students will Demonstrate practical skills for counseling and its related services.</p>	<p>MC601 Group Counseling Therapy</p>	<p>Written and oral assignments (weekly forum discussions and counseling practices), weekly reflection papers, presentations, and final papers</p> <p>PLO Surveys</p>	<p>1) PLO student survey results: more than 80% of the enrolled students responded that their courses fulfilled these program learning objectives (on average 8 out of 10)</p> <p>2) The average GPA of the enrolled students exceeded 3.0 out of 4.0.</p> <p>3) The assignments (weekly reflection papers, Zoom discussions, and research papers) submitted by the enrolled students reflected that their education met the expectations per the PLO, according to the grading by the faculty.</p>
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<p>PLO 3: Academic Competency Students will explain comprehensive knowledge of counseling theories in specific area(s).</p>	<p>MC506 Christian Spiritual Formation: Integrative and Holistic Counseling MC602 Advanced Psychology and Counseling</p>	<p>Written and oral assignments (weekly forum discussions and counseling practices), weekly reflection papers, presentations, and final papers PLO Surveys</p>	<p>1) PLO student survey results: more than 80% of the enrolled students responded that their courses fulfilled these program learning objectives (on average 8 out of 10)</p> <p>2) The average GPA of the enrolled students exceeded 3.0 out of 4.0.</p> <p>3) The assignments (weekly reflection papers, Zoom discussions, and research papers) submitted by the enrolled students reflected that their education met the expectations per the PLO, according to the grading by the faculty.</p>
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<p>PLO 5: Cultural Awareness Students will employ cultural sensitivity, knowledge, and/or skills in counseling</p>	<p>MC505 Counseling and Holistic Healing</p>	<p>Written and oral assignments (weekly forum discussions and counseling practices), weekly reflection papers, presentations, and final papers</p> <p>PLO Surveys</p>	<p>1) PLO student survey results: more than 80% of the enrolled students responded that their courses fulfilled these program learning objectives (on average 8 out of 10)</p> <p>2) The average GPA of the enrolled students exceeded 3.0 out of 4.0.</p>
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All areas tested this year suggest that the courses offered in AEU's MAC program meet the standards of the PLO. In accordance with the PLO, the MAC program provides relevant courses designed to fulfill the academic and practical criteria for the success of the program. The program outcome survey results demonstrate the effectiveness of the offered courses.

Program Learning Outcome Assessment: Master of Arts in Org. Leadership: 2021-22

Program Learning	Offered Courses	Evidence of Student Learning	Process/Participants
<p>PLO 4: Bible, Theology, and Organizational Leadership</p> <p>Students will formulate an ethical personal leadership philosophy for a diverse and multicultural 21st century workforce based upon a Christian worldview.</p>	<p>OLMA603 Holistic Leadership and Spiritual Formation</p>	<p>* Written assignments</p> <p>Written assignments (weekly forum discussion participation, weekly reflection papers, presentations, and final papers.</p> <ul style="list-style-type: none"> • PLO Surveys 	<ol style="list-style-type: none"> 1) PLO student survey results: more than 82% of the enrolled students responded that their courses fulfilled these program learning objectives (on average 8 out of 10) 2) The average GPA of the enrolled students exceeded 3.0 out of 4.0. 3) The assignments (weekly reflection papers, Zoom discussions, and research papers) submitted by the
<p>PLO 3: Professional Skills</p> <p>Students will articulate solutions to organizational problems and conflict resolution within a sundry array of global organizations to transform the organization.</p>	<p>OLMA602 Coaching Practicum OLMA604 Coaching and Professionalism</p>	<ul style="list-style-type: none"> • Written and oral assignments (weekly forum discussions) and coaching practices), weekly reflection papers, presentations, and final papers • PLO Surveys 	<ol style="list-style-type: none"> 1) PLO student survey results: more than 85% of the enrolled students responded that their courses fulfilled these program learning objectives (on average 8 out of 10) 2) The average GPA of the enrolled students exceeded 3.0 out of 4.0. 3) The assignments (weekly reflection papers, Zoom

<p>PLO 1: Academic Competency Students will analyze and apply principles of effective organizational leadership, foundational theories of leadership, leadership research.</p>	<p>OLMA505 Research, Analysis, and Writing</p> <p>OLMA501 Foundation of Org. Leadership</p>	<ul style="list-style-type: none"> • Written assignments: weekly reflection papers, presentations, and final papers • PLO Surveys 	<p>1) PLO student survey results: more than 87% of the enrolled students responded that their courses fulfilled these program learning objectives (on average 8 out of 10)</p> <p>2) The average GPA of the enrolled students exceeded 3.0 out of 4.0.</p> <p>3) The assignments (weekly reflection papers, Zoom discussions, and research papers) submitted by the enrolled students reflected that their education met the expectations per the PLO, according to the grading by the faculty.</p>
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<p>PLO 2: Cultural Awareness</p> <p>1. Students will evaluate and implement high-quality organizational leadership best practices in the core disciplines of:</p> <ul style="list-style-type: none"> • Foundations of Organizational Leadership • Strategic Management • Communication Principles for Leadership • Conflict Resolution and Negotiations • Leadership Across Cultures 	<p>OLMA601 Theory and Practice of Leadership Coaching</p> <p>OLMA502 Organizational Development and Coaching</p>	<ul style="list-style-type: none"> • Written and oral assignments (weekly forum discussions and coaching practices), weekly reflection papers, presentations, and final papers • PLO Surveys 	<p>1) PLO student survey results: more than 81% of the enrolled students responded that their courses fulfilled these program learning objectives (on average 8 out of 10)</p> <p>2) The average GPA of the enrolled students exceeded 3.0 out of 4.0.</p> <p>3) The assignments (weekly reflection papers, Zoom discussions, and research papers) submitted by the enrolled students reflected that their education met the expectations per the PLO, according to the grading by the faculty.</p>
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All areas tested this year suggest that the courses offered in AEU's MAOL program meet the standards of the PLO of the program. In accordance with the PLO, the MAOL program provided relevant courses designed to fulfill the academic and practical, and missional criteria for the success of the program. Furthermore, the program outcome survey results demonstrate the effectiveness of the offered courses.

Outcome Assessment of DMin (Analysis Based on Objectives & Results)

: Outcome assessment refers to our measurement of student learning. We are measuring the outcome of our educational program (i.e., the value added to students).

I. Courses Outcome in Congruence with the ILO and PLO

The instruments administered this year to measure this goal were research paper rubric, course performance assessments by faculty, and the student surveys on AEU's ILO and the PLO of each program, as well as students' grades (as criteria for evaluating program's competencies achieving goals according to AEU's ILO and the PLO of D.Min.). For further understanding, see these attached materials in the appendix.

Goal, intentions or competencies	The Indicator of the Measurable Success of the Objectives: the Outcome Surveys)	Relevant Courses	Instrument of measurement	Evaluation (Obj. met or not met)
<p>ILO1: Having learned at least working knowledge of the Bible and a sound foundation of Christian doctrine</p> <p>PLO1: D.Min.'s curriculum fosters orthopraxy in today's ever-evolving pastoral and missional settings while being deeply rooted in the evangelical tradition faithful to the Gospel of Christ.</p>	<p>Q1 and Q3.</p> <p>I have discovered and affirmed my God-granted gifts for ministry (1-10)</p> <p>I have a vision of ministry that is clearly rooted in the Bible and the evangelical tradition (1-10)</p>	<p>DMGM708 Missional Leadership Change</p> <p>DMGM704 Missional Culture Making</p>	<p>a) Book Review: Students will complete reading and homework assignments demonstrating appropriate use of library resources for research and evaluating ministry problems.</p> <p>b) Discussion/Presentation: Students participate in class lecture and discussions about suitable solutions to ministry problems.</p> <p>c) Research Papers: Students will complete a research proposal which indicates a well-researched plan to implement a reasonable and measurable solution to a ministry problem and collect data on its effectiveness.</p>	<p>Obj. Met</p>

	<p>The effectiveness demonstrated by the result of the survey:</p> <p>For Q1- 7 out of 10: 45% 8 out of 10: 55%</p> <p>For Q3 - 9 out of 10: 66.7% 10 out of 10: 33.3%</p> <p>: Above 5 out of 10</p>	<p>Average grades (2021-2022): 3.65 (above 2.7)</p>	<p>Research Paper: Rubric standards related to Academic rigor: 2.3 out of 3</p> <p>Ministerial effectiveness: 2.3 out of 3 [Implemented since the Spring of 2022]</p> <p>Course Performance Assessments: The rubric standards related to contributions to ministerial and academic areas: more than 80% scored higher than 2 out of 3. [Implemented since the Spring of 2022]</p>	
<p>ILO2: Learning to be culturally sensitive and acquiring cross-cultural competence</p> <p>PLO2: D.Min. is designed to equip ordained pastors and missionaries with dynamic and effective pastoral/missional leadership skills for the contemporary postmodern world.</p>	<p>Q4. I have developed unique tools and skills that I can use for fruitful ministry in church and mission contexts (1-10).</p>	<p>DMGM708 Missional Leadership Change</p> <p>DMGM704 Missional Culture Making</p>	<p>a) Book Reviews: Students will complete reading and homework assignments demonstrating appropriate use of library resources for research and evaluating ministry problems.</p> <p>b) Discussion/Presentation: Students participate in class lecture and discussions about suitable solutions to ministry problems.</p> <p>c) Research Papers: Students will complete a research proposal which indicates a well-researched plan</p>	<p>Obj. Met</p>

			to implement a reasonable and measurable solution to a ministry problem and collect data on its effectiveness.	
	<p>The effectiveness demonstrated by the result of the survey: 6 out of 10: 33.3% 10 out of 10: 66.7%</p> <p>:Above 5 out of 10</p>	<p>Average grades (2021-2022): 3.65 (above 2.7)</p>	<p>Research Paper: the rubric standards related to cross-cultural sensitivity:2 out of 3</p> <p>Course Performance Assessments: The rubric standards related to understanding cultural settings: More than 80% scored higher than 2 out of 3.</p>	
<p>ILO3 and 4: Becoming life-long learners and having a life-long commitment to personal spiritual growth and to Christian service + ILO5: Having acquired a biblical worldview for effective Christian living and for evangelism in a diverse society</p> <p>PLO3: D.Min. provides students with concrete ministerial knowledge and skills necessary for their ecclesial and missional ministries to flourish in the evolving cultural contexts of the contemporary world.</p>	<p>Q.4, Q.7, and Q.8 Having learned useful missional/pastoral skills to flourish in the postmodern world + currently serving in ministry</p> <p>Q.2 I have a concrete roadmap, a clear sense of direction, for my involvement in ministry (1-10).</p>	<p>DMGM704 Missional Culture Making</p> <p>DMGM708 Missional Leadership Change</p>	<p>a) Book Review: Students will complete reading and homework assignments demonstrating appropriate use of library resources for research and evaluating ministry problems.</p> <p>b) Discussion/Presentation: Students participate in class lecture and discussions about suitable solutions to ministry problems.</p> <p>c) Research Paper (17—20 pages): Students will complete a research proposal which indicates a well-researched plan to implement a reasonable and</p>	Obj. Met

			measurable solution to a ministry problem and collect data on its effectiveness.
	<p>For Q.4, 7, and 8: Currently serving in ministry: 100% (Currently a student: 33% Having graduated: 66.7%)</p> <p>For Q.2: 5 out of 10: 30 % 6 out of 10: 20% 8 out of 10: 35% 10 out of 10: 15%</p>	<p>Average grades: 3.65 (above 2.7) [2021-22]</p>	<p>Research Paper: the rubric standards related to academic rigor: 2.3 out of 3</p> <p>Ministerial effectiveness: 2.3 out of 3</p> <p>Course Performance Assessments: the rubric standards related to understanding course materials and critical engagement: more than 80% scored higher than 2.</p>

All areas tested this year suggest that the courses offered in AEU's D.Min. program meet the standards of the ILO, the PLO. As seen in the first column, the PLO of DMin is in congruence with the ILO of AEU. In accordance with the PLO, D.Min. program provides relevant courses designed to fulfill the academic and practical criteria for the success of the program:

The program outcome survey results demonstrate the effectiveness of the offered courses. All major areas of these surveys marked averages that exceed 4.0. Furthermore, students' average grades were above 2.7.

Program Learning Outcome Assessment: Doctor of Counseling: 2021-22

Program Learning	Offered Courses	Evidence of Student Learning	Process/Participants
<p>PLO 1: Bible & Theology Students will utilize biblical and psychological counseling competency dealing with the emotional, social, and spiritual needs within the Christian community.</p>	<p>DC714 Using Spiritual Resources in Christian Counseling and Care</p>	<p>Written & oral assignments Discussions Reflection papers Quizzes A final term research paper PLO Surveys</p>	<p>1) PLO student survey results: more than 80% of the enrolled students responded that their courses fulfilled these program learning objectives (on average 8 out of 10) 2) The average GPA of the enrolled students exceeded 3.3 out of 4.0. 3) The faculty's report of their grading results demonstrated that these standards were met.</p>
<p>PLO 2: Christian Truth Students will articulate a philosophy of counseling ministry based upon the integration of</p>	<p>DC717 Grief and Pastoral Care DC712 Difference and Counseling</p>	<p>Written & oral assignments Discussions Counseling practices Reflection papers A final term research paper PLO Surveys</p>	<p>1) PLO student survey results: more than 80% of the enrolled students responded that their courses fulfilled these program learning objectives (on average 8 out of 10); 2) The students' assignments met the standards per the faculty</p>
<p>PLO 3: Professional Skills Students will apply the most widely practiced counseling methods and principles</p>			

<p>PLO 4: Academic Competency Students will employ attentiveness to their personal spiritual formation and demonstrate critical and analytical knowledge of biblical and theological foundations for counseling.</p>	<p>DC733 Advanced Skills for Counseling and Psychotherapy</p>	<p>Written & oral assignments Discussions Quizzes Reflection papers A final term research paper PLO Surveys</p>	<ol style="list-style-type: none"> 1) The average GPA of the enrolled students exceeded 3.3 out of 4.0. 2) The assignments including the research papers submitted by the enrolled students demonstrated that these standards were met. The professors' report of their grading demonstrates that the students' education met the standards.
<p>PLO 5: Cultural Awareness Students will employ attentiveness to their personal spiritual formation and demonstrate critical and analytical knowledge of biblical and theological foundations for counseling.</p>	<p>DC713 Positive Psychology and Christian Counseling</p>	<p>Written & oral assignments Discussions Counseling practices Reflection papers A final term research paper PLO Surveys</p>	<ol style="list-style-type: none"> 1) The average GPA of the enrolled students exceeded 3.3 out of 4.0. 2) PLO student survey results: more than 80% of the enrolled students responded that their courses fulfilled these program learning objectives (on average 8 out of 10) 3) The faculty's report of their grading demonstrates that their students' education met the standards.

All areas tested this year suggest that the courses offered in AEU's DC program meet the standards of the PLO of the program. In accordance with the PLO, the DC program provided relevant courses designed to fulfill the academic and practical, and missional criteria for the success

of the program. Furthermore, the program outcome survey results demonstrate the effectiveness of the offered courses.

[2021-22] PhD Program Outcome Assessment (in Congruence with the ILO and PLO)

The instruments administered this year to measure this goal were: Research Paper Rubric, Course Performance Assessments by Faculty, the student surveys on AEU's overall ILO and the PLO of the PhD program, as well as students' grades. We have used the PhD student annual survey as well. These assessments range from evaluating presentations and the subsequent discussions, (1-3) book reviews, and research papers, to final grades. The results are outlined in the following table.

Goal, intentions or competencies	The Indicator of the Measurable Success of the Objectives: the Outcome Surveys)	Relevant Courses	Instrument of measurement	Evaluation (Obj. met or not met)
<p>ILO 1: Having learned at least working knowledge of the Bible and a sound foundation of Christian doctrine</p> <p>PLO 2: Applying change theories and leadership models that support spiritual growth and Christian service in local and worldwide contexts.</p>	<p>Q1 and Q3.</p> <p>I am learning how to apply diverse change theories, leadership models, and coaching/mentoring methods in local and worldwide contexts based on the biblical worldview. (1-10)</p> <p>I am learning how to teach and provide cross-cultural leadership in a diverse society, rooted in the Biblical and the evangelical tradition. (1-10)</p>	<p>The Courses before the substantive change of the program:</p> <p>OLDR9104 Missional Culture Making</p> <p>OLDR9301 Best Coaching Practices of Effective Leaders</p>	<p>a) Weekly Class Reflection Papers</p> <p>b) Book Reviews (1-3): Students will complete reading and homework assignments demonstrating appropriate use of library resources for research and evaluating leadership-related problems.</p> <p>c) Discussion/Presentation: Students participate in class lecture and discussions about suitable solutions to the problems encounter in Christian leadership.</p> <p>d) Research Papers:</p>	<p>Obj. Met</p>

			Students will complete research papers based on their learnings from the courses.	
	<p>The effectiveness demonstrated by the result of the survey:</p> <p>For Q1- 6 out of 10: 10% 8 out of 10: 20% 9 out of 10: 10% 10 out of 10: 60%</p> <p>For Q3 - 8 out of 10: 40% 9 out of 10: 10% 10 out of 10: 50%</p> <p>: Above 5 out of 10</p>	<p>Average grades (2021-2022): 3.75 (above 3.3)</p>	<p>Research Paper rubric:</p> <ol style="list-style-type: none"> 1. Understanding the foundational concepts of the course in the area of missional church and coaching and mentoring (including coaching) [0-3: satisfactory above 2] : avg. 2.8 2. Course Performance Assessments by Faculty: the rubric standards related to academic contribution and potential for continuing research: more than 80% scored higher than 2. 	
<p>ILO2: Learning to be culturally sensitive and acquiring cross-cultural competence</p> <p>PLO 3: Demonstrating the ability to teach and provide cross-cultural leadership in a diverse society.</p>	<p>Q3. I am learning how to teach and provide cross-cultural leadership in a diverse society, rooted in the Biblical and the evangelical tradition.</p>	<p>OLDR9102 Missional Context Analysis</p> <p>OLDR 9302 Coaching and Mentoring Strategies and skills</p> <p>OLDR9102 Organizational Leadership</p>	<p>a) Weekly Class Reflection Papers</p> <p>b) Book Reviews: Students will complete reading and homework assignments demonstrating appropriate use of library resources for research and evaluating leadership-related problems.</p> <p>c) Discussion/Presentation:</p>	Obj. Met

			<p>Students participate in class lecture and discussions about suitable solutions to the problems encountered in their organizational leadership.</p> <p>d) Research Paper: Students will complete research papers based on their learnings from the offered courses.</p>	
	<p>The effectiveness demonstrated by the result of the survey: 8 out of 10: 40% 9 out of 10: 10% 10 out of 10: 50% :Above 5 out of 10</p>	<p>Average grades (2021-2022): 3.78 (above 2.7)</p>	<p>Research Paper Rubric standards:</p> <p>3. Skills for cross-cultural and ecumenical Investigation of the notions taught in this course [Scale of 0-3] (Satisfactory above 2) : Avg. 2.7</p> <p>Course Performance Assessments: The rubric standards related to cross-cultural thinking and practicing – More than 80% scored higher than 2.</p>	

<p>ILO3 and 4: Becoming life-long learners and having a life-long commitment to personal spiritual growth and to Christian service + ILO5: Having acquired a biblical worldview for effective Christian living and for evangelism in a diverse society</p>	<p>Q. 2: I am learning how to integrate personal, organizational, and ministerial practices to advance leadership and change strategies in organizations. These learnings help me concretize my professional/academic visions in my career.</p>	<p>OLDR9204 Research Methodology: Qualitative, Quantitative and Mixed Methods</p>	<p>a) Book Reviews: Students will complete reading and homework assignments demonstrating appropriate use of library resources for research and evaluating leadership-related problems.</p>	<p>Obj. Met</p>
<p>PLO 1: Demonstrating the ability to integrate personal, organizational, and ministry practices that advance leadership and change strategies throughout organizations.</p>	<p>Q. 4: I am learning how to engage in research, data collection and analysis, and produce original contributions that will extend a Christian worldview in the contemporary postmodern world.</p>		<p>b) Discussion/Presentation: Students present the proposals and the road maps for their dissertation writing.</p>	
<p>PLO 4: Demonstrating the ability to engage in research, data collection and analysis, and produce original contributions that will extend a Christian worldview in the contemporary postmodern world.</p>	<p>Q. 5: I am learning how to assess needs, and develop strategic leadership initiatives that enhance organizational performance.</p>		<p>c) Research Paper: Students will begin to their dissertation chapter drafts by revising, updating, and integrating their research papers.</p>	
<p>PLO 5: Assessing needs, develop, and deliver strategic leadership initiatives that enhance organizational performance.</p>	<p>Q. 7: The course materials including the textbooks contributes to my learning and are relevant to the courses.</p>		<p>Research Paper Rubric Standards:</p>	
		<p>Average grades: 3.76 (above 2.7)</p>	<p>3. Demonstrating a high level of potentials for developing organizational leadership knowledge and skills [Scale of 0-3] (Satisfactory above 2): Avg. 2.5</p>	

			4. Demonstrating a high level of contribution to the current academic research of the area studied [Scale of 0-3] (Satisfactory above 2) : Avg. 2.8
	For Q.4, 5, and 7: For Q.4: 6 out of 10: 20 % 7 out of 10: 10% 8 out of 10: 20% 9 out of 10: 20% 10 out of 10: 30% For Q.5: 10 out of 10: 100% For Q.7: 7 out of 10: 20% 8 out of 10: 30% 9 out of 10: 10% 10 out of 10: 40% Averages Above 50%		Course Performance Assessments: The rubric standards related to continuing academic development: more than 80% of the students scored higher than 2 out of 3.

All areas tested this year suggest that the courses offered in AEU's PhD program meet the standards of the ILO, the PLO. As seen in the first column, the PLO of PhD is in congruence with the ILO of AEU. In accordance with the PLO, PhD program provides relevant courses designed to fulfill the academic and practical criteria for the success of the program:

The program outcome survey results demonstrate the effectiveness of the offered courses. All major areas of these surveys marked averages that exceed 4.0. Furthermore, students' average grades were above 2.7.

- Currently, MA in Computer Science, MA in Computer Information System, and BA in Science in Nursing are temporally not offered at AEU.
- MAML program began to be offered from Spring of 2022; there is no program evaluation yet.