Achievement of Student Learning Outcomes at Montreat College
By Academic Program 2012-2014

For the purpose of continuous quality improvement, each academic program at Montreat College has determined a number of appropriate student learning outcomes and assesses 2 or more each academic year. The results provided below reflect the outcomes assessed during 2012-13 and 2013-14.

**Bible & Religion**

- Students will demonstrate a full-orbed understanding of biblical literature.
  - 80% of graduating students (N=11) scored at least an 80 or better on the departmental exit exam, which tests understanding of biblical literature and Reformed worldview.

- Students will demonstrate the critical thinking skills to evaluate current issues in ministry and the broader culture from the perspective of a Reformed worldview.
  - All students completing a senior thesis (N=4) earned a grade of B or better.

- Students will demonstrate the ability to be sound role models and leaders in the church.
  - Only two graduating students needed to complete an internship; both received excellent feedback from the site supervisors.

**Biology**

- Students will demonstrate understanding of the broad foundational concepts and skills of biology.
  - 79% of students (N = 8) in BL 421 (Contemporary Biological Investigations) and CH 323 (Organic Chemistry Lab-II), capstone courses, scored at an 85% or better on the project rubric that evaluates advanced application of foundational concepts.

  - Aggregate scores in all 4 areas of the standardized Major Field Test (MFT) were below the national mean (N = 11). [Two students scored above the national average in all areas, two other student scored higher in two areas.] Areas include cell biology, molecular biology/genetics, organismal biology, and population biology/evolution/ecology.

- Students will demonstrate the ability to develop and conduct scientific projects both independently and in teams.
• All 20 BL 421 students earned at least an average of 92 for their independent research project work.

• Students will be able to articulate how faith perspectives inform their views of contemporary scientific issues and associated ethical considerations.
  o 90% of submitted senior journals in BL 315 (Cell Biology) & BL 415 (Biochemistry/Toxicology) (N=7) show clear articulation of application of faith perspectives.

**Business Administration**

• Students will demonstrate technical ability in functional business areas and critical thinking and analytical skills in a business context.
  o 94% of all BS 460 (Strategic Management capstone) students (N=16) earned at least a 70 on the Business Strategy Game, in which students analyze financial statements and devise strategies based on that analysis.
  o Aggregate scores (N=27) in the standardized Major Field Test subcategories of Finance, Quantitative Methods, and Economics were below the national mean.

• Students shall demonstrate effective written skills in business communication.
  o 91% of students in required BS 312 (Bus & Legal Environment, N=26) earned at least 80% of the available points on an article critique assignment.

• Students will demonstrate proficiency and confidence in applying servant leadership principles.
  o All 27 students in required BS 308 (Servant Leadership) earned at least 75% of the available points on the Blanchard Servant Leadership Project.

**Business Administration (non-traditional/adult program)**

• Students will demonstrate the ability to apply classroom theory in the work environment.
  o The average Major Field Test (MFT) score of graduating students (N=13) was above the national average. BBA students scored above national average in all categories except Legal.
  o In a capstone course (BS 471 Individual Business Project), BBA students apply knowledge and skills acquired during the program through a research project to assist a real world organization. Over 90% of students (N=24) earned a project rating of “very good” or “excellent”.

• Students will demonstrate the ability to integrate creatively their Christian worldview, understanding of business ethics and corporate social responsibility; in making ethical decision.
  o 85% of students (N = 9) earned 80% or more of the available points on a writing assignment in BS 460 (Strategic Management), describing how the program has contributed to their own ethical development and explaining the appropriate ethical decision making and behavior he/she will personally apply.

• Students will demonstrate analytical skills essential to financial and administrative decision making in the business context.
Graduating students (N=28) scored above the national average in the MFT accounting, finance and quantitative analysis categories.

**B.S. in Management (non-traditional program)**

- Students will demonstrate an informed, biblical worldview that assists in business management decision making.
  - All 13 students in BS 308 (Servant Leadership) earned a 70 or higher on the Personal Leadership Development Plan, which must be based on a clearly articulated biblical worldview.
- Students will demonstrate effective written and oral business communication skills.
  - All 10 students earned a 75 or higher on the BS 430 (Organizational Strategic Planning) Final Case Portfolio project.
  - 93% of the BS 430 students (N = 10) earned a 75 or higher on an oral presentation of their project.
- Students will demonstrate the ability to apply management theory in the work environment.
  - In the capstone course (BS 471 Individual Business Project) 85% of students (N=11) earned a project rating (by the instructor) of “excellent”.
- Students will demonstrate computer information systems skills essential for business management professionals.
  - All 27 students (in both online and seated classes) earned at least 85% of the available points on Test 5 in CS 304 (Information System Technology for Managers), which focuses on I.S. project management skills and use of global e-commerce sites.
  - All 16 students earned at least 90% of the available points on the BS 430 (Org Strategic Planning) final electronic portfolio project.

**MBA**

- Students will demonstrate a thorough understanding of management principles and their effective application.
  - In the capstone BS 590 (Management Consulting), a cohort of MBA students engaged in a supervised management consulting experience evaluated by the client sponsor, and on the rubric item “usefulness of project to client,” their project earned the top rating.
- Students will demonstrate the computer, informational, and technological skills necessary for success in the 21st century.
  - 80% of BS 536 (Analysis of MIS, N=10) earned grades of 80% or higher on the Excel exam and the database systems exam.

**Graduate program in management and leadership**

- Students will demonstrate effective written communication skills in the managerial context.
• All five students in ML 585 (Advanced Entrepreneurship) earned at least a “B” on the written portion of their capstone project in 2012-13.
• Students will demonstrate knowledge of theory-based best practices in business management and leadership.
  o 23 of the 28 ML 585 projects (82%) earned a high rating from the clients.
  o All 13 students in ML 515 (Effective Communication, Negotiating and Conflict Resolution) earned at least 80% of the points on the Negotiation Situation Paper, which requires students to apply course concepts to a real negotiation situation.
• Students will demonstrate the ability to use managerial skills & techniques and critical thinking for problem solving.
  o 92% of students (12 of 13) in ML 542 (Strategic Planning) earned at least 80% of the available points on the Content/Cognitive Learning portion of the grading rubric for strategic plan paper.
  o 71.4% of students in ML 524 (Accounting/Finance, N=7) earned at least 80% of the available points on test 3, which requires analysis and problem solving skills learned throughout the course.

Computer Information Systems
• Students will demonstrate broad knowledge and experience in computer systems technology.
  o All seven CS 340 (E-Commerce) students earned a grade of at least 80% on their final project to design, build and implement an Ecommerce website.
  o 62.5% of CS 420 (Telecommunications and Networks) students (5 of 8) attained a passing grade of 70% for the Network Pro Certification exam.
  o 100% of CS 380 (Certification Prep) students who took a CompTIA Certification exam (N = 4) attained a passing grade and received their respective certifications.
• Students will demonstrate critical thinking, analytical and problem-solving skills related to CIS.
  o 100% of CS 420 students (N = 8) successfully designed, setup, tested, and deployed a network consisting of Server 2012 and a mixture of Windows 8, 7, Vista and XP client nodes for a fictitious mission-based organization based in a third-world country.
  o All seven CS 460 (Physical Implementation) students attained a passing grade of 70% on the Security Pro Certification exam.
  o 100% of CS 310 (Database Programming) students (N = 5) successfully designed, setup, tested, and deployed a database.

Communication
• Students will demonstrate marketable skills in the communication field, such as analytical, production & public speaking skills.
89% of students (N=9) earned a score of an 80 or higher on their senior portfolio.

Aggregate scores of graduating seniors on the standardized ACAT exam were at or above the national average in three of the four subcategories one year and two subcategories the next year.

75% of students (N = 8) scored a B or higher on the service learning project in CM 313, Public Relations.

- Students will be able to articulate ways to view and address issues in communication from a Christ-centered perspective.
  - 89% of students in CM 342 (Comm Methods, N=9) scored a B or higher on a reflection paper that specifically connects research methods to purpose and calling after doing life history interviews with retired missionaries in the Swannanoa Valley.
  - 80% (8/10) of students scored a B or higher on their final filmmaking project in CM 329 (Film Production), which focused on storytelling with an awareness of redemptive communication.

- English
  - Students will demonstrate familiarity with the major schools of literary criticism, an understanding of literary genres, practical application of literary techniques, and a significant understanding of the links between literature and the cultural milieu that produced it.
    - Standardized Major Field Test Scores for 3 of the 4 graduating seniors were at or above the national mean.
    - The aggregate (N=4) MFT score on the Literary Analysis indicator achieved the national mean.
    - All four graduating seniors earned a grade of B or better in EN 491 (Senior Thesis).

- Environmental Science
  - ES graduates will demonstrate a fundamental knowledge of the structure and function of the Earth's natural systems.
    - 100% of graduates (N = 13) scored at or above the national norm overall on the Environmental Studies ACAT Exam
  - Students will demonstrate the ability to integrate scientific knowledge with a biblical worldview.
    - The ES 302 (Environmental Systems) class average (N = 11) for the faculty rubric item evaluating the extent to which reflection papers demonstrate effective faith integration was 87%.

- History
• Graduates will demonstrate knowledge of world history with a special emphasis on the history of the United States and Europe.
  o The aggregate scores on the standardized ACAT exam were at or above the national mean in at least 4 of the 6 subcategories (US Social, Intellectual & Cultural History, and Medieval, Early Modern, & Modern European History), but the overall score was below the national mean. (N= 3)
  o The aggregate scores on the ACAT were at or above the national mean in only two subcategories (Early Modern and Modern European History), and the overall score remained below the national mean. (N = 3 again)
• Graduates will demonstrate proficiency in research skills with particular attention to source retrieval and the incorporation of latest technological advances.
  o One of the 3 students earned an 85 or better on their Senior Thesis.

Music Business
• Students will be able to recognize and respond to opportunities and to propose innovative approaches to current challenges in the music industry.
  o MS 362 (Music Business Seminar III, N=6) students earned a rating of 8.3 (10-pt scale) from professional evaluators on their group evaluation in category 3, Problem Solving and Innovation.
  o 83% of the six MS 362 students earned a rating of 8 or higher from professional evaluators on their individual evaluation in category 3, Problem Solving and Innovation.
• Students will demonstrate the ability to conduct themselves effectively in a professional environment.
  o MS 362 students (N= 5) earned a mean rating of 8.1 from professional evaluators on their individual evaluation in category 2, Individual Initiative.

Outdoor Education/Outdoor Ministry
• Students will be able to articulate a personal philosophy of Outdoor Education including leadership, education and environmental concerns.
  o In IS 302 (Philosophy of Leadership), 9 out of 11 OE students earned a B-grade or better on their final paper for fall semester, 2012.
  o In OE 340 (Teaching Methods) the average grade on the Philosophy of Education paper was 92%.
  o Six of 8 graduating seniors scored in the A-range on their final portfolio philosophy paper.
• Students will be able to demonstrate management and technical skills for a variety of outdoor experiences in a variety of settings.
  o Two of the 5 OE graduates were able to show evidence that met “pass” standards on the WEA portfolio assessment plan under technical outdoor skills. The faculty are confident that other 3 were proficient in technical skills,
but the students had not kept assessment evaluations demonstrating this proficiency.

- The student will demonstrate an ability to integrate Biblical principles into the practice of Outdoor Education.
  - 6 out of 7 (86%) students in OE 462 (Current Issues) competently articulated a Christian Perspective on their required literature review.
  - Five (56%) of the 9 OM 300 (Outdoor & Camp Programming) received a B or better grade on the final project to design an outdoor ministry program that prioritizes Christian evangelism and/or discipleship.

Graduate program in Environmental Education
- Students will demonstrate a foundational knowledge of theory and praxis foundational to environmental education.
  - Four of the 6 students in EV 525 (Designing Environmental Educational Experiences) scored an A on the “teaching EE issues” paper.
- Students will be able to design and implement environmental education experiences that address local educational goals and local environmental concerns.
  - 85% of EV 525 students earned an “A” on their lesson teaching presentation.
- Students will be able to assess and evaluate environmental education materials, resources and programs.
  - All 5 students in EV 540 (Survey of Environmental Education Curriculum) scored an A on the curriculum assessment project.
- Students will be able to write a comprehensive literature review.
  - Two of 6 students earned an “A” on the required research proposal project in Research Methods (EV 520).

Psychology & Human Services (traditional)
- Students will demonstrate mastery of the necessary knowledge and skills for their respective concentrations.
  - Aggregate scores on the standardized ACAT exam were at or above the mean in 5 of 8 subcategories for students in the PY concentration (N=7) and at or above the mean in 2 of 4 categories for students in the HU concentration (N=8).
  - The next year aggregate scores were .5 standard deviations from the mean on 3 of 8 subcategories, and .75 standard deviations from the mean for the other 5 subcategories, for students in the PY concentration (N=11); and .5 standard deviations from the mean in 2 of 4 categories, and .75 standard deviations from the other 2 categories for students in the HU concentration (N=4).
- Students will demonstrate preparation for an entry level professional position and/or graduate school.
  - During these two years, 100% of site supervisors evaluated the summer interns (N = 19) as performing above average on their professional skills.

Psychology & Human Services (non-traditional/adult program)
• Students will demonstrate mastery of the necessary knowledge and skills for their respective concentrations.
  o Five out of 5 students in the Senior Seminar (PY 490) earned at least 85% of the points available on the capstone paper summarizing and applying knowledge gained in their respective concentrations to a chosen profession.
  o Four out of 5 (80%) students in SC 414 (Family Counseling) earned at least 85% of the available points on the final exam.
  o Three out of 5 (60%) students in PY 412 (Counseling Theory) earned at least 85% of the available points on the final exam.
• Students will demonstrate preparation for an entry level professional position and/or graduate school.
  o Five out of 5 students participating in the internship experience were evaluated by their site supervisors as performing above average (at least 3.5 on a 5-point scale) on their professional skills.

Worship Arts
• Students will demonstrate the skills necessary to draft and lead worship services, utilizing a variety of musical and arts resources, both original and existing.
  o Three out of 6 students in WA 461 (Worship Arts Seminar I) earned the grade B or higher for the planning of an original worship service(s) following the prompts stated in the assignment.
  o 4 of 6 students in WA 462 (Worship Arts Seminar II) earned the grade B or higher for the planning of an original worship service(s) following the prompts stated in the assignment.
• Students will demonstrate the skills necessary to create original resources and to research how and where to obtain existing resources.
  o Six of the 9 students in WA 461 and 462 (Worship Arts Seminar I & II) earned at least a B on projects to successfully create original resources (lyrics, melodies, responsive readings, prayers, scripts, etc.) and find existing resources using on-line search engines.
• Students will demonstrate verbal and written communication skills required for professional contexts or graduate study.
  o 4 of 6 students in WA 462 Worship Arts Seminar II earned the grade B or higher for the composition of a Worship Planner/Leader’s Manifesto.
  o In MS 307 (History of Congregational Song) 3 of 7, around 45%, earned the grade B or higher on their final essay.
  o In WA 302 (Worship Arts Resources), 2 of 5 (40%), earned at least a B on their final essay.

Associate degree/General Education Core (traditional program)
• Students will demonstrate oral communication skills, including clarity of thought, originality, organization, diction, and effective delivery.
In both semesters combined, 19 of 20 CM 220 (Public Speech & Rhetorical Analysis) students (95%) earned at least 80% of the points in all specified areas.

Of the 125 students using the oral competency scoring sheets (rather than taking a class) 95% earned at least 80% of points for clarity, 94% earned at least an 80% for organization, and 83% earned at least an 80% for delivery.

The average score on oral competency sheets for 2013-14 was 89.8% (N = 29)

- Students will demonstrate a basic understanding of the importance of regular exercise and a basic knowledge of the rules and strategies of some physical activities/sports.
  - Ten out of 10 of students in PE 144 (Team Sports II) earned at least 80% of the available points on the final exam.
  - All 19 students in PE 140 (Weight Training) were able to articulate in their journal entries ways in which they’ve seen the importance of improving their diet as well as exercise for overall wellness.

- Students will demonstrate critical thinking skills in evaluating knowledge, processes & issues in the social sciences and their connections to faith perspectives
  - 74% (17 of 23) of students in PY 201 (Psychology Applied to Life) earned at least 80% of the points on the final essay exam.

- Students will be able to articulate a personal worldview and ways in which a Christian worldview affects the development of personal identity and calling, the process of learning, and relationships.
  - 61 out of 73 students (84%) in the capstone IS 461 (Seminar on Faith/Learning) course earned at least 80% of the available points on the final paper/project, in which students must describe how faith intersects their personal lives and identity/calling.

Associate Degree/General Education Core (non-traditional, adult program)

- Students will demonstrate oral communication skills, including clarity of thought, originality, organization, diction, and effective delivery.
  - In EN 371 (Managerial Communications), 10 out of 12 students (83%) earned at least 80% of the points on the final speech. In spring 2013, all 6 students earned at least 80%.
  - In fall 2012 16 of 22 EN 231 (Public Speaking) students (73%) earned at least 80% of the points on the Demonstrative speech, late in the semester.

- Students will demonstrate critical thinking skills in evaluating knowledge, processes & issues in the social sciences and their connections to faith perspectives.
  - 15 out of 18 (83%) of HD 211 students (Human Development) and all 10 PY 202 students (General Psychology) earned at least 80% of final exam points.
80% of seated HS 111 (Major Issues in World Civilization, N = 34), 90% of online HS 111 (N = 10), and 81% of HS 211 (Early American History, N = 40) students earned at least 80% on the final exam.

- Students will be able to articulate a personal worldview and ways in which a Christian worldview affects the development of personal identity and calling, the process of learning, and relationships.
  - 11 out of 13 (85%) student in IS 202 (Modern Worldviews) earned at least 80% on their final paper.

Results from the 2013-2014 graduate exit surveys indicate that approximately 60% of traditional undergraduates and 80% of non-traditional, adult undergraduates had secured a job or had applied to graduate school at graduation – for an overall undergraduate placement rate of 70%.