



WESLEY SEMINARY  
4201 SOUTH WASHINGTON STREET  
MARION, INDIANA 46953

## Wesley Seminary at Indiana Wesleyan University

### Statement on Educational Effectiveness

Fall 2024

Wesley Seminary's mission is to *prepare Christian leaders to engage in missional ministry locally and globally*. Wesley seminary offers academic programs aligned to the mission of Indiana Wesleyan University to be a *Christ-centered academic community committed to changing the world by developing students in character, scholarship, and leadership*. We are committed to educational effectiveness and making continuous improvements to student learning through the ongoing (semi-annual) assessment of our programs using the following key performance indicators (KPIs):

- **Program Learning Outcomes (PLOs)** – Student performance on key assignments identified as assessment artifacts.
- **Program Enrollment** - Unduplicated count of students enrolled in any course during the semester/term of measure. Each student is counted only once per term/semester.
- **Persistence/Graduation/Completion Rates** –
  - **Persistence Rate:** the percentage of students who complete each class and persist from one term to the next, until completion. (WS benchmark: TBD)
  - **Graduation / Completion Rate:** The percentage of new students who complete their program within 150% of normal time. (WS benchmark: 65%)
- **Retention Rate** – The percentage of all new students, within the academic year, who are still enrolled at 3-months, 6-months, 9-months and 12 months. (WS benchmark: 85%)

### **PROGRAM LEARNING OUTCOMES (PLOs)**

Each of Wesley Seminary's academic programs has stated goals or program learning outcomes (PLOs) that align with IWU's institutional learning outcomes (ILOs).

- ILO1 (Character) – Students will demonstrate behaviors consistent with Christlike character.
- ILO2 (Scholarship) – Students will utilize the skills of scholarship to address complex issues for the benefit of others.
- ILO3 (Leadership) – Students will engage effective leadership abilities in service to others.

Wesley Seminary faculty hold semi-annual assessment days to analyze data and evaluate student learning regarding some of the outcomes of each degree program, with comprehensive program reviews scheduled once every 5 years. Through this process, seminary faculty seek to make data-informed decisions about ways to improve student learning.

*Master of Arts in Ministry (MA):* The MA is a 36-hour degree with specializations in several areas that provides graduate-level training for working ministry practitioners. The program has three learning outcomes, which are shared with the Master of Divinity degree. Both programs begin with a

common First Year Experience (FYE) curriculum that provides scaffolding to the rest of the program with foundational courses in Pastoral Ministry, Bible, Theology, Church History, and Cultural Contexts of Ministry as well as Spiritual Formation, while also developing essential skills in problem solving, academic communication, cultural awareness, and introducing students to Wesley Seminary's ethos.

- MA-MDIV-PLO1 (ILO2 Scholarship) – Integrate Christian History, Scripture, and Theology in the practice of ministry
- MA-MDIV-PLO2 (ILO3 Leadership) – Contextualize the gospel for the purpose of advancing the Kingdom
- MA-MDIV-PLO3 (ILO1 Character) – Personalize Spiritual Formation for sustainable ministry

*Master of Divinity (MDiv):* The MDiv is a 75-hour program that provides high quality, accessible, and economical ministerial training for pastors and leaders involved in local church ministry. To enroll in the degree, a person must have earned a bachelor's degree, be officially engaged in ministry with a local church, and have an appropriate ministry context including access to a local body of Christian believers with whom they can successfully complete the required "in-ministry" assignments of the program. Students take required courses (60 hours) in a carefully sequenced format, but also have 15 hours of elective work (which may, if the student chooses, be devoted to the fulfillment of a specialization in one of several areas).

- MA-MDIV-PLO1 (ILO2 Scholarship) – Integrate Christian History, Scripture, and Theology in the practice of ministry
- MA-MDIV-PLO2 (ILO3 Leadership) – Contextualize the gospel for the purpose of advancing the Kingdom
- MA-MDIV-PLO3 (ILO1 Character) – Personalize Spiritual Formation for sustainable ministry
- MDIV-PLO4 (ILO3 Leadership) – Lead the church in the practice of ministry
- MDIV-PLO5 (ILO3 Leadership) – Equip others for the work of ministry

*Master of Theological Studies (MTS – 48 credit hours):* The MTS program engages students in rigorous study of the subdisciplines of theology (biblical studies, church history, systematic theology, ethics, practical theology, and spiritual formation). The purpose is to give focus to the full range and scope of Christian theology so that students will have breadth and depth in theological study preparing them for further graduate studies and teaching ministries. The degree program consists of core requirements in the different subdisciplines of theology with a research focus in a particular area of interest.

- MA-MDIV-PLO1 (ILO2 Scholarship) – Integrate Christian History, Scripture, and Theology in the practice of ministry
- MA-MDIV-PLO2 (ILO3 Leadership) – Contextualize the gospel for the purpose of advancing the Kingdom
- MA-MDIV-PLO3 (ILO1 Character) – Personalize spiritual formation for sustainable ministry
- MTS-PLO4 (ILO2 Scholarship) – Produce original research in one of the theological disciplines

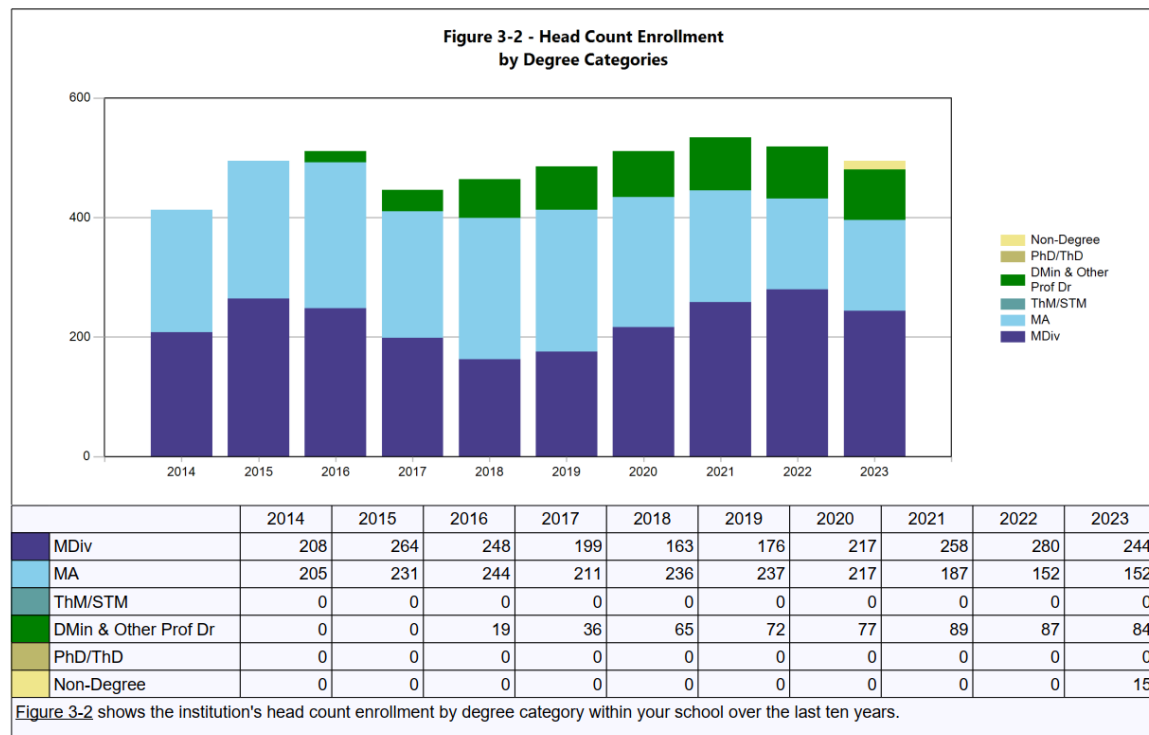
- MTS-PLO 5 (ILO2 Scholarship) – Synthesize advanced knowledge of the theological disciplines

*Doctor of Ministry (DMin):* The DMin degree is a 32 semester credit hour degree that provides advanced knowledge and research skills in relation to an area of ministry practice. The program is structured around three years of practical and theological courses (one per semester) and one research course per year that prepares a student for work on an individual Research Project. By the end of the third year, the student will be assigned a Project Advisor, who will work with the student in the fourth and any subsequent year through the proposal, implementation, and completion phases of the Project.

- DMIN-PLO1 (ILO3 Leadership) – Demonstrate doctoral-level competency in the knowledge and skills related to an area of ministry practice, including the implementation of that practice in varying cultural contexts.
- DMIN-PLO2 (ILO2 Scholarship) – Conduct self-directed research on an area of ministry practice, culminating in a doctoral-level project that presents a research-based solution to a ministry problem and makes a contribution to scholarship and research in that area.
- DMIN-PLO 3 (ILO2 Scholarship) – Apply biblical, theological, and historical insights to the practice of ministry with advanced understanding.
- DMIN-PLO 4 (ILO1 Character) – Demonstrate spiritual, personal, and professional growth in conjunction with growth in the knowledge and skills related to an area of ministry practice.

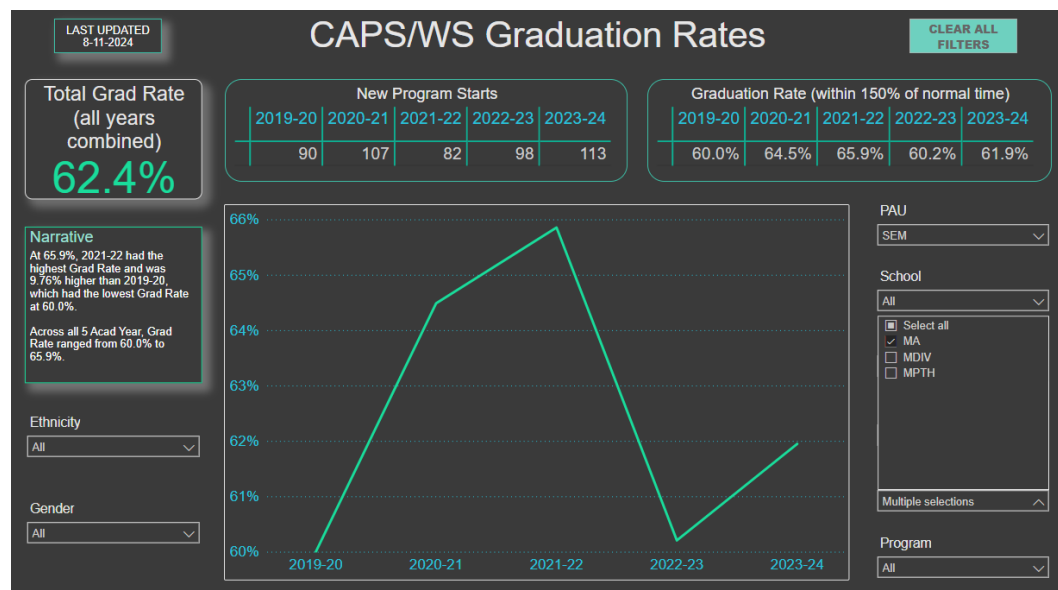
## Program Enrollment

**Figure 3-2: Head Count Enrollment by Degree Categories**

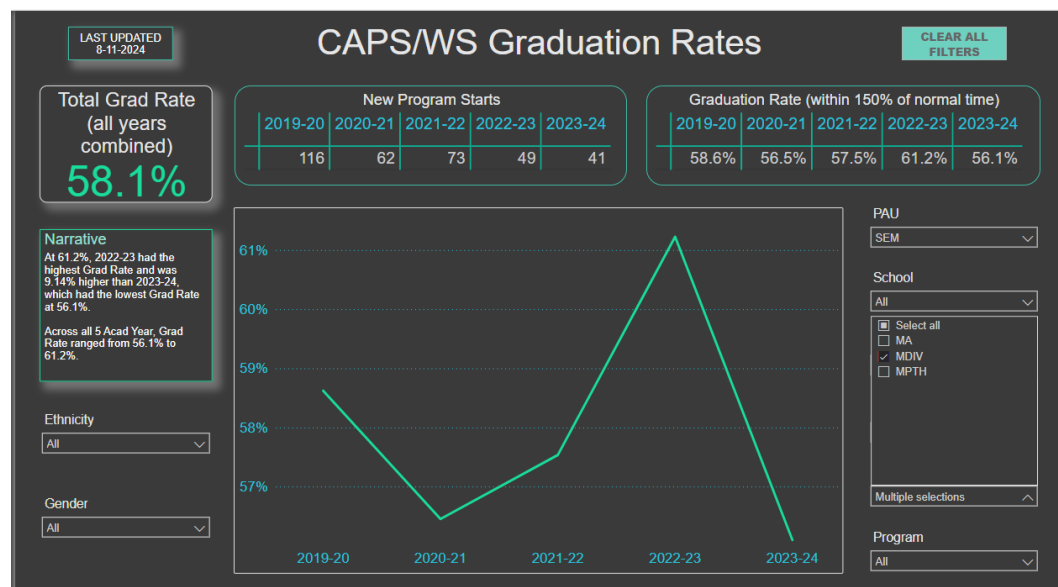


**Graduation / Completion Rates** – Wesley Seminary’s benchmark for graduation / completion is that 65% of students would complete their degrees in 150% of the normal time required. We are currently underperforming and are taking steps by expanding the Academic Services team with additional student success coordinators and a full-time Educational Design and LMS coordinator, and through making improvements to our curriculum, to help us reach our goal. The DMin program underwent a major overhaul in 2022 precisely to address low completion rates (students getting through coursework but not finish their projects), so we expect to see this number improve as students in the new program continue to move toward completion.

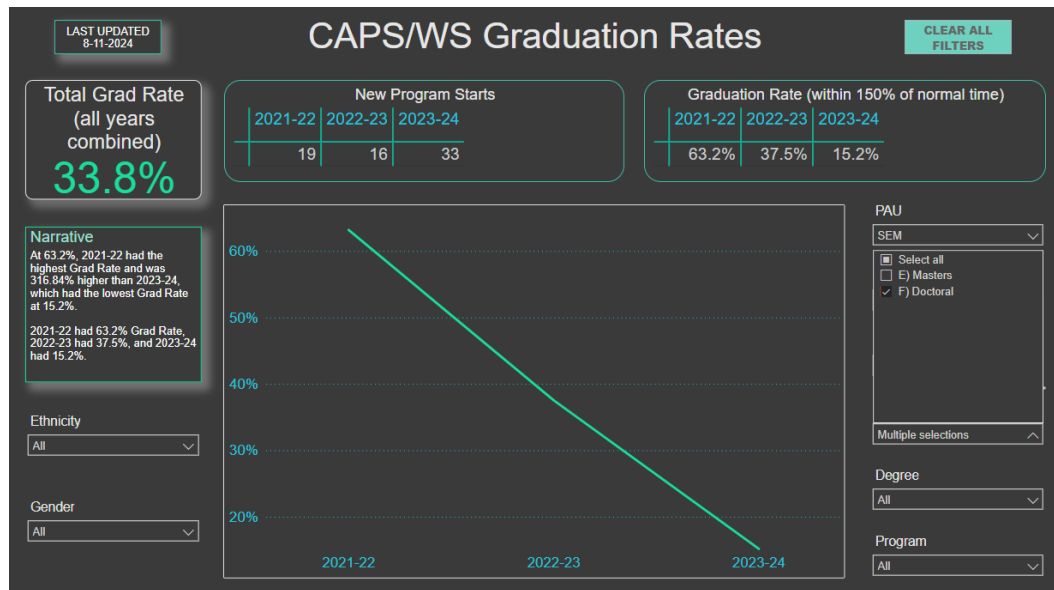
### Master of Arts in Ministry



### Master of Divinity

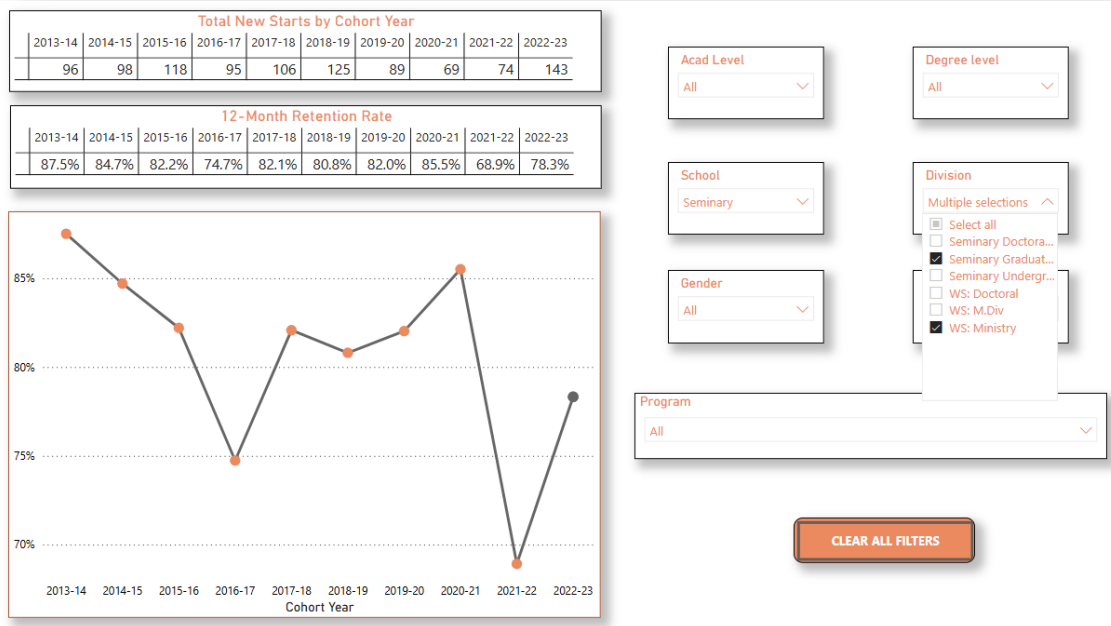


## Doctor of Ministry

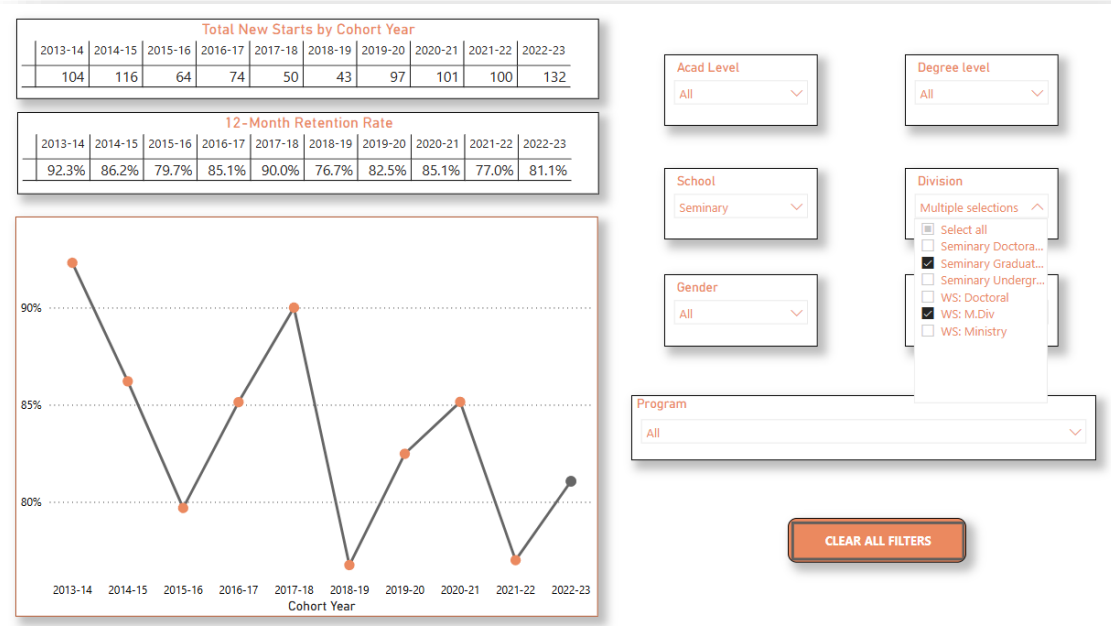


**Retention Rates** – Wesley Seminary’s benchmark / goal for retention is that 85% of students would persist at the 12 month mark. Most of our degree programs besides the MTS are currently underperforming and so we are taking steps by expanding the Academic Services team with additional student success coordinators and a full-time Educational Design and LMS coordinator, and through making improvements to our curriculum, to help us reach our goal. The development of the Hope Dashboard – helping faculty and student success identify and intervene for at-risk students – and the Withdrawal dashboard – providing insights into the reasons students withdraw from their programs – will both be helpful.

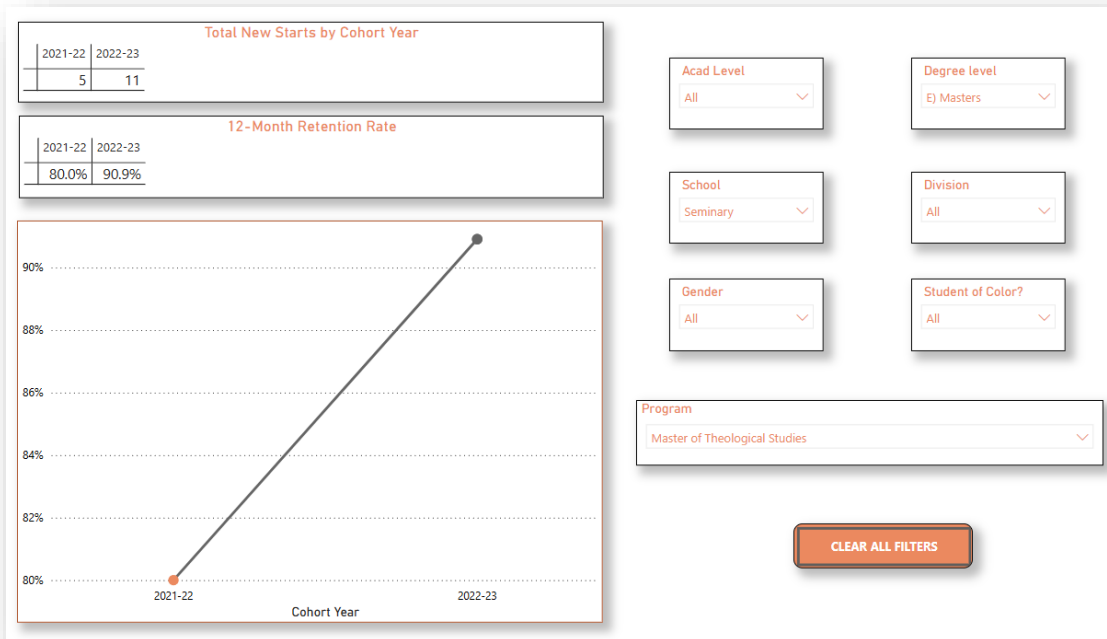
*Master of Arts in Ministry (78.3% for 2022-23, but improving over the previous year)*



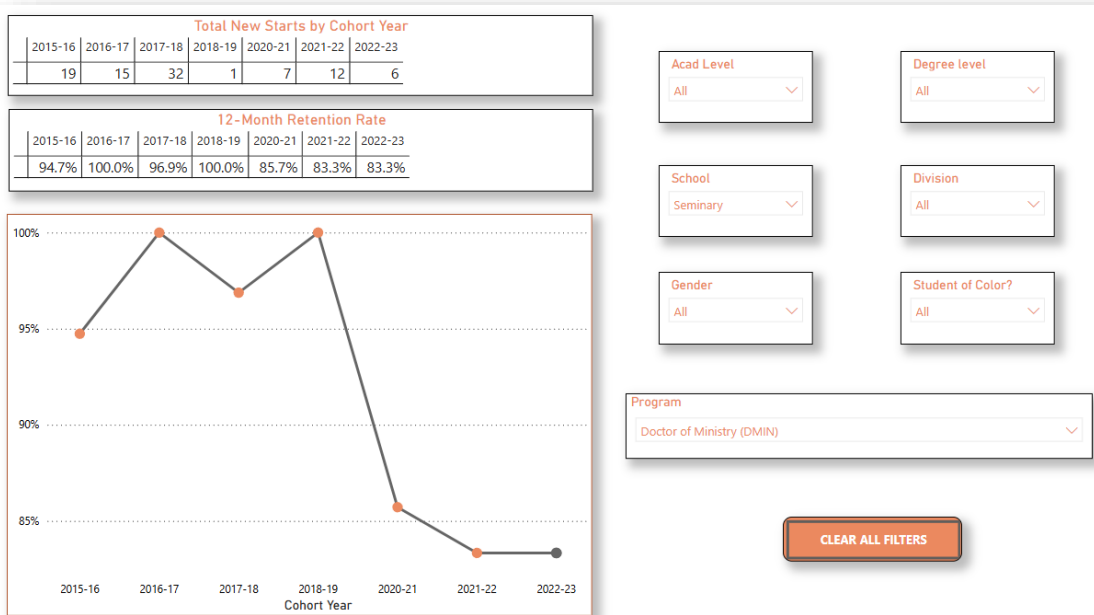
*Master of Divinity (81.1% for 2022-23, but improving over the previous year)*



**Master of Theological Studies (new program; 90% for 2022-23)**



**Doctor of Ministry (83.3% for 2022-23)**



**Placement Rate** – Wesley Seminary has an informal process for job placement as we require students be engaged with a local church as part of their admission. Students overwhelmingly come



to WS already “placed” in a ministerial setting. By design, the curriculum engages ministry placements as the “laboratory” for ministry development and innovation. Career services are minimally developed at WS because institutional mission and the curriculum require students to be currently placed in active ministry. WS provides informal placement support through faculty connections and continues to build relationship locally and globally that can be leveraged to assist those who are seeking ministry positions, especially those who have been disadvantaged. Church organizations commonly request promotion of open positions by the seminary, which is done through the seminary’s private Facebook page. Many students come without intending to find a paid placement after completion, using their degrees as volunteers or retirees.

**Student Satisfaction (based on End of Course surveys)** – with a 48% response rate from students, our average professor and curriculum scores are almost all above 6 on a 7 point scale, and have generally improved from 2022 to 2024, though noting a peak in summer of 2023, followed by a decrease and rebound.



## 2023-24 Ministry Survey – Students and Alumni

In December 2023-January 2024 Wesley Seminary sent out an email with a link to an online survey to over 1,000 current students and alumni representing all of our degree programs in both English and Spanish. We received over 300 replies (28.2% response rate) and can report the following:

- 92% of current students and 93% of alumni respondents said that their spiritual formation was “much better” or “somewhat better” because of their experience at Wesley Seminary.



- 85% of current students and 78% of alumni respondents reported that their experience at Wesley Seminary had a “very effective” or “extremely effective” impact on their formation for ministry.
- 49.3% of respondents reported that they work in full-time ministry, with 76.2% reporting that their ministry context is the local church.