



# Public Outcomes

## Pacific Christian College of Ministry & Biblical Studies

### Employment Rate:

We have yet to determine which of our programs are considered professional. However, we have data concerning the job placement for graduates in Graduate Ministry Programs.

Ministry students who graduate from HIU are prepared for successful careers. The profession of our graduates includes chaplains, lead pastors, youth pastors, worship pastors, missionaries, college presidents, professors, teachers, state representatives, and people who want to be enriched by an education committed to biblical teaching, spiritual transformation, cultural intelligence, and practical skills for ministry.

### Job placement

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
	26 students	35 students	29 students	18 students	17 students	16 students
Full time ministry	88% (23)	89% (31)	90% (26)	89% (16)	82% (14)	100% (16)
Part time ministry	12% (3)	11% (4)	10% (3)	11% (2)	18% (3)	0% (0)

### Graduation Rate for PCC of Ministry & Biblical Studies

#### Undergraduate Six-Year Graduation Rate

(Based on 2018-2019 Cohort Year)

**67%**

#### Graduate Four-Year Graduation Rate

(Based on 2020-2021 Cohort Year)

**61%**

### Institutional Goals:

In 2022-23, HIU created institutional goals (ILOs) to be implemented in 2023-24. A task force was commissioned to research ILOs of other institutions and to develop three ILOs for HIU. These ILOs were reviewed by the faculty and approved by the President and Dean’s Council. The following are the ILOs:

1. **Informed Faith.** Students will integrate critical thinking, biblical scholarship, and Christian thought into their own faith practice.
2. **Servant Leadership.** Students will prioritize the needs of others by leading through acts of service in their communities and around the world.
3. **Empowered Learning.** Students will value intellectual curiosity, diversity, cultural awareness, and wisdom, using the skills necessary for personal and professional effectiveness.

Core University Competencies are special programs within the Traditional and Online Undergraduate levels. There are five competencies that are common across the major Programs in TUG and OUG: Information Literacy, Critical Thinking, Written Communication, Oral Communication, and Quantitative Reasoning.

### Traditional and Online Undergraduate Program Core Competencies (CC)

1. **INFORMATION LITERACY:** Students will determine what information is needed and demonstrate the ability to locate, evaluate, and effectively use appropriate sources.
2. **CRITICAL THINKING:** Students will demonstrate critical thinking skills evidenced by the ability to comprehend, integrate, evaluate, and interpret artifacts, events, ideas, and arguments.
3. **WRITTEN COMMUNICATION:** Students will demonstrate written communication that exhibits correct use of grammar and clarity of style as well as competency in a variety of forms of written expression.
4. **ORAL COMMUNICATION:** Students will demonstrate competency in oral communication skills, including listening, audience-focused speaking, and critical thinking.
5. **QUANTITATIVE REASONING:** In each academic program, for problem solving that requires quantitative thinking, students will demonstrate a) comprehension of the problem, b) the ability to devise a strategy to solve the problem, c) the ability to carry out the strategy and solve the problem, and d) the ability to explain the solution to the problem.

### PCC Program Learning Objectives

Program Learning Objectives (PLOs) are goals set by the university that graduates of the university are expected to have mastery over. According to HIU's Academic Assessment system, each academic program has a Program Objective Evaluation Matrix (POEM) that includes the Program Learning Objectives (PLOs) for the Program and a listing of the courses in which primary emphasis is placed on each of those PLOs. This document demonstrates that (1) each PLO is explicitly and adequately included in the instructional program, and (2) each course in the instructional program includes a focus on at least one PLO. This satisfies the University's requirement, and the requirement of the accrediting agencies, that there is an appropriate linkage between instruction and PLOs.

PLOs are assessed by course instructors using direct assessment of a preidentified assignment and based on a grading rubric with scores from 1-5 (1 = deficient, 2 = developing, 3 = sufficient, 4 = skilled, and 5 = exceptional). Direct assessment data can be found in the charts below, with the average score for each PLO and the number of students assessed in parentheses. An average score of 3.0 is considered sufficient, though PCCMBS currently has a goal (or benchmark) of 4.0 for each PLO.

### Program Learning Objectives (PLOs) for Undergraduate Programs (Traditional & Online)

1. **Scriptural Knowledge.** Students will articulate an accurate knowledge of biblical texts within the overall biblical narrative. (=CAS1.1)
2. **Servant Leadership.** Students will lead by serving God and empowering others first as they contextualize Christ's mission for the church and world. (=CAS6.2)
3. **Spiritual Formation.** Students will integrate biblical and theological learning with their personal faith and their community. (=CAS1.2)
4. **Skills for Ministry.**
  - a. **4.1 Skills of Biblical Interpretation.** Students will interpret biblical texts with proficiency, leading to clear theological formulation and adept application. (=CAS1.3)
  - b. **4.2 Skills for Church Ministry.** Students will incorporate sound theory and principles with practical skills to demonstrate competence in their chosen area of ministry.
  - c. **4.3 Skills of Intercultural Studies.** Students will integrate intercultural studies theory into contextualized service.

- d. **4.4 Skills of Worship Arts.** Students will perform music proficiently and lead worship with excellence.
- e. **4.5 Skills for Christian Ministry.** Students will incorporate sound theory and principles with practical skills to demonstrate competence in their chosen area of ministry.

### Program Learning Outcomes for Undergraduate Programs

The Traditional Undergraduate program consists of Biblical Studies, Church Ministry, Children and Family Ministry, Youth and Family Ministry, Intercultural Studies, and Worship Arts. In most years, students graduate above the sufficient mastery of these objectives.

<b>TUG</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>
<b>Scripture</b>	3.31 (69)	3.05 (33)	3.60 (51)	3.23 (43)	4.36 (26)
<b>Service</b>	3.53 (73)	3.37 (64)	3.71 (99)	3.94 (88)	4.14 (70)
<b>Spiritual</b>	2.86 (158)	3.10 (46)	3.10 (85)	2.87 (127)	2.65 (140)
<b>Skills</b>	4.06 (137)	3.7 (71)	3.91 (59)	3.89 (32)	4.17 (32)

The Undergraduate Online Christian Ministry program offers courses that focus upon each Program Learning Objective. Our students always graduate well beyond sufficient and often above skilled mastery of these Objectives.

<b>OUG</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>
<b>Scripture</b>	3.30 (40)	3.41 (60)	3.44 (47)	3.45 (64)	3.48 (49)
<b>Service</b>	4.17 (23)	4.36 (37)	4.04 (28)	3.83 (21)	3.76 (35)
<b>Spiritual</b>	3.92 (20)	3.99 (23)	4.00 (19)	2.80 (15)	3.76 (8)
<b>Skills</b>	4.46 (53)	4.10 (44)	4.20 (32)	3.97 (30)	3.80 (20)

### Program Learning Objectives (PLOs) for Master of Arts in Ministry

1. **SCRIPTURAL AND THEOLOGICAL DEVELOPMENT** – Students will demonstrate accurate knowledge of Scripture, strong exegesis, and an appropriate praxis of Scripture and a sound biblical theology.
2. **SERVICE IN CONTEXT** – Students will demonstrate servant leadership and the capacity to contextually serve the mission of Christ in the church and the world.
3. **SPIRITUAL AND PERSONAL FORMATION** – Students will demonstrate both spiritual and personal maturity through an increasing awareness of the presence of Christ and conformity to the character of Christ with a perspective of the priesthood of all believers.
4. **SKILLS FOR MINISTRY** – Students will demonstrate effective and practical ministry skills in their concentration.

### Program Learning Objectives (PLOs) for Master of Divinity

1. **SCRIPTURAL AND THEOLOGICAL DEVELOPMENT** – Students will demonstrate accurate knowledge of the Bible in light of its historical context, a clear understanding of Christian beliefs, strong hermeneutics and exegesis in light of original languages, and application in light of the current cultural context.
2. **SERVICE IN CONTEXT** – Students contextualize servant leadership as they serve the mission of Christ in the church and the world.
3. **SPIRITUAL AND PERSONAL FORMATION** – Students integrate spiritual and personal maturity through conformity to the character of Christ with a perspective of the priesthood of all believers.
4. **SKILLS FOR MINISTRY** – Students are equipped with the essential skills of ministry, including conducting church ordinances and worship as well as organizational and spiritual leadership.

## Program Learning Outcomes for Graduate Programs

The Graduate programs offer an excellence balance of courses that focus upon each Program Learning Objective. On average, our students graduate well beyond sufficient mastery of these Objectives. We pride ourselves on developing authentic faith and preparing for practical ministry, which is why our Spiritual and Personal Formation and Skills for Ministry Objectives produce such high Outcome scores. The inclusion of Spiritual and Personal Formation is a distinctive of this program compared to peer institutions.

<b>MA</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>
<b>Scripture</b>	3.59 (37)	3.80 (54)	3.66 (54)	3.70 (25)	4.16 (43)
<b>Service</b>	4.15 (23)	4.20 (33)	3.97 (18)	3.95 (22)	3.67 (12)
<b>Spiritual</b>	3.60 (10)	N.A.	4.25 (12)	4.29 (5)	4.43 (7)
<b>Skills</b>	4.13 (38)	4.38 (26)	4.23 (37)	4.25 (16)	4.21 (24)

<b>MDiv</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>
<b>Scripture</b>	3.77 (34)	3.94 (37)	3.97 (22)	3.79 (47)	3.95 (21)
<b>Service</b>	4.17 (21)	4.43 (7)	4.25 (28)	-- (0)	4.33 (3)
<b>Spiritual</b>	4.57 (30)	4.77 (21)	4.34 (49)	4.43 (21)	4.51 (23)
<b>Skills</b>	3.97 (45)	4.34 (40)	4.31 (58)	4.40 (21)	4.39 (12)

## Retention Rate for PCC of Ministry & Biblical Studies

A university's retention rate is the percentage of first-time students who return after completing their first year of studies. HIU calculates the retention rate based on how many students return for the fall semester after completing their first year of study. According to the Department of Education, the average undergraduate retention rate is 64%.<sup>1</sup>

### Undergraduate Retention

(Based on 3-year average Fall 2021 to Fall 2023 Cohorts)

**60%**

### Graduate Retention

(Based on 2022-2023 Cohort Year)

**78%**

<sup>1</sup> <https://nces.ed.gov/programs/coe/indicator/ctr/undergrad-retention-graduation>