Employment Rate:
At this time, we have yet to determine which of our programs are considered professional. However, we do 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 simply wanted to be enriched by an education committed to biblical teaching, spiritual transformation, cultural intelligence, and practical skills for ministry.

Job placement

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</thead>
<tbody>
<tr>
<td>Full time ministry</td>
<td>80%</td>
<td>86%</td>
<td>90%</td>
</tr>
<tr>
<td>Part time ministry</td>
<td>20%</td>
<td>14%</td>
<td>10%</td>
</tr>
</tbody>
</table>

Graduation Rate for PCC of Ministry & Biblical Studies

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate Six Year Graduation Rate</th>
<th>Graduate Four Year Graduation Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(Based on 2015-2016 Cohort Year)</td>
<td>(Based on 2017-2018 Cohort Year)</td>
</tr>
<tr>
<td></td>
<td>40%</td>
<td>69%</td>
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Institutional Goals:
HIU is currently in the process of examining and potentially adopting institutional goals (ILOs), but these do not exist yet. Core University Competencies are special programs within the Traditional Undergraduate 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.

**Program Objectives & Outcomes**

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 appropriate linkage between instruction and PLOs.

**Program Learning Objectives (PLOs) for Undergraduate Programs**

1. **SCRIPTURE** - Students will demonstrate accurate knowledge of Scripture, a strong exegetical approach to Scripture, and competence in appropriate application of the text.
2. **SERVICE** - Students will demonstrate the capacity to serve contextually the mission of Christ, embracing the concepts of servant leadership.
3. **SPIRITUAL FORMATION** - Students will demonstrate increasing awareness of the Presence of Christ and an increasing conformity to the character of Christ with a perspective of the priesthood of all believers.
4. **SKILLS** - Students will demonstrate competence in their chosen area of ministry.
   
   4.1 Biblical Studies SKILLS – Students will demonstrate competency in biblical scholarship.
   4.2 Church Ministry SKILLS – Students will demonstrate competency in church ministry.
   4.3 Children and Family Ministry SKILLS – Students will demonstrate competency in children and family ministry.
   4.4 Youth and Family Ministry SKILLS – Students will demonstrate competency in youth and family ministry.
   4.5 Intercultural Studies SKILLS – Students will demonstrate competency in intercultural ministry.
   4.6 Worship Arts SKILLS – Students will demonstrate competency in worship arts.

**Graduate Master of Arts in Ministry Program Learning Objectives**

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.

**PCC Graduate Master of Divinity Program Learning Objectives**

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.

Retention Rate for PCC of Ministry & Biblical Studies

<table>
<thead>
<tr>
<th>Undergraduate Retention</th>
<th>Graduate Retention</th>
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<tbody>
<tr>
<td>(Based on 2020-2021 Cohort Year)</td>
<td>(Based on 2020-2021 Cohort Year)</td>
</tr>
<tr>
<td>65%</td>
<td>72%</td>
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