CWTS Effectiveness Statement 2018

The faculty of Christian Witness Theological Seminary is committed to designing effective programs and their ongoing evaluation in accordance with the mission of the School. Currently, various academic programs are being offered at the school with varied objectives, curriculum, and student learning outcomes.

Indicators to gauge the effectiveness of these programs are numerous, including both institutional and participant self-reported data that together provide a more realistic assessment as the basis for the improvement of the programs and the institution as a whole. Some of the evaluative processes include reports to the Association of Theological Schools (noted below as ATS), our professional accrediting association. The institutional Annual Report to ATS, the ATS Entering and Graduating Student Questionnaire (administered annually by us since 2006), and the ATS Alumni/ae Questionnaire (administered in summer 2013) provide much valuable data.

The present statement consists of 3 sections: **(I) Graduation rates** of students in the 3 Master's programs and 1 Doctoral program (since 2017). **(II) Graduate satisfaction** with the program of choice. **(III) Graduate placement**. an ongoing assessment of our program effectiveness focusing on the placement of our graduates from 3 kinds of Master's programs: Master of Divinity (MDiv), Master of Biblical Studies MBS), and Master of Christian Ministry (MCM); and 1 Doctoral program (DMin)

I. Graduation Rates for Master's & DMin Degree Programs

	2013			2014			2015		
	MDiv[1]	MCM[2]	MBS[3]	MDiv	MCM	MBS	MDiv	MCM	MBS
Grad[4]	6	1+1[6]	0	2	1+1	1+1	4	3	3+1
Contd[5]	0	1	1	0	0	1	0	1	0
Termd[10]	0	0	0	1	1	0	0	1	0
Total	6	3	1	3	3	3	4	5	4
GRate a[7]	100%	33.3%	0%	66.7%	33.3%	33.3%	100%	60%	75%
GRate b[8]	100%	66.7%	0%	66.7%	66.7%	66.7%	100%	60%	100%

	2016			2017				2018			
	MDiv	MCM	MBS	MDiv	MCM	MBS	DMin	MDiv	MCM	MBS	DMin
Grad[4]	3	2	1	2	1	1	0+2	7	2+3	1+1	0+1
Contd[5]	0	1	1	0	0	0	2	0	3	3	1
Termd	1	3	2	1	0	1	3	2	4	2	1
Total	4	6	4	3	2	2	7	9	10	7	3
GRate a	75%	33.3%	25%	66.7%	50%	50%	0%	78%	20%	14%	0%
GRate b	75%	33.3%	25%	66.7%	50%	50%	29%	78%	50%	29%	33%

[1] MDiv columns pertain to those MDiv students who entered the program **6** years prior to the Fall semester of the particular year.

[2] MCM columns pertain to those MCM students who entered the program **4** years prior to the Fall semester of the particular year.

[3]MBS columns pertain to those MBS students who entered the program **4** years prior to the Fall semester of the particular year.

[4]Grad Row: Numbers of those students in various programs who have since graduated up to the particular year, plus those graduated exceeding the number of year limit, i.e., 6 years for DMin and MDiv, and 4 years for MABS and MCM (see [6]Numbers in red).

[5]Contd Row: Numbers of those students in various programs who have not yet graduated but continued studies up to the particular year.

[6]Numbers in red in Grad Row: Numbers of those students in various programs who have not graduated by that particular year but eventually graduated. Additional note for 2017 & 2018 cases: Students entered earlier than the computation year (e.g., 2011 or 2013 for year 2017) are also included because there is no place to put them (CWTS began to formulate the number on 2013).

[7]GRate a: Graduation rates up to particular years are computed by dividing the numbers in "Grad" row excluding number in red by the numbers of entering students (in the "Total" row).

[8]GRate b: Graduation rates up to most recent year are computed by dividing numbers in "Grad" row including numbers in red by the "Total" row.

[9]DMin columns pertain to those DMin students who entered the program **6** years prior to the Fall semester of the particular year.

[10]Termd Row: Numers of those students in various programs who have terminated studies up to the particular year.

II. Graduate Overall Satisfaction by Degree Program

2013-18 MDiv satisfaction on overall experience in CWTS (%)
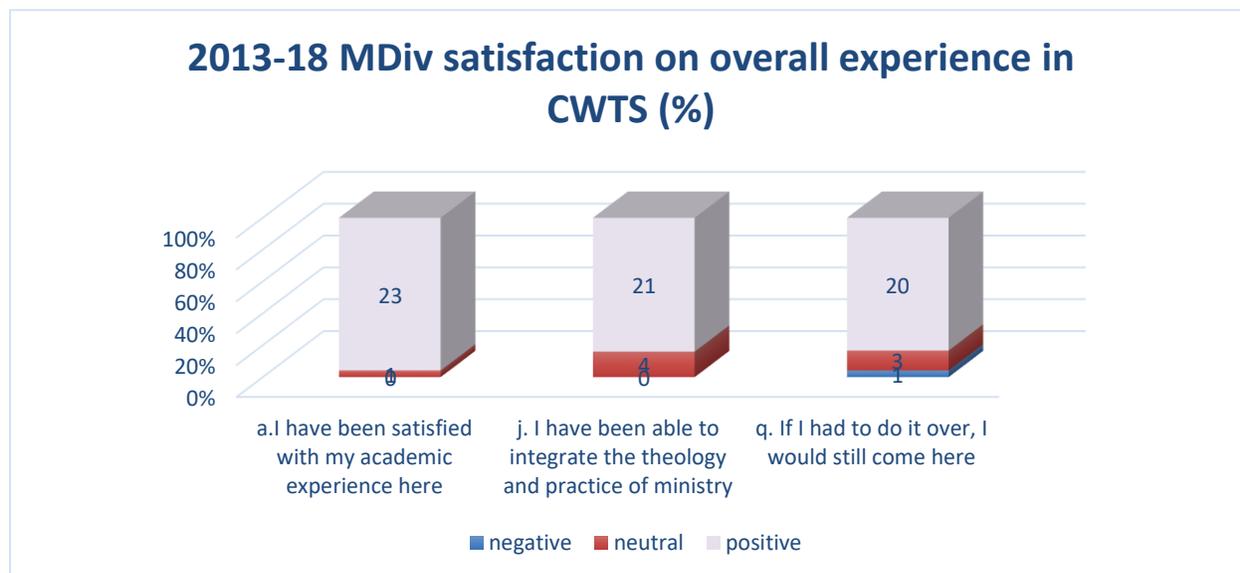
2013-18 MBS satisfaction on overall experience in CWTS (%)

	a.I have been satisfied with my academic experience here	j. I have been able to integrate the theology and practice of ministry	q. If I had to do it over, I would still come here
positive	12	10	11
neutral	1	2	2
negative	0	1	0

negative neutral positive
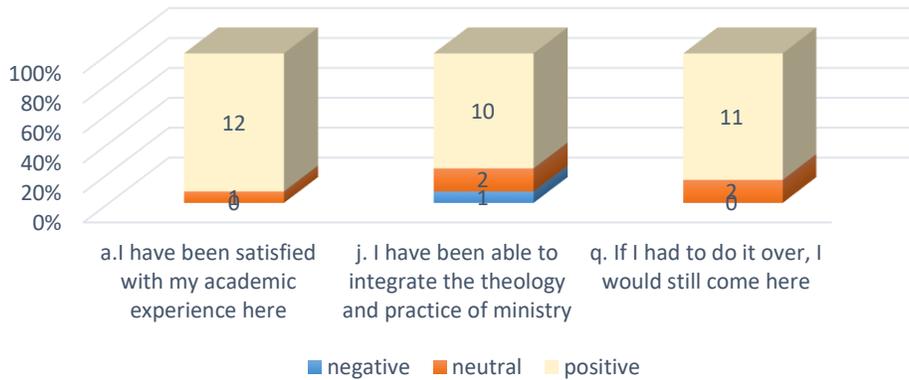
2013-18 MCM satisfaction on overall experience in CWTS (%)

	a.I have been satisfied with my academic experience here	j. I have been able to integrate the theology and practice of ministry	q. If I had to do it over, I would still come here
positive	7	8	7
neutral	1		1
negative	0	0	0

negative neutral positive
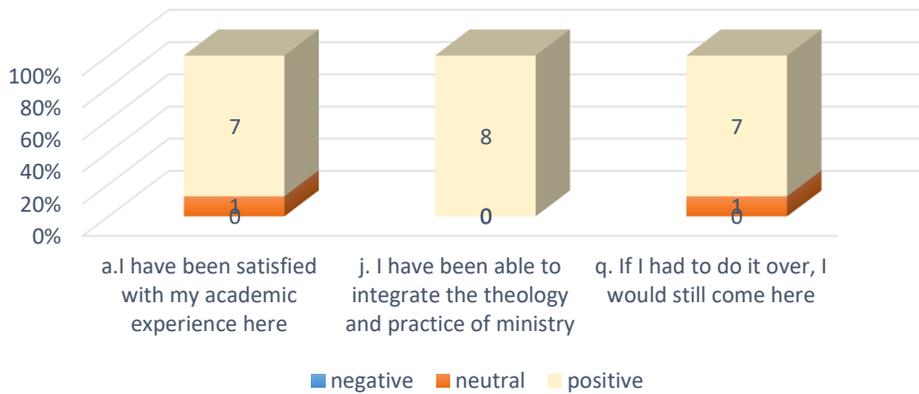
2017-18 DMin satisfaction on overall experience in CWTS (%)

	a.I have been satisfied with my academic experience here	j. I have been able to integrate the theology and practice of ministry	q. If I had to do it over, I would still come here
positive	3	3	3
	0	0	0

negative neutral positive
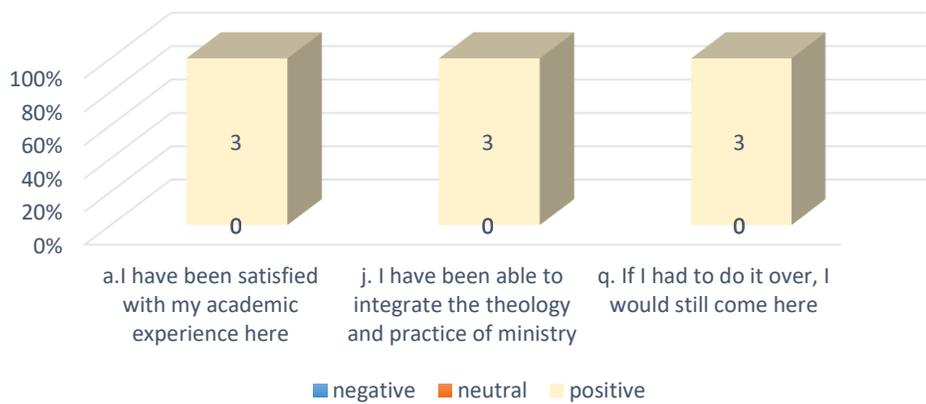
III. Graduate Placement

The following two pages show numbers and graphs of graduate placement. Data on graduate placement have been collected in recent years in connection with our submission of Annual Report Forms to ATS. As required by ATS, the data being reported reflects the placement of graduates 12-18 months following their graduation and are segregated according to gender. The three categories in our analysis partially follow ATS's usage (within quotation marks) as follows:

Vocational placement: "The graduate is in a position for which the degree program prepared the graduate. Some of these graduates may have placements related to their degree programs prior to graduating; these may be reported as degree related placements.

Placements may be either compensated or volunteer positions. Non-vocational placement: Since none of our Master programs are actually designed for mere personal enrichment, we use this term to refer to graduates who either do not hold
any salaried position at all or work in a setting outside any church or Christian organization.

Further Study: "The graduate is pursuing additional education. This education may be at the graduate or undergraduate level.

As is readily seen in the data presented above, there is a consistent pattern of more male graduates finding vocational placement for those who took the MDiv and MCM degrees than those who graduated with MTS. or MBS. This is not due to the scarcity of ministerial positions or inadequate training provided by the latter degrees, since some of these graduates do find training-related positions. Presumably those who sense God's call to go into Christian ministry tend to enroll in those 2 former degrees in the first place. (Those with MCM often return to our seminary to take courses and eventually finish their MDiv.)

This is also somewhat the case for women as well. However, there are certainly more women in general who have non-vocational placement one year after their graduation. Again, this is not so much due to the shortage of ministerial positions for women, whether in the San Francisco Bay Area or overseas. Rather, other reasons predominate: 1) The student took the degree for enrichment in the first place. 2) The students became pregnant and were afterwards pre-occupied with caring for their babies. 3) The graduate served on a voluntary basis alongside the husband who has a full-time salaried position in a local church. Thus it is harder to use vocational versus non-vocational placement to measure program effectiveness for women.

CWTS Male Graduates Placement Record in Percentages (2013-18)																			
	2013			2014			2015			2016			2017				2018			
	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M	D	M	M	M	D
	Div	CM	BS	Div	CM	BS	Div	CM	BS	Div	CM	BS	Div	CM	BS	Min	Div	CM	BS	Min
Vocational	100%	100%	100%	100%	100%	50%	100%			100%	100%	100%	100%	100%	100%	100%	100%	100%		100%
Non-Vocational						50%		100%	100%											
Further Study																				
Total #	4	2	2	3	2	2	3	2	1	4	1	1	4	1	1	2	2	0		2

CWTS Male Graduates Placement Record in Percentages (2013-18)

	2013			2014			2015			2016			2017				2018			
	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M	D	M	M	M	D
	Div	CM	BS	Div	CM	BS	Div	CM	BS	Div	CM	BS	Div	CM	BS	Min	Div	CM	BS	Min
Vocational		100%	33%	100%			100%			100%		50%	100%		50%		100%	100%	50%	0%
Non-Vocational			67%		100%	100%			100%			50%			50%				50%	
Further Study																				
Total #	0	1	3	1	1	1	1	0	1	1	0	2	1	0	2	0	1	1	2	0
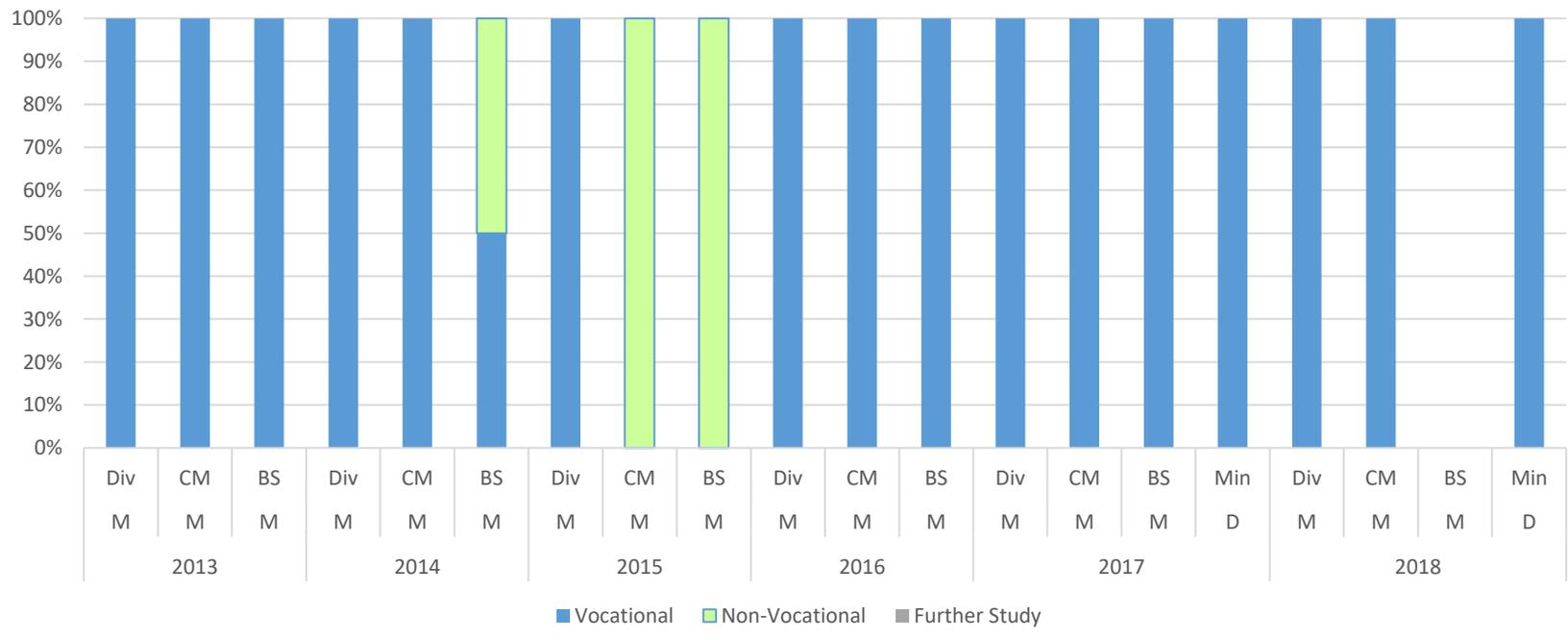
CWTS Female Graduates Placement Record in Percentages (2013-18)
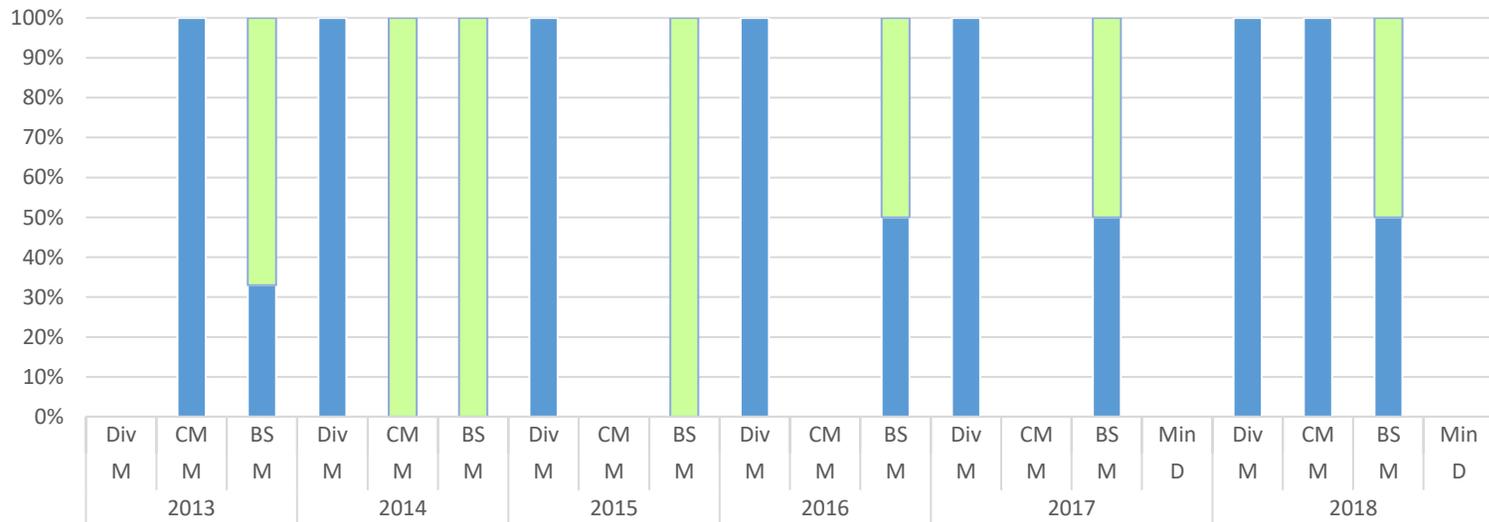
	2013			2014			2015			2016			2017				2018			
	Div M	CM M	BS M	Div M	CM M	BS M	Div M	CM M	BS M	Div M	CM M	BS M	Div M	CM M	BS M	Min D	Div M	CM M	BS M	Min D
Further Study																				
Non-Vocational			67%		100%	100%			100%			50%			50%				50%	
Vocational		100%	33%	100%			100%			100%		50%	100%		50%		100%	100%	50%	0%

■ Vocational ■ Non-Vocational ■ Further Study