



UNIVERSITY OF
NORTHWESTERN
ST. PAUL

2019-2020 Assessment Annual



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2019-2020 Assessment Annual

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Introduction

The University of Northwestern is committed to the development and implementation of assessment processes that focus on important outcomes, use multiple measures to gather the best information, use the information to improve performance, and distribute this information to interested stakeholders.

The context of assessment, the “feedback loop” refers to a continuous process, as shown in the graphic. The Assessment Annual is a report of the performance results of outcome areas assessed. The next steps will be to use the implication from the assessment results to determine strategies resulting in improvements.

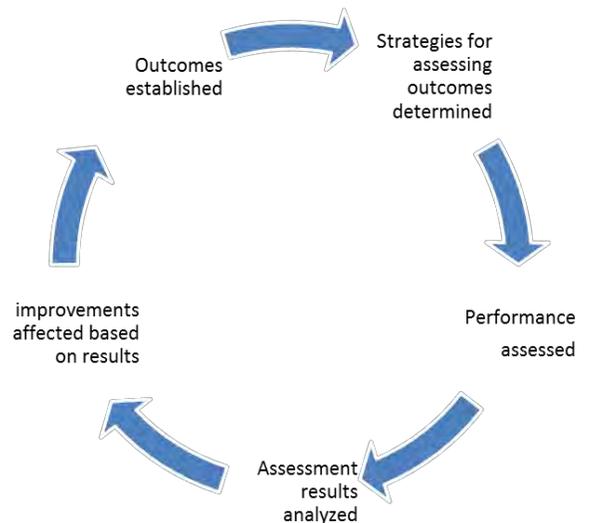
The Assessment Annual summarizes the results of a number of surveys conducted by University of Northwestern - St. Paul. This includes the following:

- Assessment Criteria for College Writing (WCE)
- Assessment Criteria for Oral Communication (OCE)
- Graduate Record Examination (GRE)
- Student Course Evaluation
- Northwestern Alumni Survey
- Council for Christian Colleges & Universities (CCCU) Alumni Survey
- Northwestern Senior Survey
- Northwestern Senior Capstone Survey
- On-Site Supervisor Evaluation
- Student Satisfaction Inventory (SSI)

An explanation of each assessment instrument is provided at the end of this report, found on page 25.

Results are also available in separate reports for the following: Student Life Assessment Results, Academic Support Services Survey Results, and the Global Diversity and Inclusion Benchmark (GDIB).

This report contains student satisfaction data regarding the Northwestern experience, academic life, campus life, and assessment results on a number of the Core Curriculum Outcomes.



Satisfaction with Northwestern Experience

Graduating seniors report high levels of satisfaction with the **overall university experience** at Northwestern. Of the students completing the **Northwestern Senior Survey**, 89 percent indicated they were *Very Satisfied* or *Satisfied* with their overall university experience in 2020. Senior ratings for this item have consistently been over 80 percent (Chart 1).

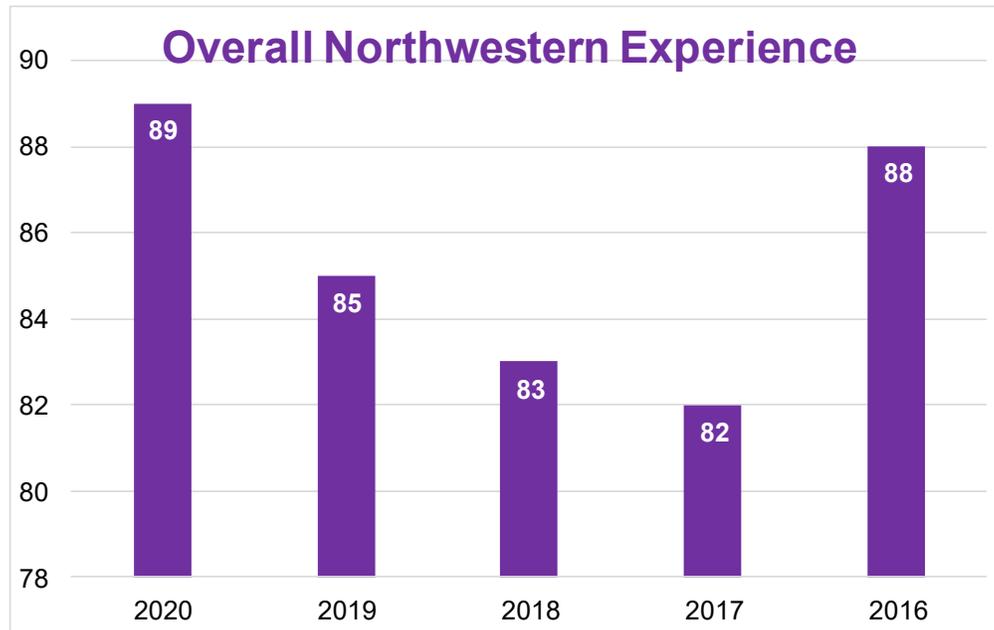


Chart 1. Percentage very satisfied or satisfied with overall university experience.

Alumni Satisfaction with Northwestern Experience

Northwestern Alumni are surveyed during the Program Review cycle. Table 1 shows the percentage completing the **Northwestern Alumni Survey** who *Strongly Agree* or *Agree* with the items. The mean score on a 4 point scale is also shown. Table 2 reflect the results of the **CCCU Alumni Survey** of students who *Strongly Agree*, *Agree*, or *Somewhat Agreed* on a 6 point scale.

Table 1. Satisfaction with Northwestern experience reflected on Northwestern Alumni Survey.

	Percent	Mean Score
My major field of study was academically demanding.	89.2	3.15
My academic major was relevant and appropriate for preparation in the field.	86.9	3.18

Table 2. Satisfaction with Northwestern experience reflected on CCCU Alumni Survey.

	UNW Percent	UNW Mean Score	CCCU Nat'l Percent	CCCU Nat'l Mean Score
If I had it to do over again, I would still choose to attend this institution.	81.1	4.69	84.7	4.88
I would recommend this institution to prospective students.	84.9	4.69	86.1	4.83

Satisfaction with Academic Life

Senior Satisfaction with Instruction

As measured by the **Northwestern Senior Survey**, the percentage of seniors reporting they are *Very Satisfied* or *Satisfied* with the **overall quality of instruction** and with **teaching methods that promote learning*** has remained over 80 percent each year (Chart 2.)

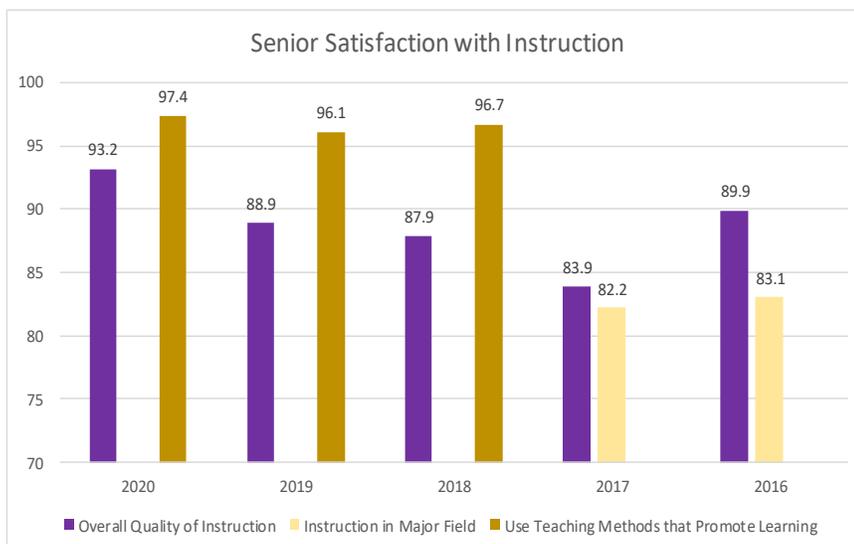


Chart 2. Senior Satisfaction with Instruction

* "Instruction in Major Field" was replaced with "Use Teaching Methods that Promote Learning" in 2018.

Satisfaction with Academic Major

The **Northwestern Senior Survey** asks graduate levels of agreement with statements regarding their academic major. Table 3 shows the mean score and percent for each response for 2019-2020 graduates. Over 90 percent of graduates have responded *Strongly Agree* or *Agree* to these statements over the last five years. (See Table 4)

Strongly Agree = 4, *Agree* = 3, *Disagree* = 2, *Strongly Disagree* = 1

Table 3. Mean Score and percentage who selected each option

	Mean Score	% Strongly Agree	% Agree	% Disagree	% Strongly Disagree
Is academically rigorous	3.50	55.7	39.4	4.5	.4
Is relevant and appropriate for preparation in my field	3.53	59.1	35.6	4.9	.4
Encourages critical thinking	3.64	65.5	33.3	1.1	.0
Encourages integration of faith and learning	3.59	62.1	34.9	3.0	.0

Table 4. Percentage who *Strongly Agree* or *Agree* with the statement—comparison with previous years

	2020	2019	2018	2017	2016
Is academically rigorous	95.1	92.5	91.6	94.1	96.7
Is relevant and appropriate for preparation in my field	94.7	95.2	95.0	95.6	93.0
Encourages critical thinking	98.9	97.9	96.4	97.1	93.0
Encourages integration of faith and learning	97.0	99.1	97.8	95.3	95.9

Senior Satisfaction with Faculty in Major

Seniors were asked to rate their agreement with statements related to faculty in their program on the **Northwestern Senior Survey**. Table 5 shows the percentage who *Strongly Agree*, *Agree* or *Disagree* with each of the statements.

Table 5. Percentage agreeing with statements related to faculty in major

	Mean Score	% Strongly Agree	% Agree	% Disagree	% Strongly Disagree
Prepare carefully for their courses	3.49	51.9	45.5	2.7	.0
Are available and accessible	3.52	55.3	41.3	3.0	.4
Use teaching methods that promote learning	3.50	53.4	43.9	2.3	.4
Are interested in the welfare of students	3.68	70.5	27.3	1.9	.4
Are professionally competent	3.63	64.8	33.7	1.1	.4
Are role models of Christian maturity	3.57	61.7	34.1	3.8	.4
Have clearly stated expectations for students	3.49	53.0	43.2	3.4	.4
Evaluate fairly and appropriately	3.53	57.2	39.4	2.3	1.1
Are knowledgeable academic advisors	3.52	57.6	37.9	3.0	1.5
Create a safe place for questions and discussion of difficult topics	3.55	59.5	37.1	2.3	1.1

The majority of academic departments administer the **Senior Capstone Survey** to their graduating seniors. Questions are asked regarding agreement with a variety of statements about the academic program and faculty. Table 6 shows the percentage who *Strongly Agree* or *Agree* with each of the statements over the last four years. Senior satisfaction with faculty in their major continues to be a strength, with all scores over 90% the past 4 years.

Table 6. Percentage agreeing with statements about faculty in major

Faculty in my major	2020	2019	2018	2017
Are genuinely interested in the welfare of students	98.0	97.7	98.0	96.7
Are role models of Christian maturity	98.8	97.7	99.2	97.2
Are professionally competent	97.2	97.3	97.2	97.7
Are up-to-date in their knowledge of the field	96.0	92.7	94.9	96.9
Are available and accessible	96.0	97.2	96.1	95.1
Have high, clearly stated expectations for students	95.2	95.0	93.3	97.2
Prepare carefully for their courses	95.2	96.4	95.3	94.3
Encourage discussion of different scholarly points of view	93.6	92.7	94.1	95.4

Satisfaction with Instructor

The **Student Course Evaluation** asks levels of agreement with statements regarding the course instructor. Table 7 shows the mean score and percent of agreement to these statements.

Strongly Agree = 5, Somewhat Agree = 4, Neither Agree or Disagree = 3, Disagree = 2, Strongly Disagree = 1

Table 7. Mean Score and Percentage who *Strongly Agree* or *Somewhat Agree*

	Mean Score	Positive Score (Percent Score of 5 or 4)
The instructor provided feedback/grades in a timely manner.	4.31	84%
The instructor was available for student-faculty interaction (email, in person, phone calls, etc.)	4.58	90%
The instructor encouraged student participation and questions.	4.73	95%
The instructor encouraged respectful discourse of ideas and experiences for differing viewpoints or background.	4.66	92%

Student Self Review

The **Student Course Evaluation** asks levels of agreement with statements regarding students' own efforts and participation in coursework. Table 8 shows the mean score and percent for each response for 2019-2020.

Strongly Agree = 5, Somewhat Agree = 4, Neither Agree or Disagree = 3, Disagree = 2, Strongly Disagree = 1

Table 8. Mean Score and percentage who *Strongly Agree* and *Somewhat Agree*

	Mean Score	Positive Score (Percent Score of 5 or 4)
I read assigned textbook and other assigned materials by the due date.	4.38	88%
I completed my assignments.	4.84	98%
I participated in class activities.	4.65	94%
I advocated for my learning by asking questions and seeking help.	4.47	88%

Course Satisfaction

The **Student Course Evaluation** asks levels of agreement with statements regarding course satisfaction. Table 9 shows the mean score and percent for each response for 2019-2020.

Strongly Agree = 5, Somewhat Agree = 4, Neither Agree or Disagree = 3, Disagree = 2, Strongly Disagree = 1

Table 9. Mean Score and percentage who *Strongly Agree* or *Somewhat Agree*

	Mean Score	Positive Score (Percent Score of 5 or 4)
This course met my expectations.	4.40	87%
I would recommend this course.	4.36	84%
I would recommend this instructor.	4.50	88%

UNW Student Satisfaction with Academic Life

Students completing the 2019-2020 *Student Satisfaction Inventory (SSI)* reported higher satisfaction than students in the CCCU and the National Private College did for most items related to faculty and instruction. The largest discrepancy in satisfaction was shown on the item related to faculty availability. On the seven point scale, the benchmark goal of 5.50 was achieved for all items (Chart 3.)

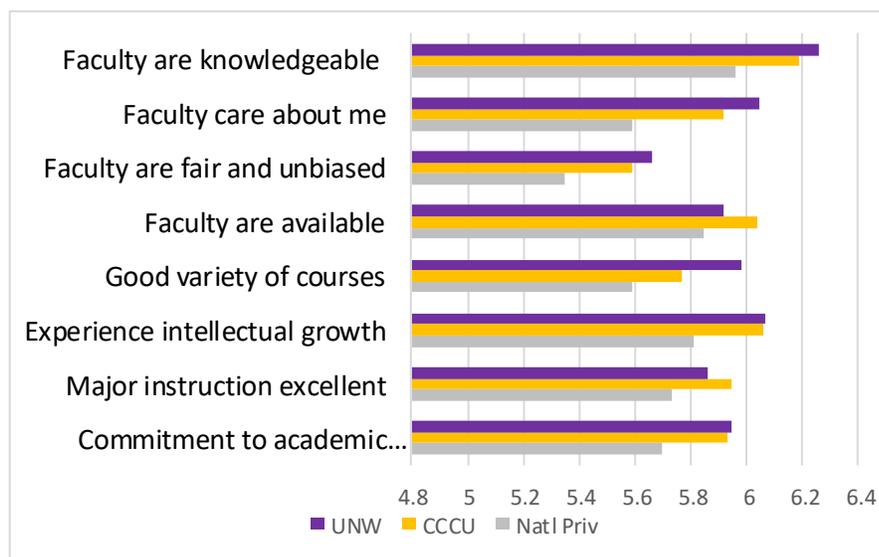


Chart 3. Satisfaction compared to National Private and CCCU samples

Senior Satisfaction with Career & Graduate School Preparation

Table 10 shows the percent who *Strongly Agree* or *Agree* with statements on the *Senior Capstone Survey* about their experience at Northwestern. A large majority indicated agreement with these statements.

Table 10. Percentage of seniors who *Strongly Agree* or *Agree* with each statement

	2020	2019	2018	2017
I am well-prepared to enter graduate school or advanced study	95.3	95.4	91.1	91.5
I will compete well with graduates from other institutions with similar majors	87.8	89.6	93.7	89.0
I am well prepared for my first job in the field	92.0	95.5	90.7	94.5
I would advise a friend planning a similar major to attend UNW	78.4	77.9	83.8	91.2
If I were starting over, I would select this major at UNW again	79.9	83.0	84.8	89.0

Alumni Satisfaction with Career and Graduate School Preparation

Table 11 shows the percentage of alumni completing the *Northwestern Alumni Survey* who *Strongly Agree* or *Agree* with each statement regarding their experience at Northwestern.

Table 11. Percentage of alumni who *Strongly Agree* or *Agree* with each statement.

	% Strongly Agreed/Agree	Mean Score
This department prepared me well for my first job.	78.5	2.96
This department prepared me well for advanced study.	85.3	3.10
If I were starting over, I would select this major at UNW again.	80.2	3.15
I would advise a friend planning a similar major to attend UNW.	80.1	3.11
I am able to compete well with graduates from other institutions.	86.0	3.23

Table 12 shows the percentage completing the *CCCU Alumni Survey* who *Strongly Agree*, *Agree*, or *Somewhat Agree*. The mean score on a 6 point scale is also shown. Mean scores and percentages are compared with scores from the Council for Christian Colleges & University (CCCU).

Table 12. Percentage of alumni who *Strongly Agree* or *Agree* with each statement.

	UNW Percent	UNW Mean Score	CCCU National	CCCU National
The institution prepared me well for the demands of the 21st century workforce.	81.9	4.51	86.3	4.65
I am thriving in my professional life.	88.1	4.77	88.7	4.84

Alumni Satisfaction with Faculty and Academic Major

Tables 13 and 14 show the percent completing the *Northwestern Alumni Survey* who *Strongly Agree* or *Agree* with each statement regarding faculty in their department and their academic major, as well as the mean score on the scale for 4 = *Strongly Agree* to 1 = *Strongly Disagree*. Alumni responses indicate high levels of satisfaction with faculty in their academic major.

Table 13. Percentage of alumni who *Strongly Agree* or *Agree* with each statement

Faculty in the department:	% Strongly Agreed/Agree	Mean Score
Prepared carefully for their courses	92.9	3.39
Were available and accessible	96.8	3.49
Showed respect for students	97.2	3.58
Used teaching methods that promote learning	94.7	3.40
Were genuinely interested in the welfare of students	97.5	3.62
Were professionally competent	98.6	3.60
Were up-to-date in their knowledge of the field	95.8	3.55
Had high, clearly-stated expectations for students	93.8	3.39
Evaluated fairly and appropriately	97.2	3.46

Table 14. Percentage of alumni who *Strongly Agree* or *Agree* with each statement.

My academic major:	% Strongly Agreed/Agree	Mean Score
Was academically demanding	89.2	3.15
Was an academically stimulating environment	94.5	3.36
Encouraged different scholarly points of view	86.8	3.12
Encouraged critical thinking	95.6	3.42
Provided a good environment for learning	96.4	3.45
Was relevant and appropriate for preparation in the field	86.9	3.18
Communicated requirements and procedures well to students	94.3	3.37
Provided adequate opportunities to evaluate faculty and courses	90.2	3.26
Stimulated me to continue learning after completing the program	87.1	3.25
Incorporated technology in course work where appropriate	90.7	3.24

Satisfaction with Campus Life

Seniors Rate Satisfaction with Campus Life and Services

On the **Northwestern Senior Survey**, graduating seniors are asked to rate their satisfaction with elements of campus life and services. Table 15 shows the percentage who responded that they were *Very Satisfied* or *Satisfied* with aspects of Campus Life.

Table 15. Percentage satisfied with aspects campus life compared with previous years.

Satisfaction with campus life	2020	2019	2018	2017	2016
Sense of community on campus	86.0	74.8	74.7	72.0	78.4
Values of the Declaration of Christian Community (DCC)*	80.0	66.8	64.5		
Expectations of the Declaration of Christian Community (DCC)**	70.5	57.0	58.0	53.4	62.5
Opportunities to serve in leadership	82.0	68.8	62.7	70.0	77.9
Attitudes of UNW employees toward students	91.3	89.5	86.0	86.6	89.1
Campus Housing Facilities	80.3	69.9	70.8	73.4	74.7
Opportunities for study abroad	80.0	47.3	53.3	66.5	69.4
Local and global outreach/engagement opportunities***	77.8	80.7	80.6	65.5	68.7

* New question in 2018

** Wording changed from "Rules governing student conduct" in 2018

***Wording changed from "Volunteer/service activities" in 2019

Senior Satisfaction with Campus Services

Table 16 shows the percentage of seniors who responded that they were *Very Satisfied* or *Satisfied* with Campus Services on the **Northwestern Senior Survey**.

Table 16. Percentage satisfied with campus services compared with previous years

Satisfaction with campus services	2020	2019	2018	2017	2016
Food service	60.4	57.8	57.7	63.3	68.7
Commuter life experience	72.6	56.6	54.9	43.6	40.6
Counseling services	86.3	76.9	68.5	72.7	71.6
Health services	87.7	78.5	77.3	79.7	78.8
Services for students with disabilities	86.2	70.3	68.4	60.1	68.7
Academic advising	81.3	77.4	71.9	73.8	76.5
Career development services	83.6	71.2	73.0	67.0	71.4
Library services	93.7	90.1	86.7	86.9	89.3
Registrar's Office services	91.9	88.0	86.2	87.9	85.6

Campus Climate and Environment

Mean scores on the 2019-2020 *Student Satisfaction Inventory (SSI)* rating levels of agreement with items related to the Campus climate and environment are reported on Table 17. Items are rated on a scale of 1= *Not at all Satisfied*, to 7= *Very Satisfied*. Mean scores are compared with CCCU and National Private college samples.

Table 17: Satisfaction compared with National Private and CCCU samples

	UNW	CCCU	National Private
This institution has a good reputation in the community	6.14	6.01	5.70
The campus staff are caring and helpful	6.04	5.95	5.64
This institution shows concern for students	5.78	5.74	5.39
It is an enjoyable experience to be a student here	5.71	5.65	5.43
I feel a sense of pride about my campus	5.64	5.49	5.29
Most students feel a sense of belonging here	5.30	5.28	5.27
Tuition paid is a worthwhile investment	5.00	5.15	4.94
Students are made to feel welcome on this campus	5.84	5.82	5.66

Core Curriculum Outcomes: Biblical Knowledge & Spiritual Formation

Northwestern graduates will demonstrate knowledge of the Bible and essential teaching of theology and application to their lives and will engage in the process of spiritual growth and identify in Christ.

Biblical Knowledge & Spiritual Formation Integration

The **Senior Capstone Survey** included two items related to the integration of a biblical worldview with the academic discipline. The percentage shown on Table 18 who **Strongly Agree** or **Agree** with these statements indicates seniors perceive they are prepared to discuss their major from a biblical worldview and to integrate their faith into their chosen academic field.

Table 18. Senior biblical worldview integration compared with previous years

	2020	2019	2018	2017	2016
I have been prepared to integrate my faith with my academic field	94.5	94.8	98.9	96.7	97.8
I am able to discuss the assumptions, theories and concepts of my major in relationship to a biblical worldview	97.4	96.7	99.3	99.7	99.2

Biblical Knowledge & Spiritual Formation Outcomes

On the **Northwestern Senior Survey** graduating seniors are asked to rate Northwestern's influence on the attainment of educational outcomes. Since the survey was first administered in 1994, faith-related outcomes have changed in priority for seniors ranking the 34 educational outcomes measured each year. (Table 19).

Table 19. Rank of faith related educational outcomes

	2020	2019	2018	2017	2016
Relating the Christian faith to my major field	9	7	2	4	1
Developing a Christian Worldview	20	9	8	3	2
Acquiring knowledge of the Bible and Christian doctrines	13	3	3	1	3
Engaging in the process of spiritual growth*	22	15	18	7	6

* Survey question changed from "Developing a maturing personal faith in Jesus Christ" in 2018

Table 20. 2019 Educational Outcomes Ranked as Top Four

2020 educational outcomes ranked as top four	
1	Being competent in my major field
2	Developing the ability to find, evaluate, and use information effectively
3	Learning to think critically and reason well
4	Growth in self-awareness

Satisfaction with Campus Spiritual Life

On the *Northwestern Senior Survey* students indicated satisfaction with spiritual life experiences on campus, campus spiritual climate, and chapel experiences. (Chart 4).

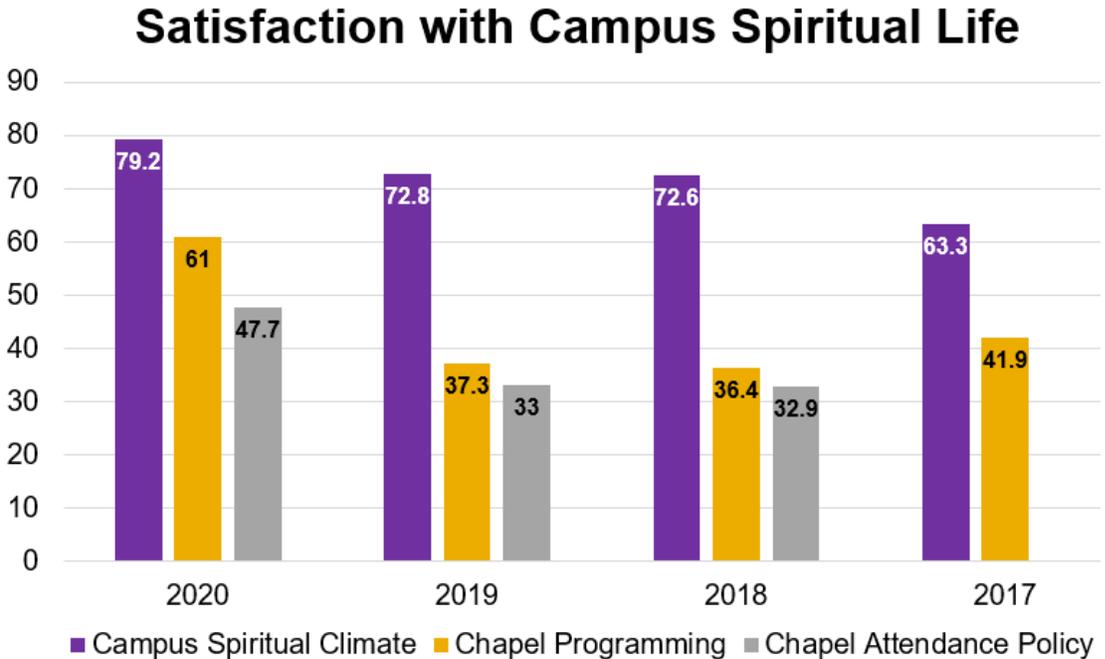


Chart 4. Satisfaction with spiritual life activities on campus.

* Chapel Attendance Policy survey question added in 2017-2018

Senior Participation in Spiritual Formation and Growth

At least 90% of all graduating seniors reported on the *Northwestern Senior Survey* that their **relationship with God grew during their time at UNW**. Over 90% reported that their **capacity to love people grew during their time at UNW**, and over 60% reported that they **met in a mentoring relationship with an UNW employee (faculty or staff)**. (Chart 5).

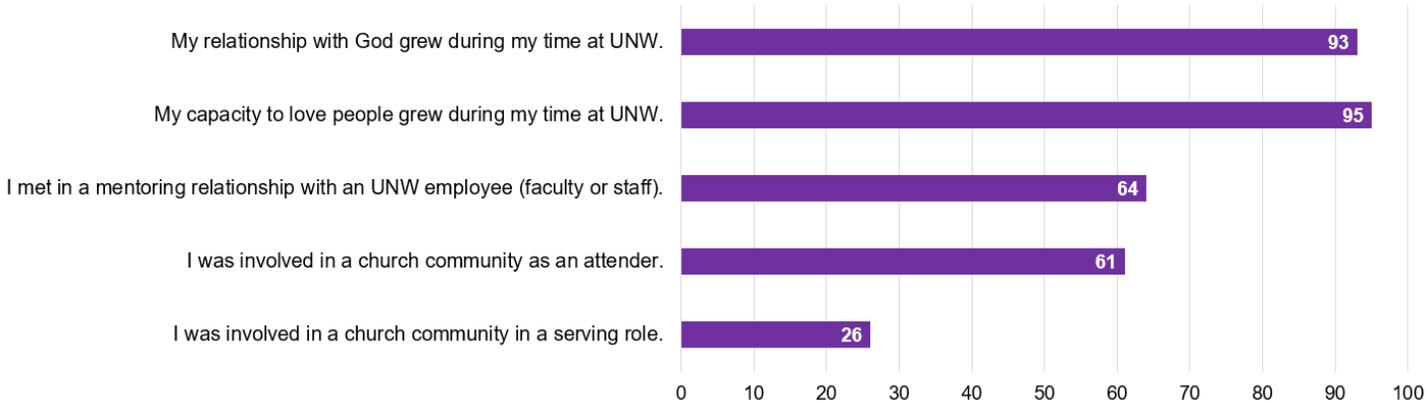


Chart 5. Spiritual Formation and Growth

Spiritual Fit and Growth

The **Northwestern Senior Survey** results revealed that at least 90 percent of seniors *Strongly Agree* or *Agree* that their relationship with God grew during the time they were a student at UNW (Table 21).

Table 21. Agreement with spiritual life items compared with previous years

	2020	2019	2018	2017	2016
My relationship with God grew during my time at UNW	93.0	90.0	91.0	89.7	91.5

Alumni Rate Department Faculty

Table 22 below shows the percentage of alumni completing the **Northwestern Alumni Survey** who *Strongly Agree* or *Agree* with each statement regarding faculty in their department and academic major. The mean score on a four point scale is also shown.

Table 22. Percent of alumni who *Strongly Agree* or *Agree* with each statement

	% Strongly Agreed/Agree	Mean Score
Were role models of Christian maturity	95.8	3.56
Integrated biblical perspectives with the subject area	96.3	3.48

Integrity Evaluated in Internship Program

Intern supervisors using the **On-Site Supervisor Evaluation**, rated Northwestern interns on a scale from 5= *Exceptional*, to 1= *Unsatisfactory*. Table 23 indicates the Supervisors rating of the **Integrity** of Northwestern Interns at 4.46.

Table 23. Integrity rated by on-site supervisors.

	2020	2019	2018	2017	2016
Integrity rated by on-site supervisors.	4.56	4.46	4.46	4.46	4.55

Students rate Integration of Faith and Learning

Two items on the **Student Course Evaluation** provide students with the opportunity to describe their perception of how faith is integrated into their academic courses. On a scale of 5 = *Strongly Agree* to 1 = *Strongly Disagree*, the mean score has been near or above 4.75 for both items for the past 5 years (Table 24).

Table 24. Course evaluations: Integration and worldview item results

	2020	2019	2018	2017	2016
My instructor integrated faith and learning. *	4.73	4.68	4.80	4.80	4.73
My instructor modeled Christ-like behavior during this course.	4.78	4.75	4.80	4.80	4.78

*Survey question changed in 2019-2020 from "My instructor taught the course from a Christian viewpoint."

Student Satisfaction with Spiritual Growth

A representative number of students from the freshmen, sophomore, junior, and senior classes were asked on the 2019-2020 **Student Satisfaction Inventory (SSI)** to rate their agreement with items related to spiritual growth at UNW on a scale of 7 = *Very Satisfied* to 1 = *Not at all Satisfied*. Northwestern students' responses are compared in Table 25 with those of previous years and students in the CCCU sample.

Table 25. Satisfaction with items related to spiritual growth on campus

	2019	2017	2015	2013	CCCU
My understanding of God is strengthened here	5.95	6.02	5.97	5.96	5.83
This college is a good spiritual fit for me	5.85	5.75	5.90	5.85	5.82
This college contributes to my spiritual growth	5.87	5.76	5.81	5.80	5.73
Faculty, staff, admin. are helpful in processing faith	5.86	5.65	5.71	5.76	5.71

Core Curriculum Outcomes: Written Communication

Northwestern graduates will be able to read with comprehension and write effectively.

Upper-Level Written Communication Assessment

UNW instructors teaching upper-level courses designated as having a written communication emphasis, judge the writing samples of students in four criteria categories using the **Assessment Criteria for College Writing (WCE)**. Each category included several items developed to evaluate university-level writing. Table 26 shows the percent of papers judged to be either *Strong*, *Adequate*, or *Weak* in the four focus areas. The benchmark of 70 percent *Strong* was reached for all criteria in 2020, except for Composition Strategies and Documentation. Table 27 shows the rating for each of the criteria items evaluated.

Table 26. WCE results

Criteria	Strong	Adequate	Weak
Content	73.5	23.6	3.0
Composition Strategies	69.3	27.9	2.8
Presentation and Mechanics	72.6	24.1	3.4
Documentation	66.3	26.0	7.7

Below are the specific items for each of the criteria categories (Table 27).

Table 27. WCE results detail

Content	Strong	Adequate	Weak
Correct type (genre) for the assignment	78.1	21.5	.4
Clear thesis or controlling concept(s)	75.8	20.6	3.6
Major ideas or components of composition are related to thesis	73.3	25.1	1.6
Evidence or details support major ideas or major components	66.7	27.0	6.4
Composition Strategies	Strong	Adequate	Weak
Organization is obvious and effective	66.4	31.2	2.4
Paragraphs are properly structured	70.4	24.9	4.7
Style is appropriate for genre in tone and level of formality	71.1	27.7	1.2
Presentation and Mechanics	Strong	Adequate	Weak
Presentation	74.2	25.4	.4
Sentences should make sense	75.5	22.5	2.0
Proper use of punctuation	71.5	22.5	5.9
Grammatically acceptable usage	69.1	25.8	5.2
Documentation	Strong	Adequate	Weak
Appropriate use of sources	72.0	21.1	6.9
Correct documentation style	60.7	30.8	8.5

Written Communication Outcome Achievement

The extent of the Northwestern contribution to the achievement of the outcome **Expressing Ideas Clearly in Writing** was measured on the *Northwestern Senior Survey* using the scale 5=*Very Much* to 1=*Not at all*. Table 28 shows the mean scores for this outcome.

Table 28. Mean scores for Written Communication Outcome Achievement

	2020	2019	2018	2017	2016
Expressing ideas clearly in writing	4.29	4.21	4.11	4.00	4.13

Core Curriculum Outcomes: Oral Communication

Northwestern graduates will be able to speak and listen well.

Oral Communication Outcome Achievement

UNW instructors teaching upper-level courses designated as having an oral communication emphasis, judge the oral skills of students in four criteria categories using the **Assessment Criteria for Oral Communication (OCE)**. Each criteria included several items developed to evaluate the ability to communicate effectively. Table 30 shows the percentage of oral presentations judged to be either *Strong*, *Adequate* or *Weak* on the four criteria. The benchmark of 60 percent *Strong* was reached for all criteria in 2020.

Table 30. OCE results

Criteria	Strong	Adequate	Weak
Thesis/Purpose	85.1	13.7	1.2
Organization	81.4	15.8	2.8
Support Material	71.2	25.2	3.6
Delivery	69.4	27.0	3.6

Below are the specific items for each of the criteria categories (Table 31).

Table 31. Detailed OCE results

Thesis/Purpose	Strong	Adequate	Weak
Message is appropriate to the audience	87.6	11.2	1.2
Thesis/Purpose is clearly presented	82.5	16.3	1.2
Organization	Strong	Adequate	Weak
Ideas are clear, logical, and effectively arranged	81.3	15.5	3.2
Includes relevant introduction and conclusion	81.6	16.0	2.4
Support Material	Strong	Adequate	Weak
Specific, credible, relevant sources used as appropriate	71.2	25.2	3.6
Delivery	Strong	Adequate	Weak
Manner is confident	65.1	30.5	4.4
Body language is appropriate (i.e. gestures, movements)	66.7	28.9	4.4
Makes eye contact	68.9	26.3	4.8
Use of voice is effective (voice inflections such as tone, cadence, rate, etc. are appropriate)	64.9	30.7	4.4
Uses technology appropriately	81.6	18.4	0.0

Upper-Level Oral Communication Assessment

The extent of the Northwestern contribution to the achievement of the outcome **Speaking Clearly and Effectively** was measured on the *Northwestern Senior Survey* using the scale 5= *Very Much* to 1= *Not at all*. Table 32 shows the mean scores for this outcome. The goal of 4.00 was reached again in 2020.

Table 32. Mean scores for Oral Communication Outcome Achievement

	2020	2019	2018	2017	2016
Speaking clearly and effectively	4.29	4.22	4.16	4.04	4.16
Listening in order to understand others' perspectives	4.22	4.28	4.20	4.03	4.10

Core Curriculum Outcomes: Leadership

Northwestern graduates will demonstrate the biblical concept of servanthood in leadership.

Intern Leadership Ability

Intern supervisors using the ***On-Site Supervisor Evaluation***, rated Northwestern interns on a scale from 5= *Exceptional*, to 1= *Unsatisfactory*. The supervisors have rated the **Leadership ability** of Northwestern interns at 3.76 for 2019-2020 (Table 33).

Table 33. On-site supervisors rate leadership ability of interns from UNW

	2019-2020	2018-2019	2017-2018	2016-2017
Leadership ability	3.98	3.76	3.97	3.89

Seniors Rate Attainment of Leadership Outcomes

Table 34 shows the percentage of seniors who reported Northwestern's influence on their attainment of the outcome was *Very Much* or *Much* on the ***Northwestern Senior Survey***.

Table 34. Percentage who rated UNW influence on outcome achievement as *Very Much* or *Much*

	2020	2019	2018	2017	2016
Realizing my individual strengths, talents, and gifts	80.8	84.9	81.6	74.3	82.5
Developing leadership skills	80.8	78.3	73.3	75.2	86.7

Core Curriculum Outcomes: Use of Information & Technology

Northwestern graduates will be able to find, evaluate and use information effectively” and “use technology effectively and ethically.

Outcome Evaluated using OCE and WCE Rubrics

OCE and WCE rubrics evaluate elements of these core outcomes as part of Written Communication and Oral Communication emphasis course assignments. The percentage of instructors rating student work as “Strong” for these items is shown in Table 35.

Table 35: OCE and WCE results

	2020	2019	2018	2017	2016
Appropriateness of sources (WCE)	72.0	56.3	61.8	85.2	61.3
Correct documentation style (WCE)	60.7	52.8	51.8	64.8	51.1
Specific credible, relevant sources used (OCE)	71.2	50.3	53.2	67.4	40.7
Uses Technology appropriately (OCE)	81.6	69.3	54.5	72.7	40.0

Senior Rating of Outcome Achievement

Over two-thirds of graduating seniors reported on the **Northwestern Senior Survey** that the University had *Very Much* or *Much* Influence on the achievement of these outcomes (See Table 36).

Table 36: Percentage who rated UNW influence on outcome achievement as *Very Much* or *Much*

	2020	2019	2018	2017
Developing the ability to find, evaluate, and use information effectively	87.7	87.0	82.1	79.9
Using technology effectively and ethically	80.4	78.3	73.3	71.8

Interns Evaluated on Outcomes

Intern supervisors using the **On-Site Supervisor Evaluation**, rated Northwestern interns on a scale from 5=*Exceptional* to 1=*Unsatisfactory*. Supervisor rating of items related to these outcomes are shown on Table 37 below.

Table 37: Mean score for supervisor ratings

	2020	2019	2018	2017
Computer skills	4.27	3.86	3.91	3.93

Core Curriculum Outcomes: Cultural Competency & Respect

Northwestern graduates will act with integrity, humility, respect and understanding toward individuals and groups in a culturally diverse world.

Senior Rating of Outcome Achievement

Table 38 shows the mean score on **Northwestern Senior Survey** on the influence of the University in the achievement of the outcome. Scores represent a mean score on the scale of 5=*Very Much* to 1=*None*.

Table 38: Mean score and comparison with previous years

	2020	2019	2018	2017	2016
Respecting Cultural and ethnic differences	3.98	3.97	3.85	3.72	3.94
Applying intercultural competence strategies when interacting with others*	3.84	3.90	3.80	3.71	3.81
Interpreting intercultural experience by comparing and contrasting my culture with that of others**	3.84	3.82	3.75		
Acting with integrity, humility and understanding toward individuals and groups**	4.20	4.24	4.13		
Listening in order to understand others' perspectives**	4.22	4.28	4.20		

*Question reworded in 2018

**New question in 2018

Interns Evaluated on Outcomes

Intern supervisors using the **On-Site Supervisor Evaluation**, rated Northwestern interns on a scale from 5=*Exceptional* to 1=*Unsatisfactory*. Supervisor rating of items related to this outcome are shown on Table 39 below, well above the benchmark of 4.0

Table 39. Mean score for supervisor ratings and comparison with previous years

	2020	2019	2018	2017
Ability to work in a group	4.33	4.26	4.30	4.27
Ability to work with & value diverse cultural groups**	4.40	4.22	4.23	
Respectful of others	4.61	4.43	4.50	4.45

**New question in 2018

Core Curriculum Outcomes: General Education

The extent of the University's influence on the attainment of a variety of general education outcomes was measured on the **Northwestern Senior Survey**. The chart below shows the percentage of Seniors who rated Northwestern's influence on their achievement of the core curriculum outcome as *Very much* or *Much*. Students gave *Cultivating the practice of life-long learning*, *Developing problem-solving skills*, *Developing ability to efficiently and effectively perform research*, and *Learning to think critically and reason well* the highest ratings. (Chart 6).

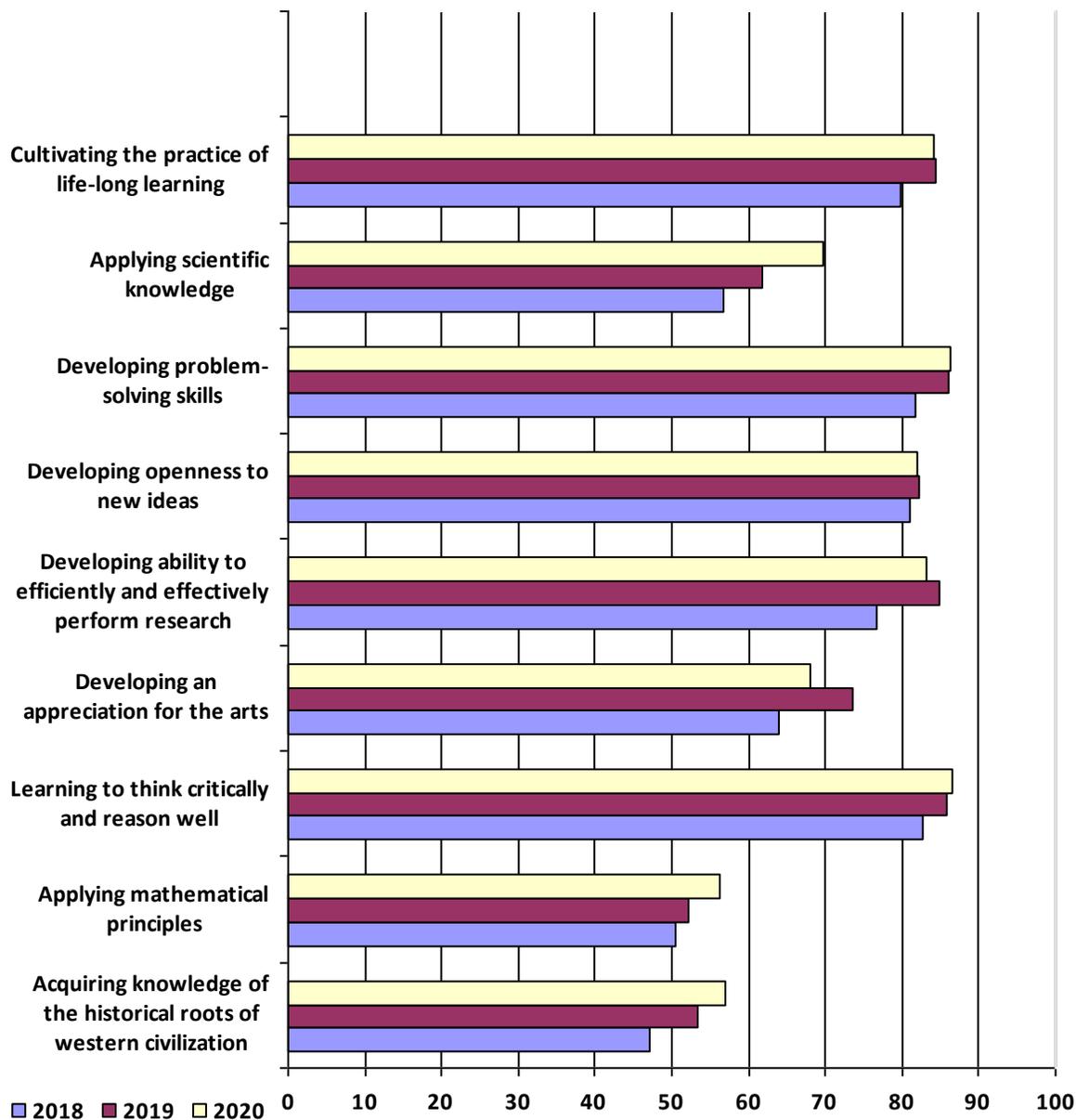


Chart 6. University influence on Core Curriculum Outcomes

Participation in Missions and Service Activities

Northwestern Senior Survey results indicated that over eighty percent of graduating seniors have participated in volunteer/service activities during their years at Northwestern (Chart 7).

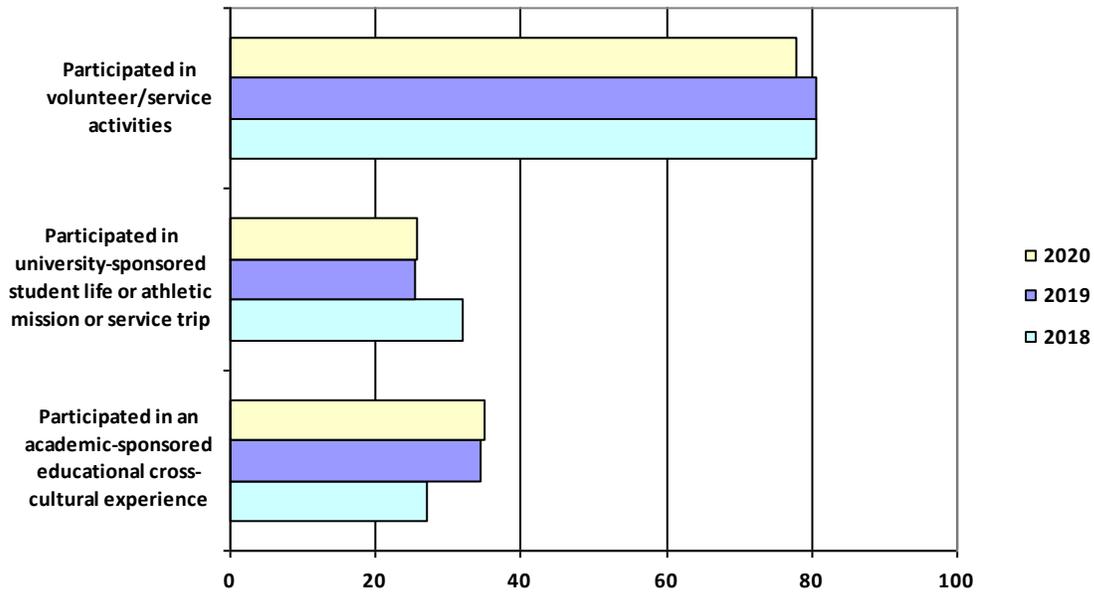


Chart 7. Student Participation involvement in missions and volunteer activities

Seniors Rate Attainment of Personal Outcomes

Table 40 shows the percentage of seniors who reported Northwestern’s influence on their attainment of the outcome was *Very Much* or *Much* on the **Northwestern Senior Survey**.

Table 40: Percentage who rated UNW influence on outcome achievement as *Very Much* or *Much*

	2020	2019	2018	2017	2016
Acquiring the skills and knowledge to pursue a career	86.2	85.9	79.9	80.0	58.7
Developing principles and practices for maintaining health and well-ness	68.9	65.4	57.1	50.5	55.1

Interns Evaluated on Core Outcomes

Intern supervisors using the **On-Site Supervisor Evaluation**, rated Northwestern interns on a scale from 5= *Exceptional*, to 1= *Unsatisfactory*. The supervisors rated Northwestern Interns in below areas (Table 41).

Table 41. On-site Supervisors rate outcomes of interns.

	2020	2019	2018	2017	2016
Technical skills	4.11	3.91	3.99	3.82	4.17
Ability to work in a group	4.33	4.26	4.30	4.27	4.32

The **Graduate Record Examinations** (GRE) compares UNW alumni completing the exam with graduates from institutions throughout the country (Chart 8). The benchmark of 50th percentile set for this evaluation was reached in Verbal Reasoning (67%), Analytical Writing (71%) and Quantitative Reasoning (55%).

GRE Scores of UNW Alumni

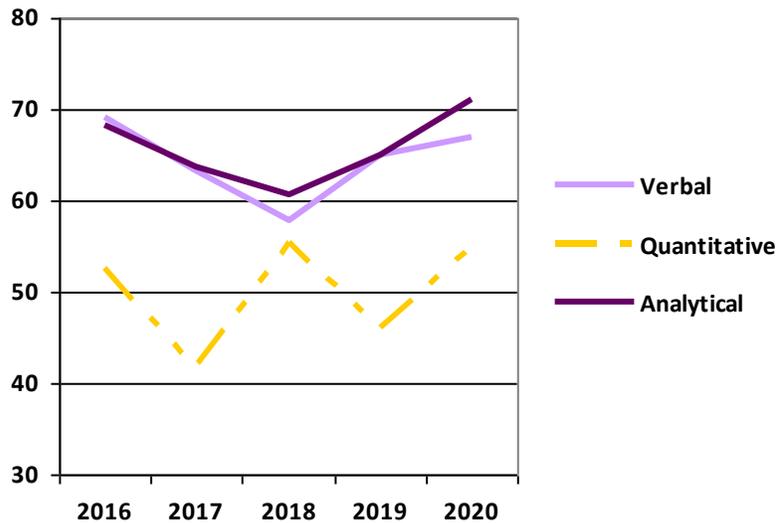


Chart 8 . GRE percentile rank in verbal, quantitative, and analytical skills

Assessment Instruments

ASSESSMENT CRITERIA FOR COLLEGE WRITING (WCE)

This form is a locally designed instrument developed to measure levels of student attainment of objectives in upper-level courses with a Written Communication Emphasis (WCE) designation.

ASSESSMENT CRITERIA FOR ORAL COMMUNICATION (OCE)

This instrument was developed by the Communications Department to measure levels of student attainment of oral communication objectives in upper-level courses with an Oral Communication Emphasis (OCE) designation.

GRADUATE RECORD EXAMINATION (GRE)

The *Graduate Record Examination* is produced and processed by the Educational Testing Service. GRE results compare Northwestern graduates with national norms in Verbal, Quantitative, and Analytical Writing areas.

STUDENT COURSE EVALUATIONS

This instrument is administered to Northwestern students at the completion of selected academic courses. The Student Course Evaluation measures student perceptions of their participation in the course as well as perceptions of the content, instructor, and course satisfaction. The evaluation is an in-house survey administered electronically through Qualtrics.

NORTHWESTERN ALUMNI SURVEY

The Northwestern Alumni Survey is administered to alumni of the last five years as part of the departmental program review process. Results are combined to provide a summary of alumni perceptions of their Northwestern experience.

COUNCIL FOR CHRISTIAN COLLEGES & UNIVERSITIES (CCCU) ALUMNI SURVEY

The CCCU Alumni Survey was a Collaborative Assessment Project in the Spring of 2018. Northwestern received 894 responses from students graduating from 1952 to 2017 in undergraduate and graduate programs.

NORTHWESTERN SENIOR SURVEY

This locally developed instrument was designed to survey vocational information, student plans, activities, levels of satisfaction with UNW programs and services, and perceived university outcomes. Questions have been tailored to the distinctives of Northwestern.

NORTHWESTERN SENIOR CAPSTONE SURVEY

This locally developed instrument, given by departments during a capstone experience, is designed to survey perceptions regarding their academic major and the faculty in their major.

ON-SITE SUPERVISOR EVALUATION

This online survey is completed by On-site Supervisors at the completion of an internship experience. General education outcome assessment is included in this instrument developed by the Center for Calling & Career.

STUDENT SATISFACTION INVENTORY

Instrument developed by Noel Levitz measures importance of and satisfaction with a wide variety of college services and experiences. Comparative data with a national private college and CCCU sample is available. UNW administers this inventory once every three years.