

Bethlehem College and Seminary  
**Traditional Undergraduate Programs**  
Objectives, Measurements, and Outcomes

## Bachelor Core

The B.A. in Theology and Biblical Studies, the B.A. in Theology and Global Studies, and the B.A. in Theology and Letters all begin with the Omnia extended academic core. The Omnia extended academic core approaches all of human knowledge from a confessionally reformed theological perspective with an emphasis on understanding scriptural texts in the original biblical languages. It is classical in that it aims to recover the best of the Christian and classical liberal arts traditions, examining the diversity of human knowledge under the unifying discipline of theology. In other institutions, the academic core involves two years of meeting requirements in order to pursue their field of interest. Here, their field of interest is engaged on the first day of class and extended through a third year before they specialize. Students who complete 64 credits in Bethlehem's Omnia extended academic core may graduate with an Associate of Arts degree. Associate of Arts degree assessment is combined with the assessment of the bachelor core because it shares the same program objectives as the bachelor core.

### **Bachelor Core Program Objectives**

1. Students will demonstrate broad-based collegiate skills in inquiry, interpretation, reflection, and oral and written communication.
2. Students will demonstrate a thorough understanding of great works of literature, philosophy, history, political thought, and theology, with a particular focus on the Western tradition.
3. Students will demonstrate an ability to assess ideas and events within a global, historical framework and with an interdisciplinary approach.
4. Students will demonstrate a growing ability to synthesize knowledge from a variety of sources and disciplines.
5. Students will demonstrate a thorough grasp of the system of Christian doctrine as found in Scripture and developed through church history.
6. Students will demonstrate competence in biblical Greek language and exegesis.
7. Students will provide evidence of deep Christian formation.
8. Students will demonstrate skills needed for Christian service in the home, church, and world.

Beyond these core program objectives, each program major includes its own individual program objectives.

## B.A. in Theology and Biblical Studies

Students in this major will learn both Greek and Hebrew and will apply their study of the biblical languages to the exegesis of select books in the Old and New Testaments. All courses in this major will impress upon students the need to apply the truth learned to themselves, their church, and the surrounding culture. Students in this major will develop a strong grasp of the storyline of the Bible, the remarkable and Christ-centered unity between the Old and New Testaments, and the expansion of God's global kingdom in history. Students will be given the opportunity to put the knowledge they gain in the classroom into practice through completion of a guided internship.

### **Program Objective**

9. Students will demonstrate competence in biblical Hebrew.

## B.A. in Theology and Global Studies

This major also engages students in close examination of biblical texts, equipping students to study the Word accurately and to teach others from it. In addition, this major gives students theological categories for assessing methodologies proposed by the social sciences so that they might apply these insights to various contexts for missionary service in a biblically faithful manner. Students will learn to exegete both God's Word and his world for the sake of clear, biblical exposition and faithful discipleship in an increasingly pluralistic world. Students will be given the opportunity to put the knowledge they gain in the classroom into practice through completion of a guided missions internship.

### **Program Objectives**

10. Students will demonstrate knowledge of and thoughtful engagement with contemporary cultures from an articulate and compassionate Christian worldview.
11. Students will demonstrate competence in either biblical Hebrew or Latin.

## B.A. in Theology and Letters

This major focuses upon great works of Western Civilization with a view to equipping students to evaluate the seminal ideas in the history of thought in light of the self-disclosure of the Triune God. The program will not merely expose students to the great thinkers and ideas of history, but it will equip them to participate in the Great Conversation while growing into mature human beings who are broad-minded and big-hearted, possessing firm convictions, and eager to pursue wisdom and wonder for the rest of their lives. Students will be given the opportunity to put the knowledge they gain in the classroom into practice through completion of a guided internship.

## Program Objectives

12. Students will demonstrate a growing ability to thoughtfully engage with and biblically evaluate seminal ideas in the history of thought.
13. Students will demonstrate competence in Latin.

The faculty completed comprehensive reviews of all undergraduate programs in 2019.

## Assessment

Bethlehem College and Seminary relies on a combination of formal and informal, internal and external measures for assessing student learning, including the following:

- Course Evaluations in which students evaluate their learning experience in the classroom
- Student Portfolios that highlight representative samples of student work completed during their program of study
- Exit Surveys and Exit Interviews with graduating students
- Data showing the placement and continuing education of our graduates

## Course Evaluations

All enrolled students receive letter grades for individual assignments, tests, and quizzes and final grades for each course. Students also submit course evaluations at the conclusion of each semester, and the Academic Dean reviews these course evaluations and discusses them on an annual or biannual basis with the course instructors to promote a culture of constructive feedback and continual refinement and improvement of our pedagogy. The course evaluations include ten objective questions that employ a Likert-type scale and three open-ended questions. As a benchmark, 80% of students will agree or strongly agree with the course evaluation questions.

Applicable course evaluation results:

1. This course achieved the learning objectives listed in the syllabus.
  - a. On a scale from 1 (Strongly Agree) to 5 (Strongly Disagree), the average score across traditional Bachelors classes during the Spring 2022 semester **was 1.4.**
9. The course assignments stimulated my personal and intellectual growth.
  - a. On a scale from 1 (Strongly Agree) to 5 (Strongly Disagree), the average score across traditional Bachelors classes during the Spring 2022 semester **was 1.5.**

10. My knowledge and understanding of the subject matter have increased because of this course.

- a. On a scale from 1 (Strongly Agree) to 5 (Strongly Disagree), the average score across traditional Bachelors classes during the Spring 2022 semester **was 1.4.**

11. The course integrated theoretical course concepts with real-world applications.

- a. On a scale from 1 (Strongly Agree) to 5 (Strongly Disagree), the average score across traditional Bachelors classes during the Spring 2022 semester **was 1.5.**

### Student Portfolios

The Student Portfolios include representative pieces of work from across the program, covering different years of study, different subjects, and different assignment types.

Successful completion of each portfolio component serves as the benchmark for meeting particular program objectives (PO) and corresponding institutional objectives (IO). Much of the portfolio among all students overlaps due to the Bachelor Core requirements. The contents of these Student Portfolios are listed below for the Bachelor Core, followed by those specific to the three majors offered.

### Bachelor of Arts Core

Portfolio Assignment	Course	Program Objectives	Institutional Objective
Leadership Essay	DISC 4001	PO4 (growing ability to synthesize) PO 7 (Christian formation)	IO 5 (motivate lifelong learners) IO 11 (foster maturity)
Greek Final Exam	GREK 2212	PO 6 (biblical Greek)	IO 2 (build Biblical truths) IO 11 (foster maturity)
Personal Spirituality Paper	HIST 3612	PO 3 (assess ideas and events) PO 7 (Christian formation)	IO 3 (equip students to learn)
Theological Essay	THEO 3530	PO 1 (collegiate skills) PO 2 (biblical worldview) PO 5 (Christian doctrine)	IO 1 (spread a passion) IO 2 (build Biblical truths) IO 3 (equip students to learn)
Internship Supervisor Report (where applicable)	INTN 4900	PO 8 (Christian service) PO 7 (Christian formation)	IO 8 (prepare students for ministry) IO 9 (inspire students to diverse ministries)

## Bachelor of Arts in Theology and Biblical Studies

Portfolio Assignment	Course	Program Objectives	Institutional Objective
Hebrew Final Exam	HEBR 4405	PO 9 (biblical Hebrew)	IO 4 (teach students the Bible)
Exegetical Paper	GREK 3225	PO 6 (biblical Greek)	IO 3 (equip students to learn) IO 4 (teach students the Bible)

## Bachelor of Arts in Theology and Global Studies

Portfolio Assignment	Course	Program Objectives	Institutional Objective
Critical Book Review	THEO 3530 MISS 4130	PO 1 (collegiate skills) PO 3 (integrated understanding) PO 10 (contemporary cultures)	IO 3 (equip students to learn)
Hebrew Final Exam OR Latin Final Exam	HEBR 4420/ LATN 2211	PO 11 (biblical Hebrew/Latin)	IO 4 (teach students the Bible)

## Bachelor of Arts in Theology and Letters

Portfolio Assignment	Course	Program Objectives	Institutional Objective
Shakespeare Interpretation Paper	GTBK 4080	PO 12 (seminal ideas)	IO 6 (provide academic rigor)
Latin Final Exam	LATN 2211	PO 13 (Latin)	IO 3 (equip students to learn)

### Exit Surveys

Bethlehem College and Seminary has conducted personal interviews and exit surveys with our graduating students for many years. All graduating students are asked to respond to 20 global survey questions as well as several program-specific questions, and

these questions are tied to specific institutional objectives. As a benchmark, 75% of reporting students will respond favorably to each exit-interview question.

<b>Exit Survey Question (All Programs)</b>	<b>Corresponding Objective</b>
1. How satisfied are you with your overall experience and education at Bethlehem College & Seminary?	Global Question
2. How well has Bethlehem College & Seminary equipped you for the next stage in your life?	Institutional Objective 8
3. How well has your time at Bethlehem College & Seminary equipped and motivated you to be a lifelong learner?	Institutional Objective 5
4. How much have you grown in your understanding and embrace of historic Christian doctrine during your studies at Bethlehem College & Seminary?	Institutional Objective 2
5. How much have you grown in your confidence in God's inerrant Word?	Institutional Objective 4
6. In general, has the liveliness and joy of your faith in Christ grown during your time at Bethlehem College & Seminary?	Institutional Objective 2
7. How well has your education at Bethlehem equipped you to affirm and challenge arguments in a fair and thoughtful way?	Institutional Objective 6
8. How satisfied are you with your mentorship experience?	Institutional Objective 8
9. What church/campus were you most connected to during your time at Bethlehem College & Seminary? (choose up to 2)	Institutional Objective 7
10. What church/campus were you most connected to during your time at Bethlehem College & Seminary?	Institutional Objective 7
11. How would you describe your church involvement during your time at Bethlehem College & Seminary?	Institutional Objective 7-8

12. How much has your education at Bethlehem College & Seminary been shaped by the school's integration into the life of Bethlehem Baptist Church?	Institutional Objective 7
13. Describe how you have grown intellectually and spiritually during your time at Bethlehem College & Seminary.	Global Question
14. What are two or three specific ways Bethlehem College & Seminary has prepared you for ministry in the home, the church, and the world?	Institutional Objective 8
15. How equipped are you to use Greek right now?	Institutional Objective 4
16. How motivated are you to retain and use Greek after you leave Bethlehem College & Seminary?	Institutional Objective 5
17. What are two or three ways that Bethlehem College & Seminary can improve to better equip students in the future?	Global Question
18. Do you plan to pursue additional studies in the next five years?	Institutional Objective 5
19. What are your plans for this coming year?	Institutional Objective 8
20. How likely would you be to recommend Bethlehem College & Seminary to any like-minded potential students?	Global/Advancement Question

Representative questions:<sup>1</sup>

1. How satisfied are you with your overall experience and education at Bethlehem College & Seminary?

2020	2021	2022
4/4	6/6	11/11

<sup>1</sup> X/X are numbers representing number of students who responded favorably to the exit interview question/total respondents.

2. How well has Bethlehem College & Seminary equipped you for the next stage in your life (Benchmark for PO 7, 8)?

<b>2020</b>	<b>2021</b>	<b>2022</b>
4/4	6/6	11/11

3. How well has your time at Bethlehem College & Seminary equipped and motivated you to be a lifelong learner? (Benchmark for PO 3, 4)

<b>2020</b>	<b>2021</b>	<b>2022</b>
4/4	6/6	11/11

4. How much have you grown in your understanding and embrace of historic Christian doctrine during your studies at Bethlehem College & Seminary? (Benchmark for PO 2, 5)

<b>2020</b>	<b>2021</b>	<b>2022</b>
4/4	6/6	11/11

7. How well has your education at Bethlehem equipped you to affirm and challenge arguments in a fair and thoughtful way? (Benchmark for PO 1)

<b>2020</b>	<b>2021</b>	<b>2022</b>
4/4	6/6	11/11

Bethlehem College and Seminary  
**Traditional Graduate Programs**  
Objectives, Measurements, and Outcomes

Bethlehem offers three traditional Master of Arts degrees designed for students seeking graduate-level work in theology, missiology, or humanities. All three feature core courses in Christian doctrine and Greek, but the three programs also include the following distinctives:

- (1) Theology and Biblical Studies – Hebrew & Ethics
- (2) Theology and Global Studies – Missions & Anthropology
- (3) Theology and Letters – The Great Books

#### [M.A. in Theology and Biblical Studies](#)

This graduate degree focuses on interpreting Scripture in its historical, literary, canonical, and redemptive- historical contexts. Students in this program will learn both Greek and Hebrew and will apply their study of the biblical languages to the exegesis of select books in the Old and New Testaments. Students will also grow in their ability to synthesize and articulate theological truths by participating in a series of graduate-level historical, systematic, and biblical-theological courses. All courses will impress upon students the need to apply the truth learned to themselves, their church, and the surrounding culture. Students will develop a strong grasp of the storyline of the Bible, the remarkable and Christ-centered unity between the Old and New Testaments, and the expansion of God’s global kingdom in history. Students will demonstrate mastery of the program’s content through completion of either comprehensive exams or a master’s thesis.

#### **Program Objectives**

1. Students will demonstrate broad-based graduate skills in inquiry, interpretation, reflection, and oral and written communication.
2. Students will demonstrate a thorough grasp of the system of Christian doctrine as found in Scripture and developed through church history.
3. Students will demonstrate competence in biblical Greek language and exegesis.

4. Students will demonstrate competence in biblical Hebrew language and exegesis.

### M.A. in Theology and Global Studies

This graduate degree invites students to examine carefully the historical and contemporary issues affecting cross-cultural ministry. Students in this program will learn biblical Greek and will apply their study of the language to the exegesis of select books in the New Testament. Students will also grow in their ability to synthesize and articulate theological truths by participating in a series of graduate-level historical, systematic, and biblical-theological courses. In addition, this graduate program gives students theological categories for assessing methodologies proposed by the social sciences so that they might apply these insights to various contexts for ministry in a biblically faithful manner. Students will develop a strong grasp of the storyline of the Bible, the remarkable and Christ-centered unity between the Old and New Testaments, and the expansion of God's global kingdom in history. Students will demonstrate mastery of the program's content through completion of either comprehensive exams or a master's thesis.

#### **Program Objectives**

1. Students will demonstrate broad-based graduate skills in inquiry, interpretation, reflection, and oral and written communication.
2. Students will demonstrate a thorough grasp of the system of Christian doctrine as found in Scripture and developed through church history.
3. Students will demonstrate knowledge of and thoughtful engagement with contemporary cultures from an articulate and compassionate Christian worldview.
4. Students will demonstrate competence in biblical Greek language and exegesis.

### M.A. in Theology and Letters

This graduate degree focuses upon great works of Western Civilization with a view to equipping students to evaluate the seminal ideas in the history of thought in light of the self-disclosure of the triune God. Students in this program will learn biblical Greek and will apply their study of the language to the exegesis of select books in the New Testament. Students will also grow in their ability to synthesize and articulate theological truths by participating in a series of graduate-level historical, systematic, and biblical-theological courses. This graduate program will not merely expose students to the great thinkers and ideas of history, but it will equip them to participate in the "Great Conversation" while growing into mature human beings who are broad-minded and big-hearted, possessing firm convictions, and eager to pursue wisdom and wonder for the rest of their lives. Students will demonstrate mastery of the program's content through completion of either comprehensive exams or a master's thesis.

#### **Program Objectives**

1. Students will demonstrate broad-based graduate skills in inquiry, interpretation, reflection, and oral and written communication.
2. Students will demonstrate a thorough grasp of the system of Christian doctrine as found in Scripture and developed through church history.
3. Students will demonstrate a growing ability to thoughtfully engage with and biblically evaluate seminal ideas in the history of thought.
4. Students will demonstrate competence in biblical Greek language and exegesis.

## **Assessment**

Bethlehem College and Seminary relies on a combination of formal and informal, internal and external measures for assessing student learning, including the following:

- Course Evaluations in which students evaluate their learning experience in the classroom
- Student Portfolios that highlight representative samples of student work completed during their program of study
- Exit Surveys and Exit Interviews with graduating students
- Data showing the placement and continuing education of our graduates

## **Course Evaluations**

All enrolled students receive letter grades for individual assignments, tests, and quizzes and final grades for each course. Students also submit course evaluations at the conclusion of each semester, and the Academic Dean reviews these course evaluations and discusses them on an annual or biannual basis with the course instructors to promote a culture of constructive feedback and continual refinement and improvement of our pedagogy. The course evaluations include ten objective questions that employ a Likert-type scale and three open-ended questions. As a benchmark, 80% of students will agree or strongly agree with the course evaluation questions.

Applicable course evaluation results:

1. This course achieved the learning objectives listed in the syllabus.
  - a. On a scale from 1 (Strongly Agree) to 5 (Strongly Disagree), the average score across M.A. classes during the Spring 2022 semester **was 1.7.**
9. The course assignments stimulated my personal and intellectual growth.
  - b. On a scale from 1 (Strongly Agree) to 5 (Strongly Disagree), the average score across M.A. classes during the Spring 2022 semester **was 1.6.**

10. My knowledge and understanding of the subject matter have increased because of this course.

- b. On a scale from 1 (Strongly Agree) to 5 (Strongly Disagree), the average score across M.A. classes during the Spring 2022 semester **was 1.7**.

11. The course integrated theoretical course concepts with real-world applications.

- b. On a scale from 1 (Strongly Agree) to 5 (Strongly Disagree), the average score across M.A. classes during the Spring 2022 semester **was 1.7**.

### Student Portfolios

The Student Portfolios include representative pieces of work from across the program, covering different years of study, different subjects, and different assignment types. Successful completion of each portfolio component serves as the benchmark for meeting particular program objectives (PO) and corresponding institutional objectives (IO).

Because the M.A. programs described here have not had any graduates and the programs are relatively new, appropriate student portfolio submissions are currently being evaluated. Once available, that data will be noted here.

### Exit Surveys

Bethlehem College and Seminary has conducted personal interviews and exit surveys with our graduating students for many years. All graduating students are asked to respond to 20 global survey questions as well as several program-specific questions, and these questions are tied to specific institutional objectives. Exit survey questions match the Bachelors program questions above. As a benchmark, 75% of reporting students will respond favorably to each exit-interview question.

Because the M.A. programs described here have not had any graduates, we have not yet accrued any results to report meaningful data in the evaluation of these programs. Once available, that data will be noted below.

Representative questions:

1. How satisfied are you with your overall experience and education at Bethlehem College & Seminary?
2. How well has Bethlehem College & Seminary equipped you for the next stage in your life (Benchmark for PO 7, 8)?
3. How well has your time at Bethlehem College & Seminary equipped and motivated you to be a lifelong learner? (Benchmark for PO 3, 4)
4. How much have you grown in your understanding and embrace of historic Christian doctrine during your studies at Bethlehem College & Seminary? (Benchmark for PO 2, 5)
7. How well has your education at Bethlehem equipped you to affirm and challenge arguments in a fair and thoughtful way? (Benchmark for PO 1)