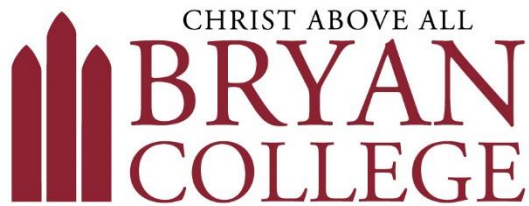


Student Outcomes Manual



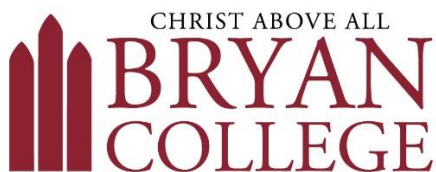
2020-2021

This document provides up-to-date assessment information to the stakeholders of Bryan College regarding the extent to which the college's educational goals and student learning outcomes have been met.

Office of Institutional Effectiveness

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Educational Goals
Student Learning Outcomes

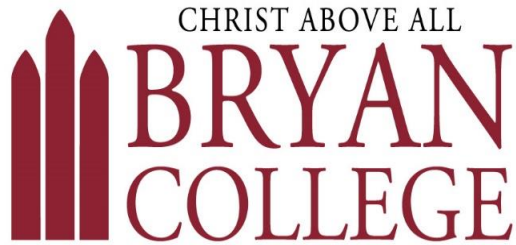
Academic Year: 2020-2021

College Mission:

The mission of Bryan College is to educate students to become servants of Christ to make a difference in today's world. The College seeks to assist in the personal growth and development of qualified students by providing an education based upon an integrated understanding of the Bible and the liberal arts.

Educational Goals	Assessment Procedures & Instruments
<p>1. Students will <i>develop a knowledge of the Bible and the liberal arts and an ability to harmonize that knowledge through an understanding of their relationships.</i></p>	<p><u>Student Achievement Criteria</u></p> <ul style="list-style-type: none"> • Student Satisfaction Inventory • ETS Proficiency Profile • Senior Oral Examinations, Presentations, and/or Recitals • Alumni Surveys <p><u>Other Assessments</u></p> <ul style="list-style-type: none"> • Student/Peer Course Evaluations • General Education Learning Outcomes Survey • Student Satisfaction Survey • Major Surveys
<p>2. Students will <i>develop competency in one or more subjects as a foundation for graduate study or vocations related to the disciplines of Christian Studies, Humanities, Natural Science, and Social Science.</i></p>	<p><u>Student Achievement Criteria</u></p> <ul style="list-style-type: none"> • Alumni Surveys • ETS Proficiency Profile • Praxis II, ETS Major Field Tests, ACAT History Exam • Senior Oral Examinations & Performance Platforms • Field Experience & Internship Evaluations <p><u>Other Assessments</u></p> <ul style="list-style-type: none"> • Student/Peer Course Evaluations • Educational Goals Survey • General Education Learning Outcomes Survey • Student Satisfaction Inventory
<p>3. Students will <i>demonstrate academic excellence by thinking critically, working independently and cooperatively, communicating clearly, and expressing themselves creatively.</i></p>	<p><u>Student Achievement Criteria</u></p> <ul style="list-style-type: none"> • Alumni Surveys • ETS Proficiency Profile • Praxis II, ETS Major Field Tests, ACAT History Exam • Senior Oral Examinations & Performance Platforms • Field Experience & Internship Evaluations <p><u>Other Assessments</u></p> <ul style="list-style-type: none"> • Student/Peer Course Evaluations • Student Surveys • Educational Goals Survey

Educational Goals	Assessment Procedures & Instruments
	<ul style="list-style-type: none"> • General Education Learning Outcomes Survey • Student Satisfaction Inventory
<p>4. Students will develop wholesome attitudes, healthful habits, responsible citizenship, constructive interests and skills, and the recognition that education is a continuing process.</p>	<p><u>Student Assessment Criteria</u></p> <ul style="list-style-type: none"> • Alumni Surveys • Student Satisfaction Inventory • ETS Proficiency Profile <p><u>Other Assessments</u></p> <ul style="list-style-type: none"> • Spiritual Formation Survey • Educational Goals Survey • General Education Learning Outcomes Survey • Evaluations of Chapels • Conference Evaluations • Leadership Training Evaluations
<p>5. Students, faculty, and staff will serve the local community and the Bryan constituency with academic and creative experiences and consultative services in ways consistent with the educational philosophy, purpose, and resources of the College.</p>	<p><u>Student Assessment Criteria</u></p> <ul style="list-style-type: none"> • Alumni Surveys • Field Experience & Internship Evaluations <p><u>Other Assessments</u></p> <ul style="list-style-type: none"> • Educational Goals Survey • General Education Learning Outcomes Survey • Student Satisfaction Inventory • PCI Evaluations • Spiritual Formation Survey
<p>6. Students will mature spiritually by engaging in opportunities for Christian leadership, ministry, service, worship, and discipleship.</p>	<p><u>Student Assessment Criteria</u></p> <ul style="list-style-type: none"> • Alumni Surveys • Student Satisfaction Inventory • Field Experience and Internship Evaluations <p><u>Other Assessments</u></p> <ul style="list-style-type: none"> • MLK Service Evaluations • Student Surveys • Educational Goals Survey • General Education Learning Outcomes Survey • Evaluations of Chapels • PCI Evaluations • CLF Evaluations • Spiritual Life Conference Evaluations
<p>7. Students will enhance their undergraduate and graduate education by participation in research projects and colloquia conducted by Bryan's faculty, academic departments, and affiliate and ancillary organizations.</p>	<p><u>Student Assessment Criteria</u></p> <ul style="list-style-type: none"> • Research Projects, Written/Oral Reports, Presentations, Recitals <p><u>Other Assessments</u></p> <ul style="list-style-type: none"> • Educational Goals Survey • General Education Learning Outcomes Survey • Student Satisfaction Inventory



**GENERAL EDUCATION
LEARNING OUTCOMES**

Academic Year: 2020-2021

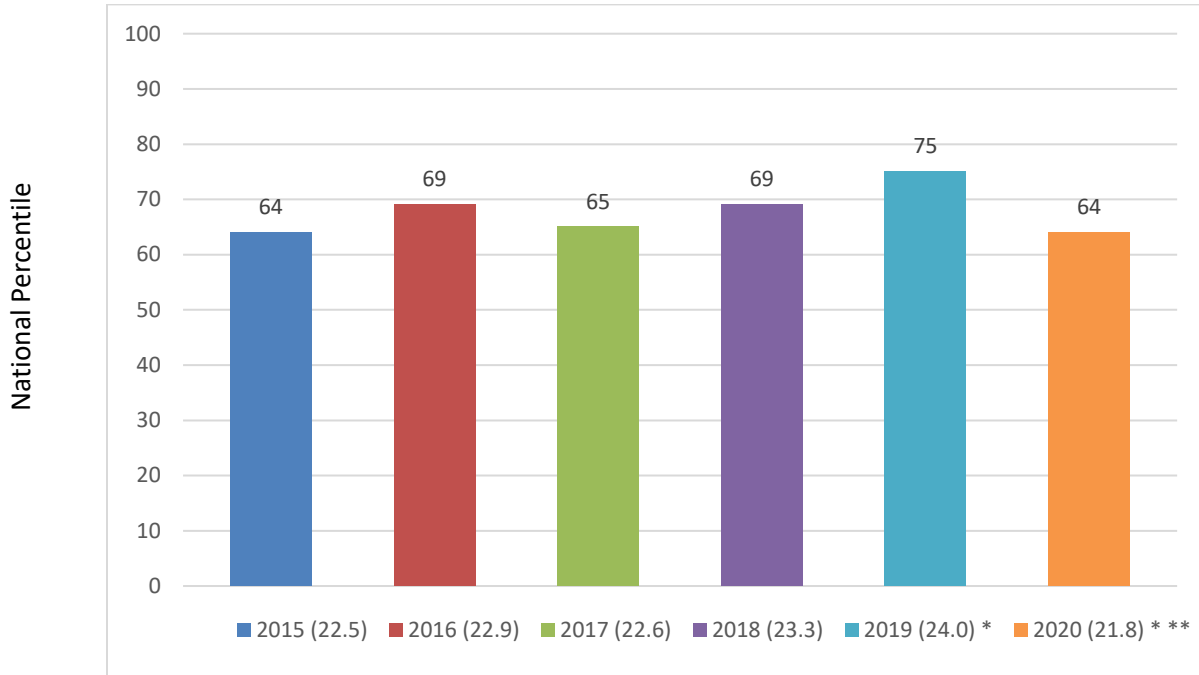
College Mission:

The mission of Bryan College is to educate students to become servants of Christ to make a difference in today's world. The College seeks to assist in the personal growth and development of qualified students by providing an education based upon an integrated understanding of the Bible and the liberal arts.

Learning Outcomes	Assessment Procedures & Instruments
<p>1. Students will make a difference in today's world by <i>strengthening their educational foundation.</i></p>	<p><u>Student Achievement Criteria</u></p> <ul style="list-style-type: none"> • ETS Major Field Tests, ACAT History Exam • Alumni Surveys • ETS Proficiency Profile <p><u>Other Assessments</u></p> <ul style="list-style-type: none"> • Developmental Coursework Evaluation • Freshman English Course Evaluation • General Education Math Course Evaluation • Educational Goals Survey • General Education Learning Outcomes Survey • Student Satisfaction Inventory
<p>2. Students will make a difference in today's world by <i>developing a Christian Worldview.</i></p>	<p><u>Student Achievement Criteria</u></p> <ul style="list-style-type: none"> • Alumni Surveys • Spiritual Formation Survey <p><u>Other Assessments</u></p> <ul style="list-style-type: none"> • Christian Worldview Course Evaluation • Biblical Foundations Course Evaluation • Pentateuch Course Evaluation • New Testament Literature Course Evaluation • Christian Life Formation Course Evaluation • Educational Goals Survey • General Education Learning Outcomes Survey • Student Satisfaction Inventory • Curriculum Mapping • Practical Christian Involvement (PCI) Survey • PCI Evaluation

Learning Outcomes	Assessment Procedures & Instruments
<p>3. Students will make a difference in today's world by <i>engaging the culture.</i></p>	<p><u>Student Achievement Criteria</u></p> <ul style="list-style-type: none"> • Alumni Surveys • ETS Proficiency Profile <p><u>Other Assessments</u></p> <ul style="list-style-type: none"> • General Education Psychology Course Evaluation • Introduction to Communications Course Evaluation • Foreign Language Course Evaluation • Educational Goals Survey • General Education Learning Outcomes Survey • Student Satisfaction Inventory
<p>4. Students will make a difference in today's world by <i>exploring the arts.</i></p>	<p><u>Student Achievement Criteria</u></p> <ul style="list-style-type: none"> • Alumni Surveys • ETS Proficiency Profile <p><u>Other Assessments</u></p> <ul style="list-style-type: none"> • Introduction to Literature Course Evaluation • Introduction to Fine Arts Course Evaluation • Educational Goals Survey • General Education Learning Outcomes Survey • Student Satisfaction Inventory
<p>5. Students will make a difference in today's world by <i>understanding the natural world.</i></p>	<p><u>Student Achievement Criteria</u></p> <ul style="list-style-type: none"> • Alumni Surveys • ETS Proficiency Profile Lab Sciences Course Evaluation <p><u>Other Assessments</u></p> <ul style="list-style-type: none"> • Non-lab Sciences Course Evaluation • Concepts of Physical Fitness Course Evaluation • Exercise and Health Activities Course Evaluation • Educational Goals Survey • General Education Learning Outcomes Survey • Student Satisfaction Inventory

BRYAN FRESHMAN MEAN ACT SCORES



- **2020 National Average:** **20.7 (59th percentile)**
- **2019 Tennessee Average:** **19.4 (47th percentile)**
- **Four-Year National Average:** **20.9**
- **Four-Year Bryan Average:** **22.9**
- **Six-Year Bryan Average:** **22.9**

* Averages include a limited number of students that did not take the ACT; CLT or SAT scores were converted to an ACT score for these students.

** Beginning in the Fall of 2020 Bryan College stopped requiring ACT or equivalent tests for admissions, a limited number of incoming freshmen had no score to report.

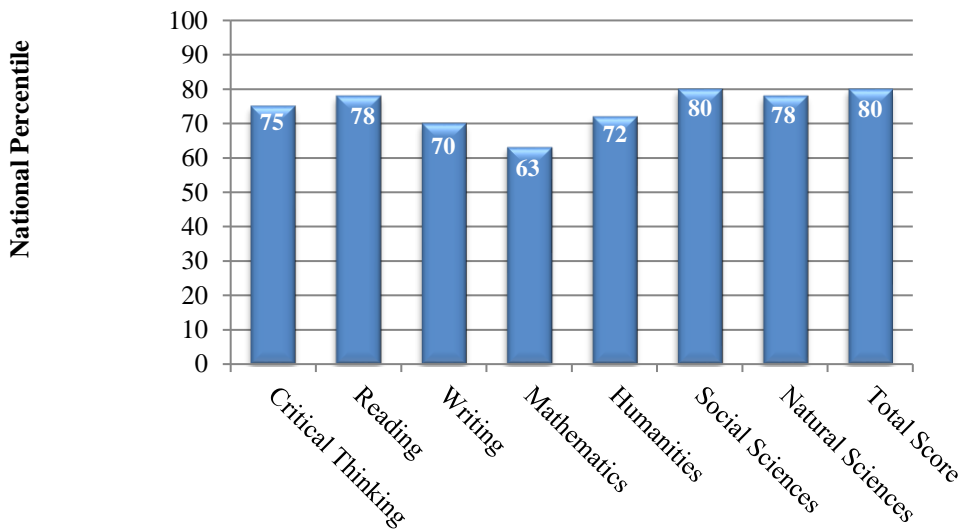
ETS Proficiency Profile

The charts below indicate how Bryan College students performed nationally on the *Proficiency Profile*. These percentiles represent the percentage of students in colleges/universities with a master's program that scored at or below the raw scores received by students at Bryan College.

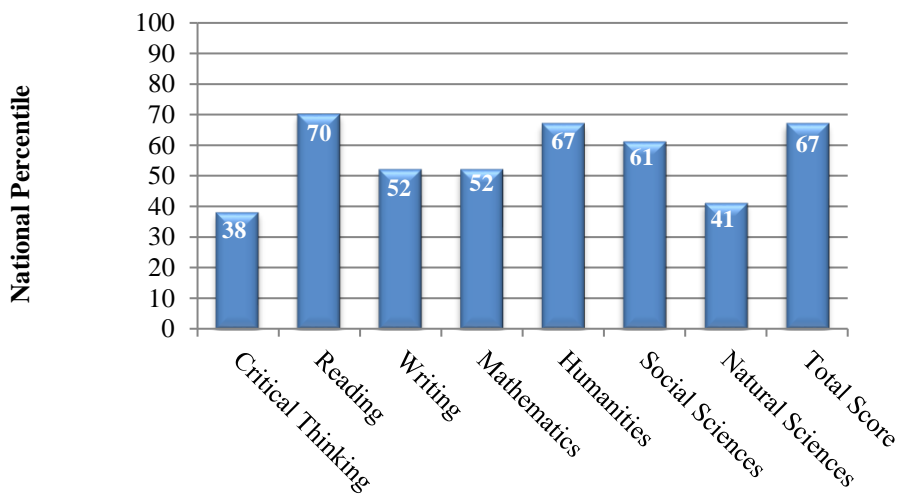
GENERAL EDUCATION LEARNING OUTCOMES

NATIONAL PERCENTILES (Senior & Freshman)

Senior (SP-21) Percentiles



Freshman (FA-20) Percentiles



ETS Proficiency Profile

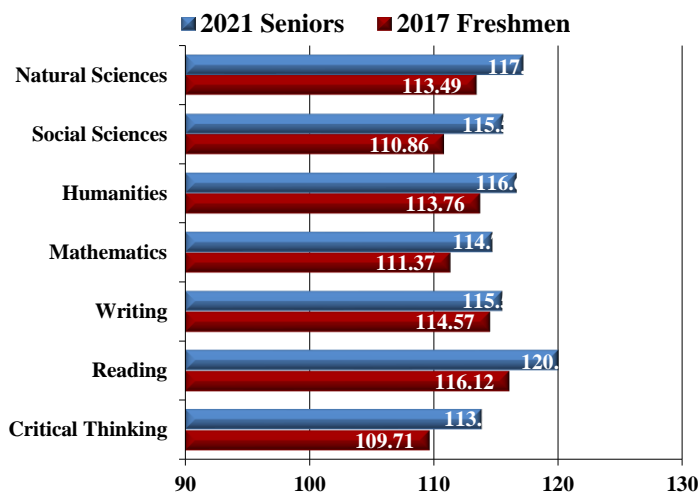
The charts below indicate how Bryan College students performed nationally on the *Proficiency Profile*. These scores represent the performance of Bryan freshmen and senior students in colleges/universities with a master's program: categories possible range from 100-130.

GENERAL EDUCATION LEARNING OUTCOMES

NATIONAL PERCENTILES (New Students & Seniors)

Mean score for Seniors = 451.1 (57%ile nationally)

Mean score for New Students = 437 (50%ile nationally)



	Value Added to 2021 Seniors compared to Freshmen 2017 scores
Total Score	11.94
Critical Thinking	4.13
Reading	3.9
Writing	0.93
Mathematics	3.33
Humanities	2.9
Social Sciences	4.72
Natural Sciences	3.71

Bryan College administers the ETS Proficiency Profile to both freshmen and senior students to measure student achievement in relation to the effectiveness of the College's general education curriculum.

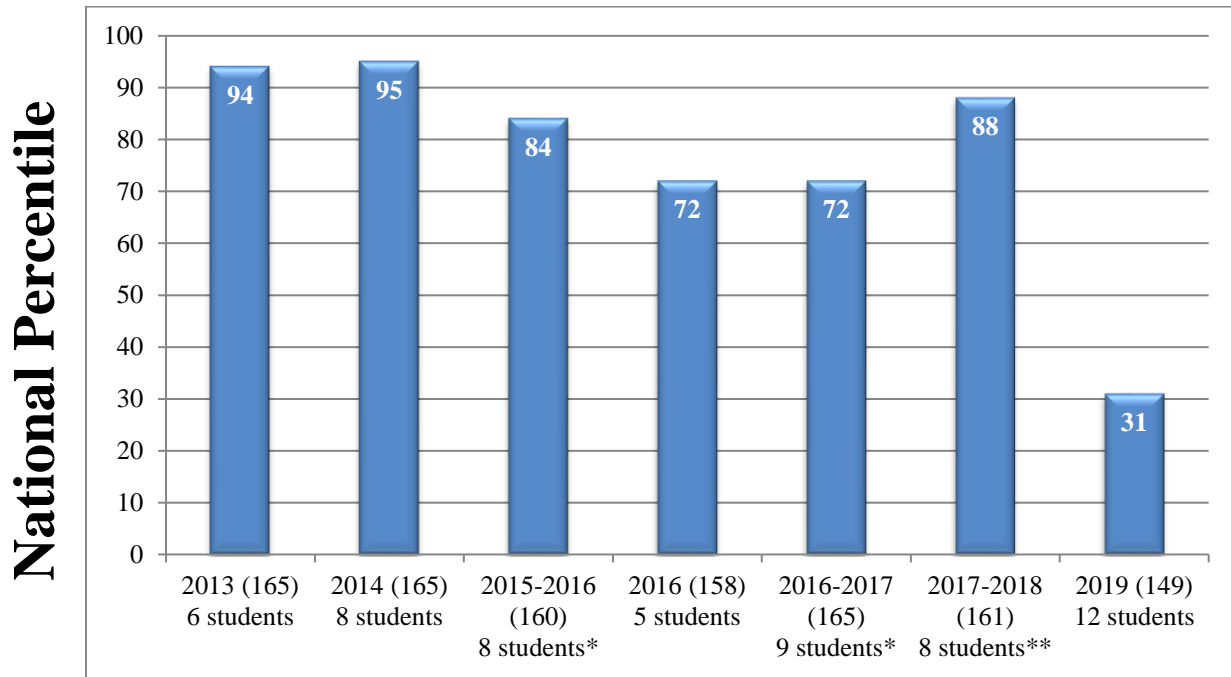
Bryan College's minimal threshold for this senior percentile on this student achievement measure is 50%. EXCEEDED

Bryan College's goal is to increase student achievement by raising the mean senior score, versus freshmen from the same incoming class, by 5 points (11.94 mean achieved). EXCEEDED

ETS MAJOR FIELD TEST BIOLOGY

2013 – 2019 ~

TOTAL STUDENTS, 42 seniors



Mean scores are shown in parentheses; the range of scores is 120-200.

~ Due to COVID-19 testing did not occur in the spring of 2020, the ACAT was adopted in 2021, see the next page for results

*2015 is combined with 2016: 3 students took the exam in 2015

**2017 is combined with 2016: 4 students took the exam in 2017

***2018 is combined with 2017: 4 students took the exam in 2018

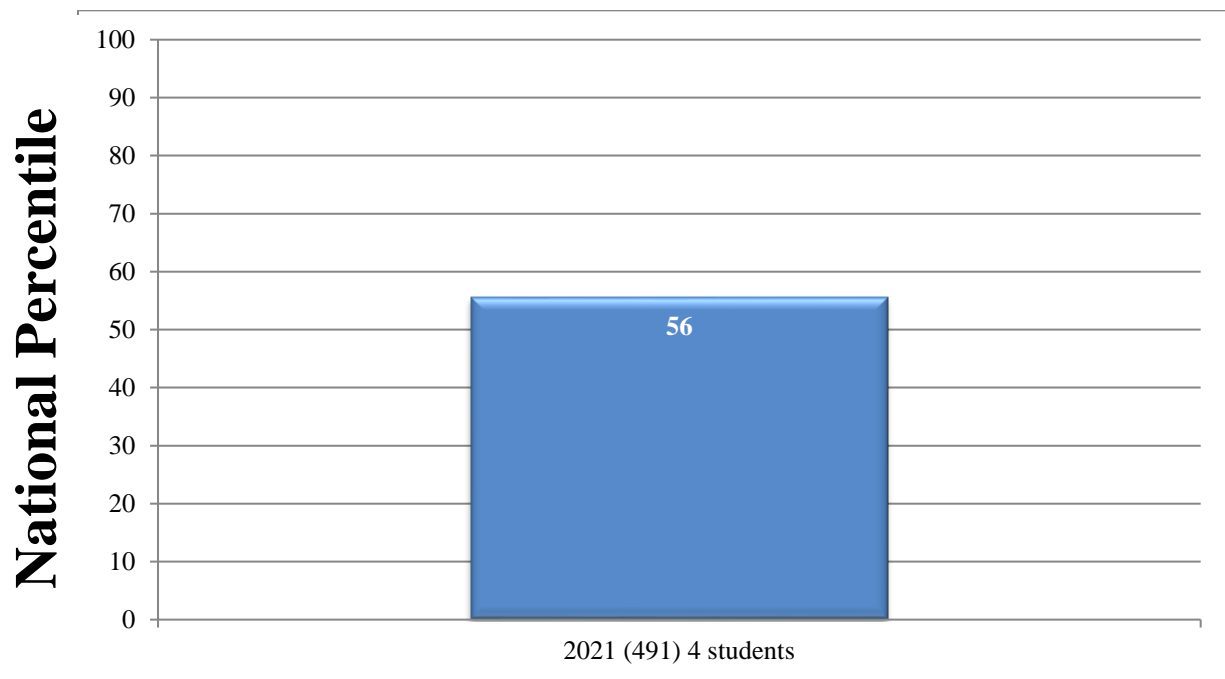
Seven-Year Bryan Average: 160.4

Bryan College's goal/target is 75th percentile or above for tested majors. NOT MET

Bryan College's minimal threshold is 50th percentile for tested majors. Programs with recent data below this threshold undergo review and modification to improve student achievement outcomes. NOT MET

ACAT TEST BIOLOGY 2021

TOTAL STUDENTS, 4 seniors



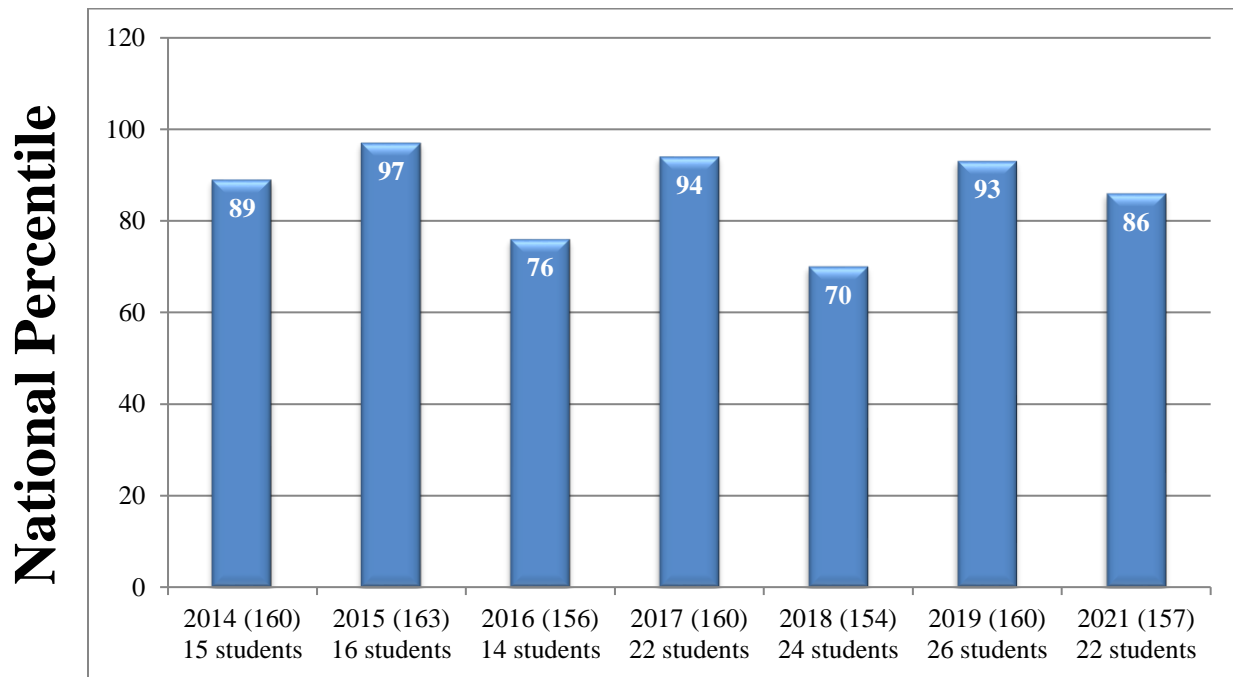
Bryan College's goal/target is 75th percentile or above for tested majors. NOT MET

Bryan College's minimal threshold is 50th percentile for tested majors. Programs with recent data below this threshold undergo review and modification to improve student achievement outcomes. EXCEEDED

ETS MAJOR FIELD TEST BUSINESS

2014 – 2021 ~

TOTAL STUDENTS: 139 seniors



Mean scores are shown in parentheses; the possible range of scores is 120-200.

~ Due to COVID-19 testing did not occur in the spring of 2020

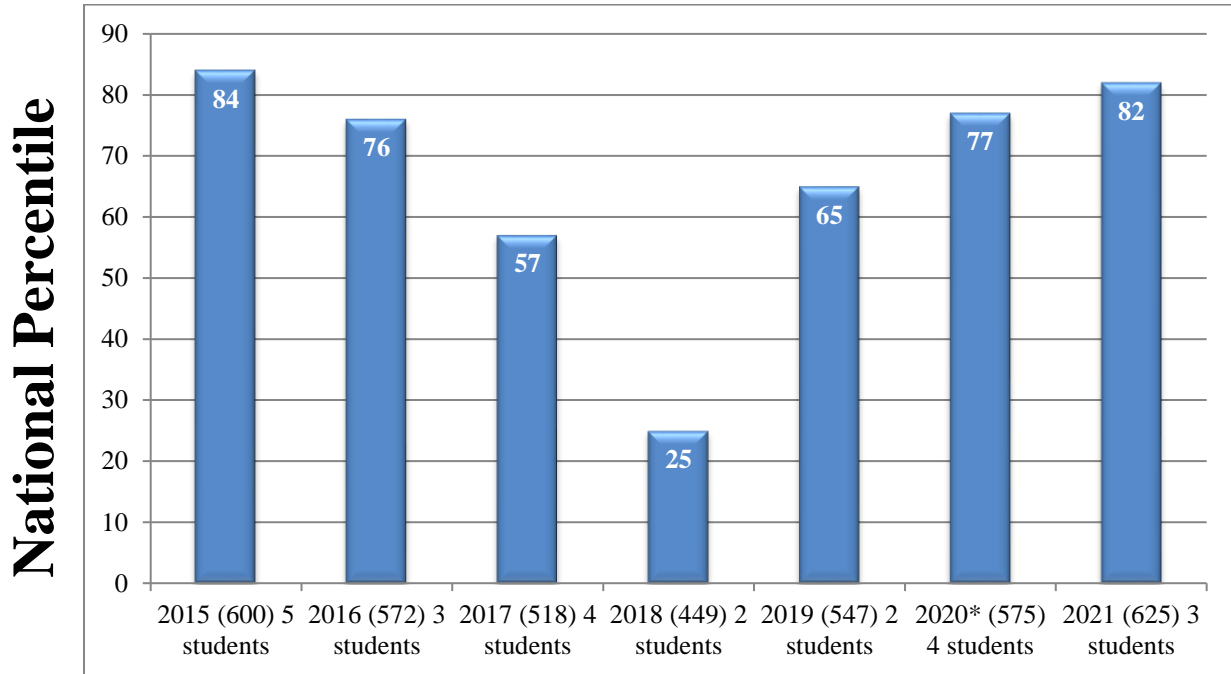
Seven-Year Bryan Average: 158.6

Bryan College's goal/target is 75th percentile or above for tested majors. **EXCEEDED**

Bryan College's minimal threshold is 50th percentile for tested majors. Programs with recent data below this threshold undergo review and modification to improve student achievement outcomes. **EXCEEDED**

DISCIPLINE CONTENT ACAT EXAM HISTORY 2015 – 2021

TOTAL STUDENTS: 23 tested seniors



* Starting in 2020 Bryan College will not report Education majors in subject tests.

The range of scores is 200-800 for *ACAT* exams.

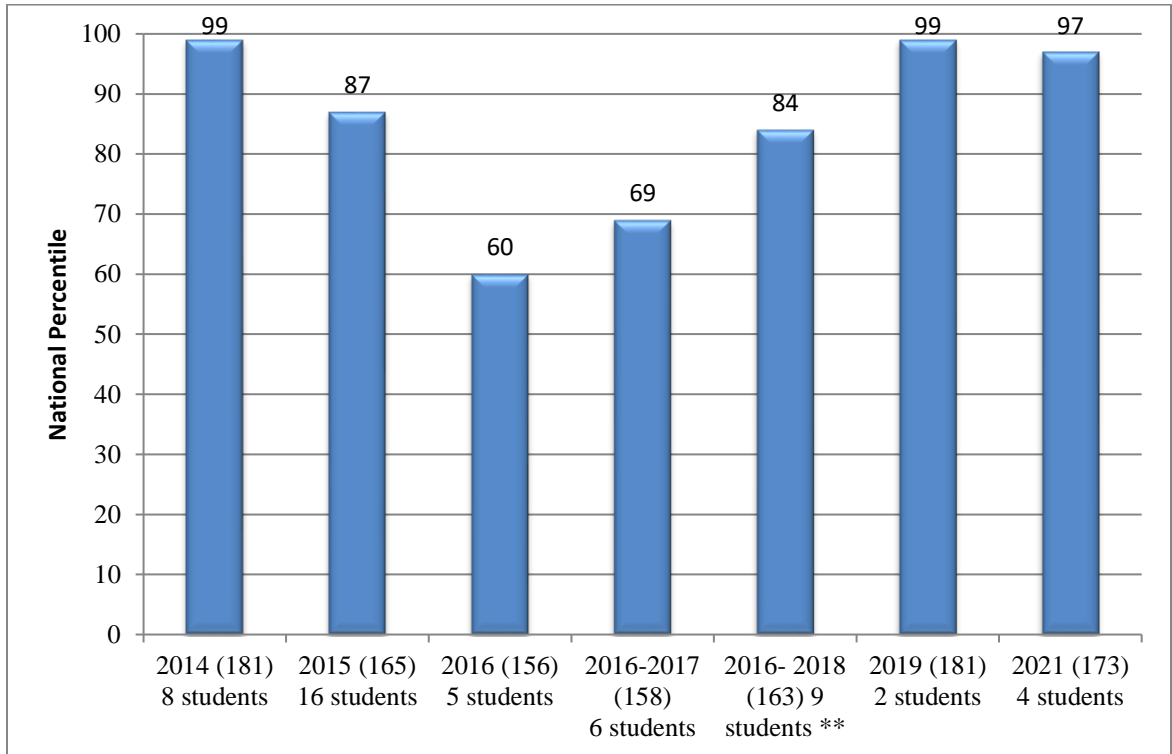
Seven-Year Bryan Average: 555

Bryan College’s goal/target is 75th percentile or above for tested majors. **EXCEEDED**

Bryan College’s minimal threshold is 50th percentile for tested majors. Programs with recent data below this threshold undergo review and modification to improve student achievement outcomes. **EXCEEDED**

ETS MAJOR FIELD TEST LITERATURE IN ENGLISH 2014- 2021 ~

TOTAL STUDENTS: 50 seniors



Mean scores are shown in parentheses; the range of scores is 120-200.

~ Due to COVID-19 testing did not occur in the spring of 2020

*2018 (3 students) is combined with 2017 (1 student) and 2016 (5 students)

**2017 (1 student) is combined with 2016 (5 students)

Seven-Year Bryan Average: 168.1

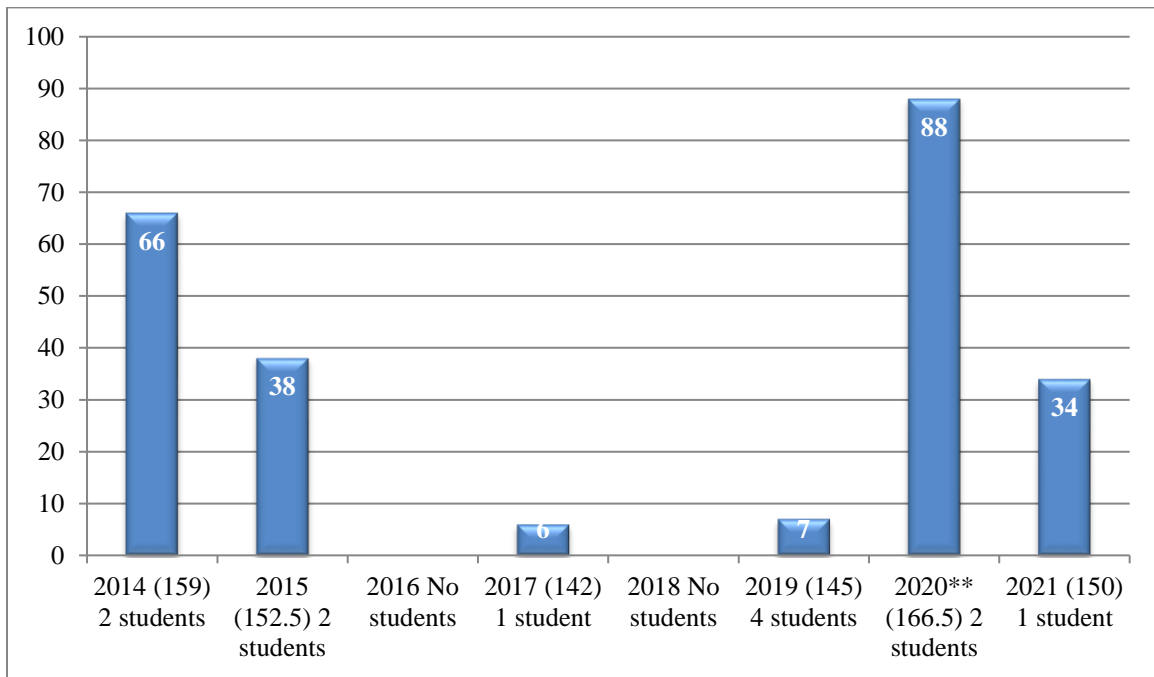
Bryan College's goal/target is 75th percentile or above for tested majors. **EXCEEDED**

Bryan College's minimal threshold is 50th percentile for tested majors. Programs with recent data below this threshold undergo review and modification to improve student achievement outcomes. **EXCEEDED**

ETS MAJOR FIELD EXAM MATHEMATICS

2014 - 2021

TOTAL STUDENTS: 12



Mean scores are shown in parentheses; the range of possible scores is 120-200.

2014-2021 Bryan Average: 152.5

** Starting in 2020 Bryan College did not report Education majors in subject tests.

National percentiles calculated for years 2017-2020 based on Comparative Data provided by ETS.

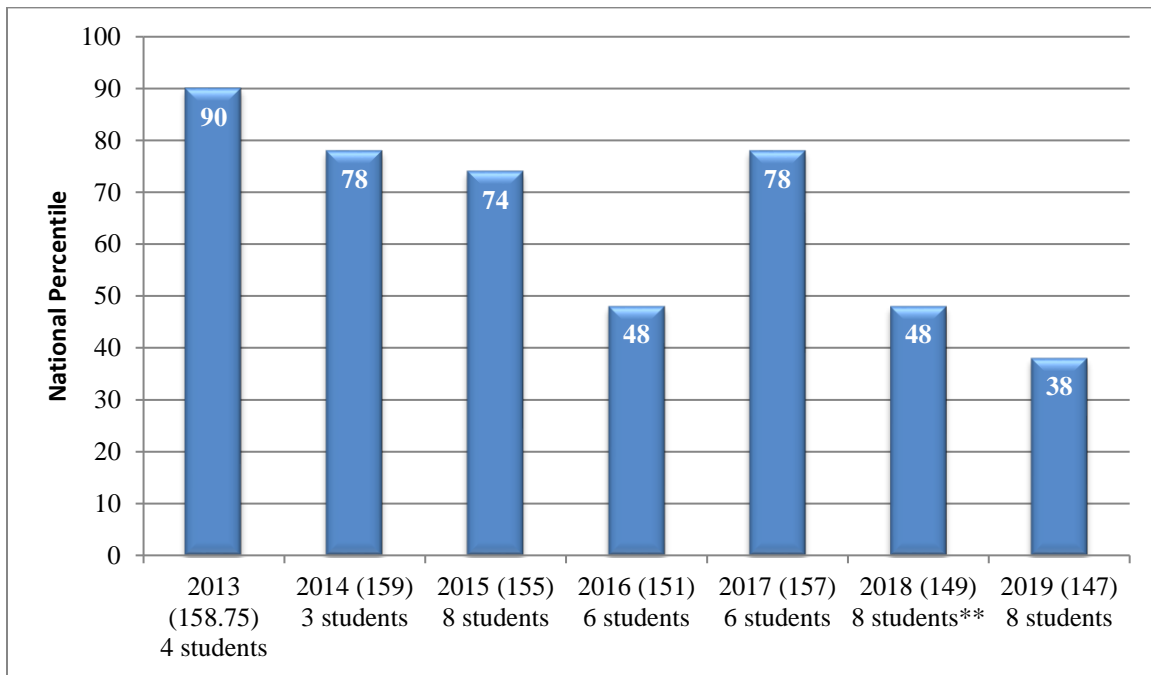
Bryan College's goal/target is 75th percentile or above for tested majors. NOT MET

Bryan College's minimal threshold is 50th percentile for tested majors. Programs with recent data below this threshold undergo review and modification to improve student achievement outcomes. NOT MET

ETS MAJOR FIELD EXAM MUSIC

2013 – 2019*

TOTAL STUDENTS: 37 students



Mean scores are shown in parentheses; the range of possible scores is 120-200.

* Starting in the fall of 2019 the music department transitioned from the ETS MFT to student portfolio evaluation, which is found in the next section.

**2018 (2 students) combined with 2017 (6 students)

Seven-Year Bryan Average: 155

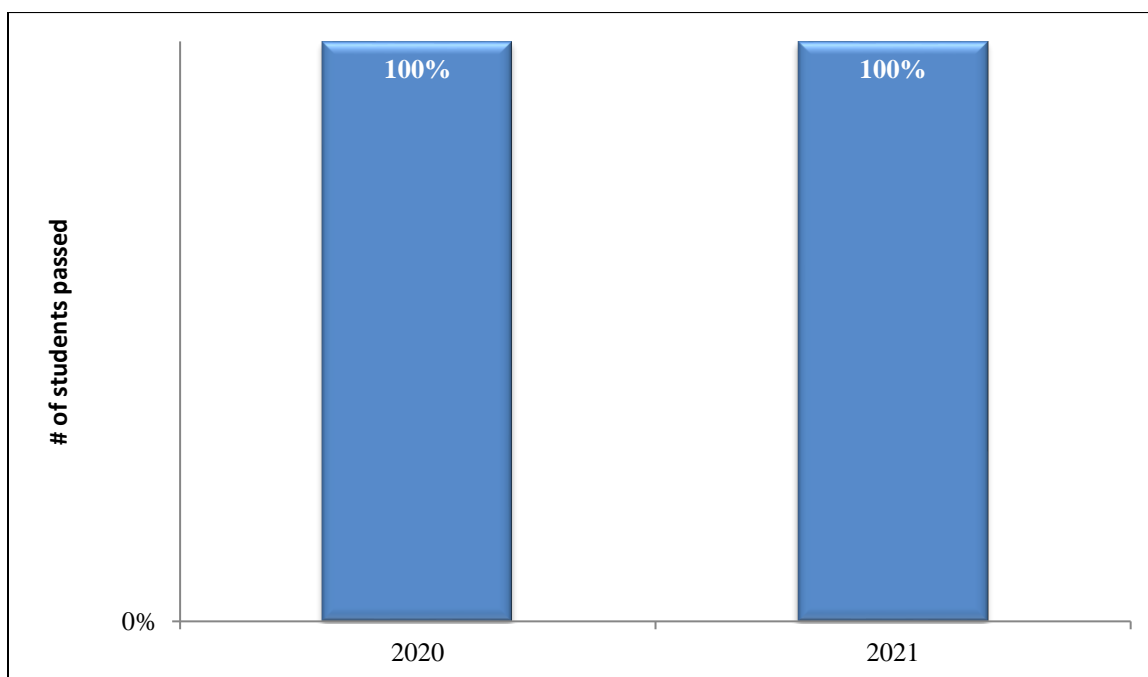
Note: Scores included in this data represent students participating in the following music major options:
Music Performance, Piano Pedagogy, Music Education, and Church Music/Music Ministry.
Bryan College's goal/target is 75th percentile or above for tested majors. NOT MET

Bryan College's minimal threshold is 50th percentile for tested majors. Programs with recent data below this threshold undergo review and modification to improve student achievement outcomes. NOT MET

PORTFOLIO EVALUATION MUSIC

2020*

TOTAL STUDENTS: 13 students



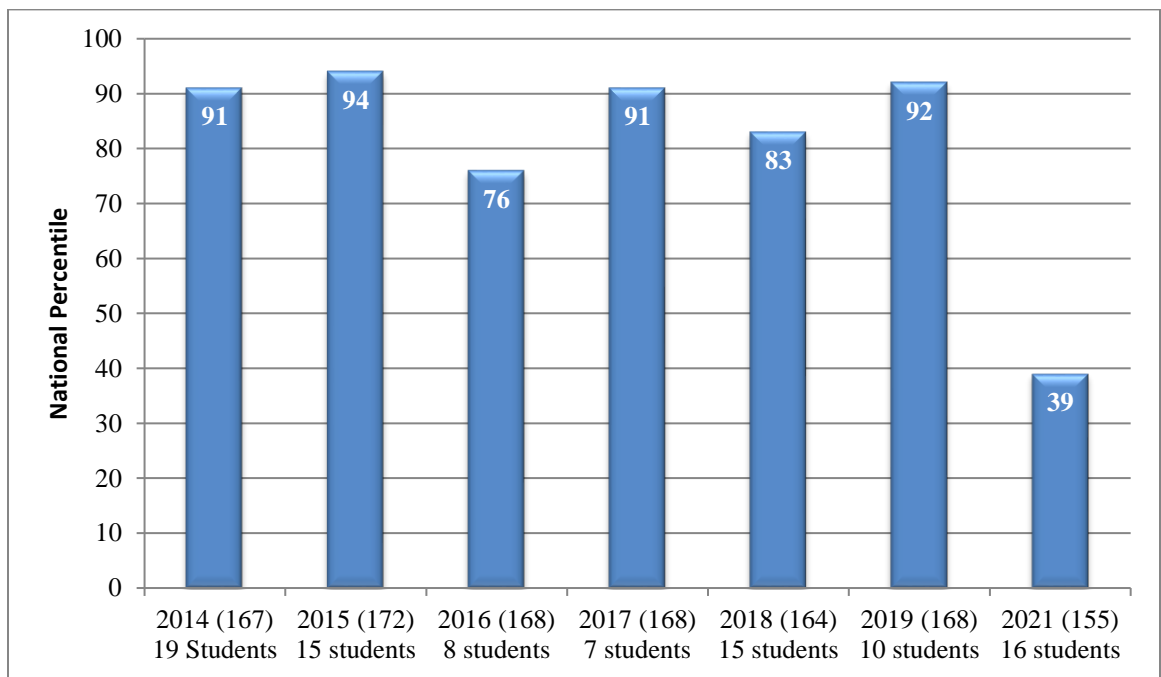
* Starting in the fall of 2019 the music department transitioned from the ETS MFT to student portfolio evaluation. The music department no longer requires the ETS MFT exam for the various majors connected to music because the results were skewed since only half of the degree programs require all the courses represented in ETS MFT. Bryan transitioned to a portfolio that students submit which includes check points that begin with their freshman year including these elements:

1. Letter of successful completion of the Freshman Advisory
2. Programs of all Repertoire performances (8 minimum required)
3. Programs of participations in all ensembles (16 minimum required)
4. Letter of successful completion of Sophomore Platform
5. Recital programs and program notes
6. Recital or Pedagogy paper of Applied area
7. Christian Worldview of the Arts/Pedagogy paper in Applied area

ETS MAJOR FIELD EXAM PSYCHOLOGY

2014 – 2021* ~

TOTAL STUDENTS: 90 seniors



Mean scores are shown in parentheses; the range of possible scores is 120-200.

*Note: In the 2014 version, dates were updated to reflect the academic year during which the test was administered.

~ Due to COVID-19 testing did not occur in the spring of 2020

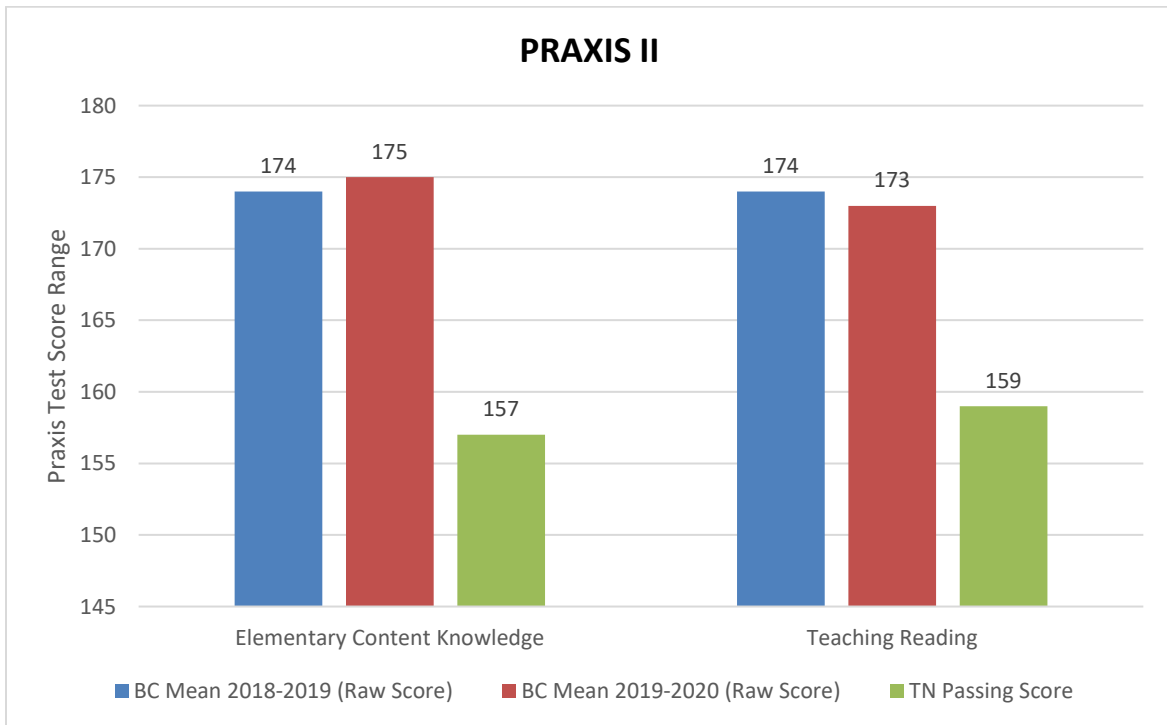
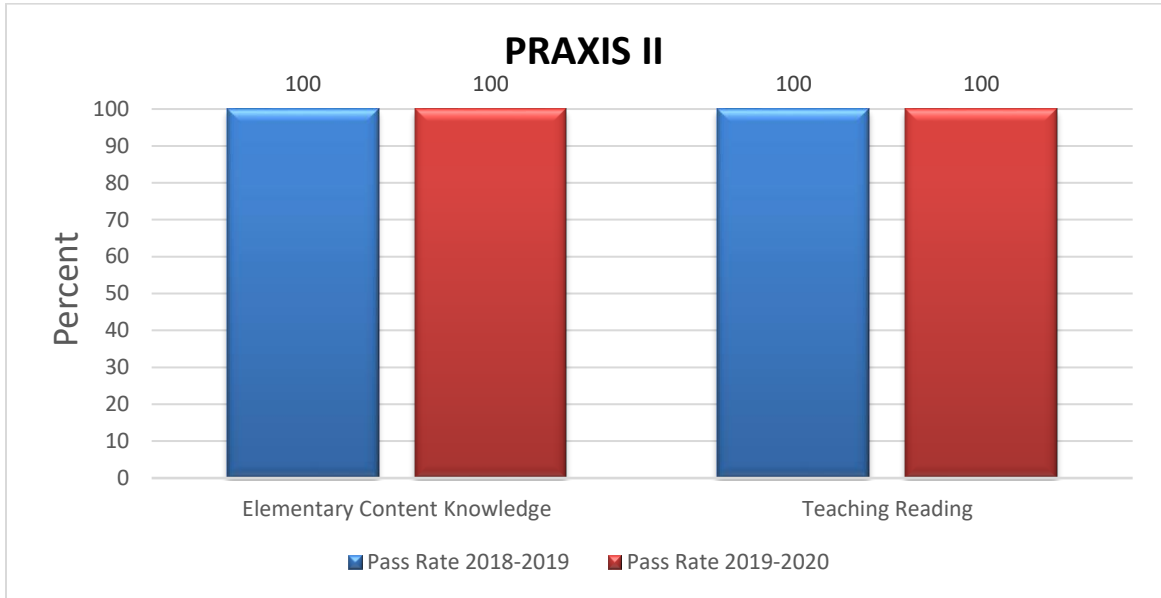
Seven-Year Bryan Average: 166

Bryan College's goal/target is 75th percentile or above for tested majors. NOT MET

Bryan College's minimal threshold is 50th percentile for tested majors. Programs with recent data below this threshold undergo review and modification to improve student achievement outcomes. NOT MET

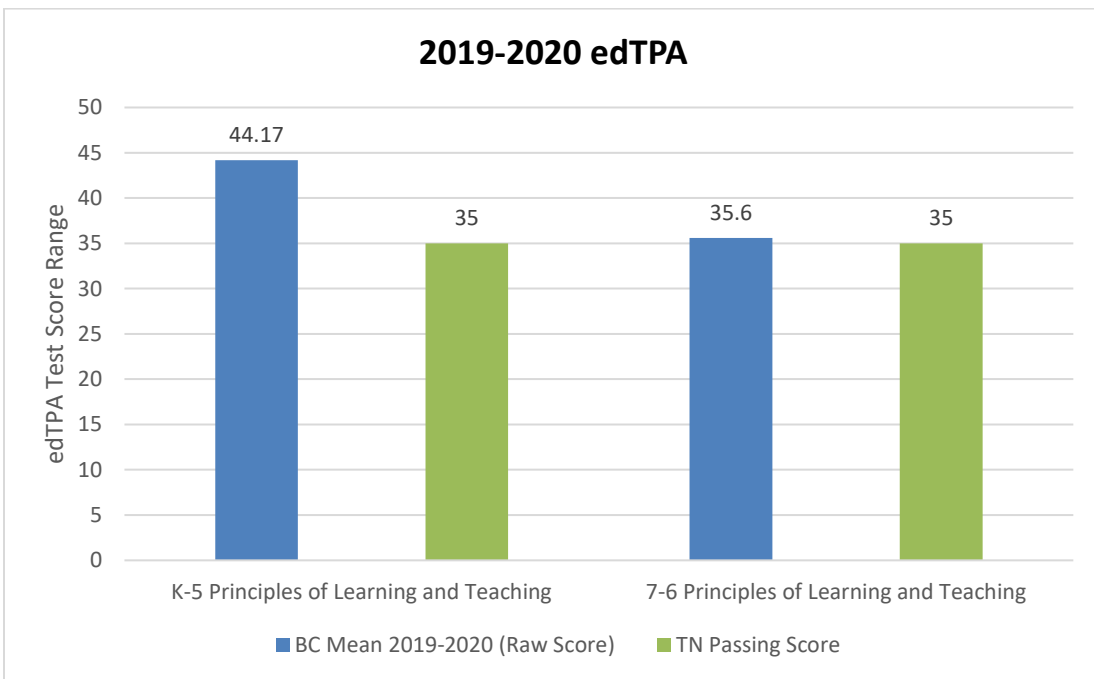
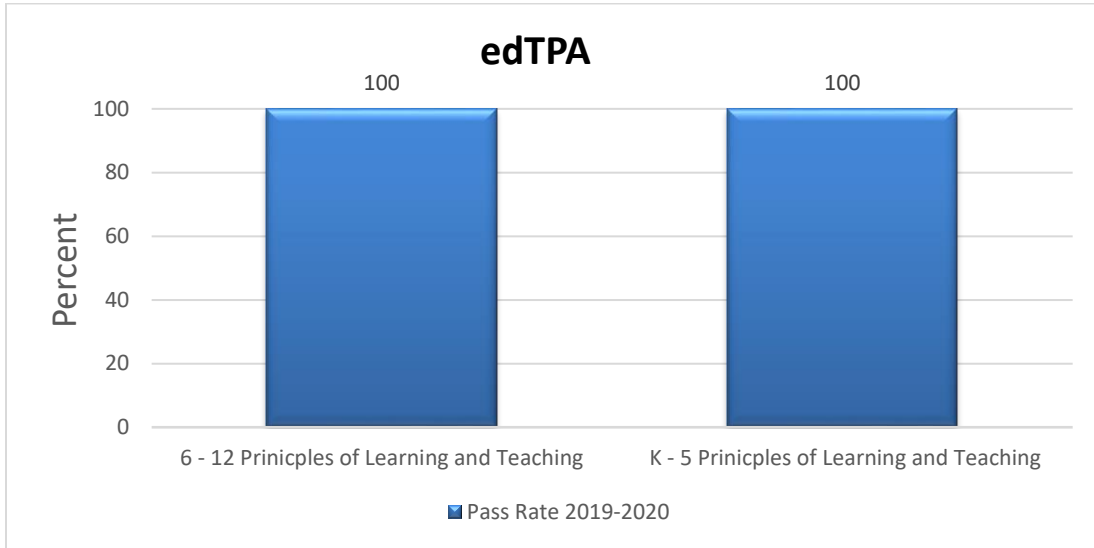
PRAXIS II SCORES EDUCATION LICENSURE MAJORS

PRAXIS II TOTAL STUDENTS: 29 students



edTPA * SCORES EDUCATION LICENSURE MAJORS

edTPA TOTAL STUDENTS: 21 students



* Starting in 2019 the education department began transition from the PRAXIS II exam to edTPA. Due to the transition there is insufficient data in subject areas/grade levels to break out additional areas for 2018-2019.

EDUCATION LICENSURE MAJORS

Subject Specific Assessment Results 2019/2020

Praxis II Content Area Assessment

6-12 Licensure	n-size	Pass Rate	Average Score	TN Passing Score
Biology	1	100%	179	148
English	1	100%	172	167
History	0	N/A	N/A	157

K-12 Licensure	n-size	Pass Rate	Average Score	TN Passing Score
Exercise Health Science	2	50%	164	169
Music	0	N/A	N/A	162

NES *

6-12 Licensure	n-size	Pass Rate	Average Score	TN Passing Score
Math	1	100%	266	220

* TN currently allows Praxis II or NES for math subject assessment

edTPA

6-12 Licensure	n-size	Pass Rate	Average Score	TN Passing Score **
Biology	1	0%	39	35/40
Math	1	100%	39	35/40
English	1	100%	39	35/40
History	0	N/A	N/A	35/40

K-12 Licensure	n-size	Pass Rate	Average Score	TN Passing Score **
Exercise Health Science	2	50%	33.7	35/40
Music	2	0%	35	35/40

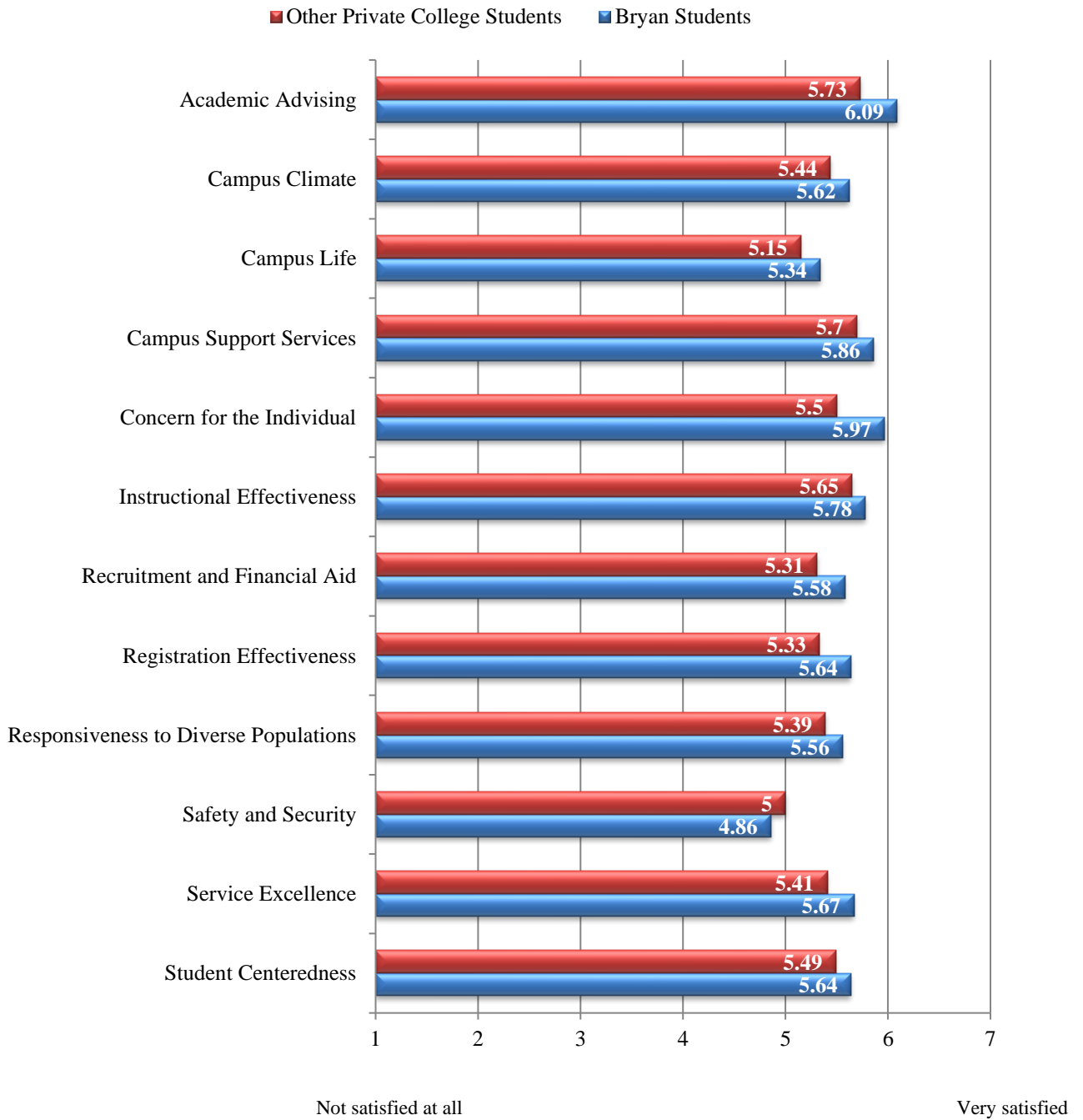
** Through December 2019 the passing score was 35 but increased to 40 beginning January 2020.

STUDENT SATISFACTION SURVEY (SSI)

How Satisfied Are Bryan Students Compared to
Students in Private Colleges

December 2020

(151 of 264 Students Surveyed – 57% of Sample Group)

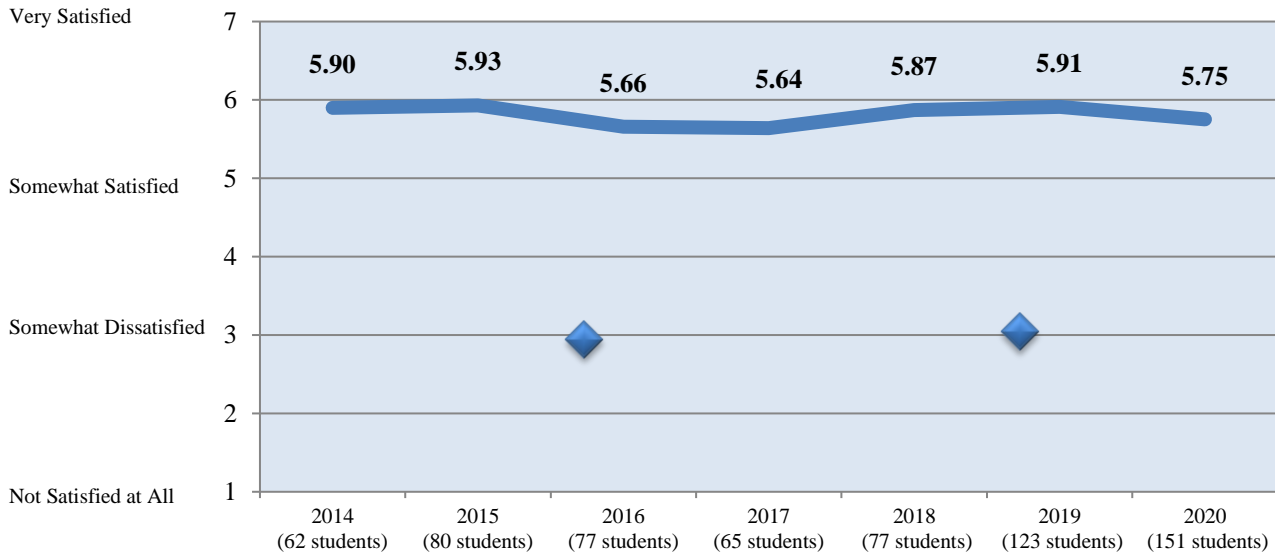


STUDENT EVALUATIONS OF MAJORS AND ADVISORS, 2014-2020

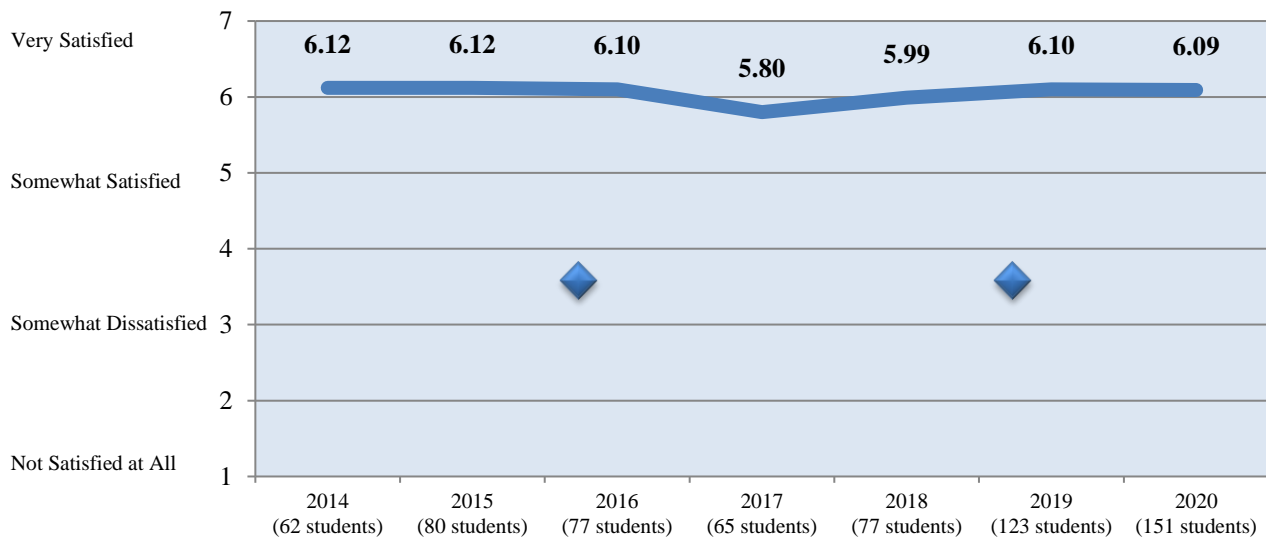
(from Student Satisfaction Inventory)

635 Students Responding Over 7 Years

CONTENT OF COURSES WITHIN THE MAJORS



ACADEMIC ADVISING



INSTITUTIONAL MISSION EXPRESSED AS EDUCATIONAL GOALS:

SSI Survey 2021

▪ December 2020 (151 of 264 Students Surveyed – 57% of Sample Group)

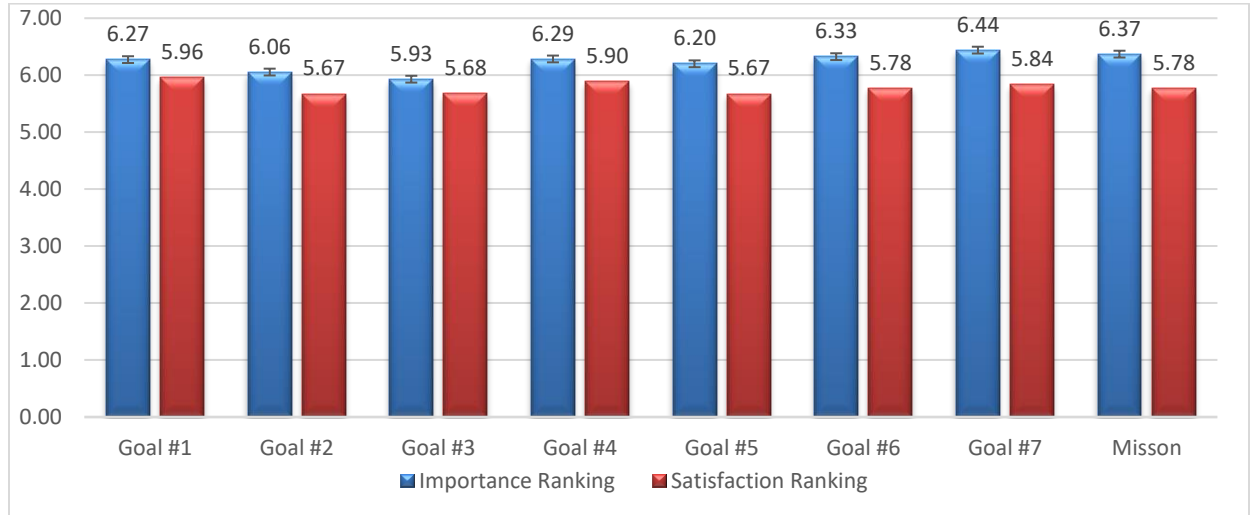
Degree to Which the Upperclassmen Students Stated They Achieved Bryan’s Mission and Educational Goals

Extensively

Moderately

Minimally

Not at all



Educational Goal #1 – “Students will develop a knowledge of the Bible and the liberal arts and an ability to harmonize that knowledge through an understanding of their relationships”

Educational Goal #2 - “Students will develop competency in one or more subjects as a foundation for graduate study or vocations related to the disciplines of Christian Studies, Humanities, Natural Science, and Social Science”

Educational Goal #3 – “Students will demonstrate academic excellence by thinking critically, working independently and cooperatively, communicating clearly, and expressing themselves creatively”

Educational Goal #4 – “Students will develop wholesome attitudes, healthful habits, responsible citizenship, constructive interests and skills, and the recognition that education is a continuing process”

Educational Goal #5 - “Students, faculty, and staff will serve the local community and the Bryan constituency with academic and creative experiences and consultative services in ways consistent with the educational philosophy, purposes, and resources of the College”

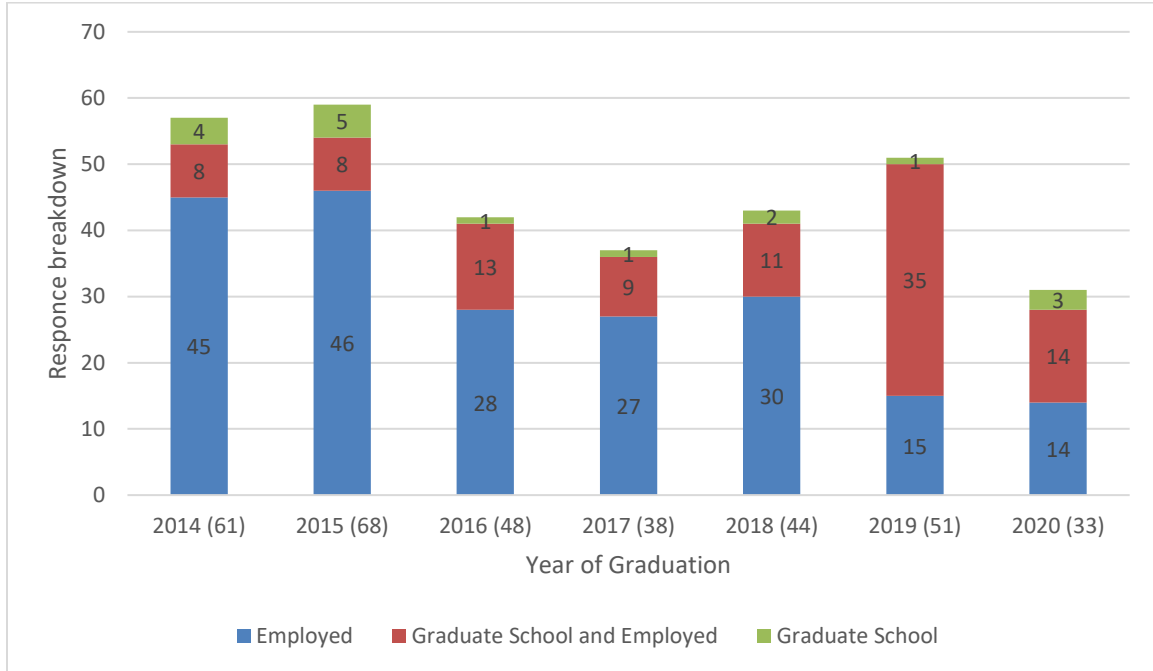
Educational Goal #6 - “Students will mature spiritually by engaging in opportunities for Christian leadership, ministry, service, worship, and discipleship”

Educational Goal #7 - “Students will enhance their undergraduate and graduate education by participation in research projects and colloquia conducted by Bryan’s faculty, academic departments, and affiliate and ancillary organizations”

Mission Statement - “Educating students to become servants of Christ to make a difference in today’s world”

CAREER & GRADUATE SCHOOL ALUMNI SURVEY 2014-2020

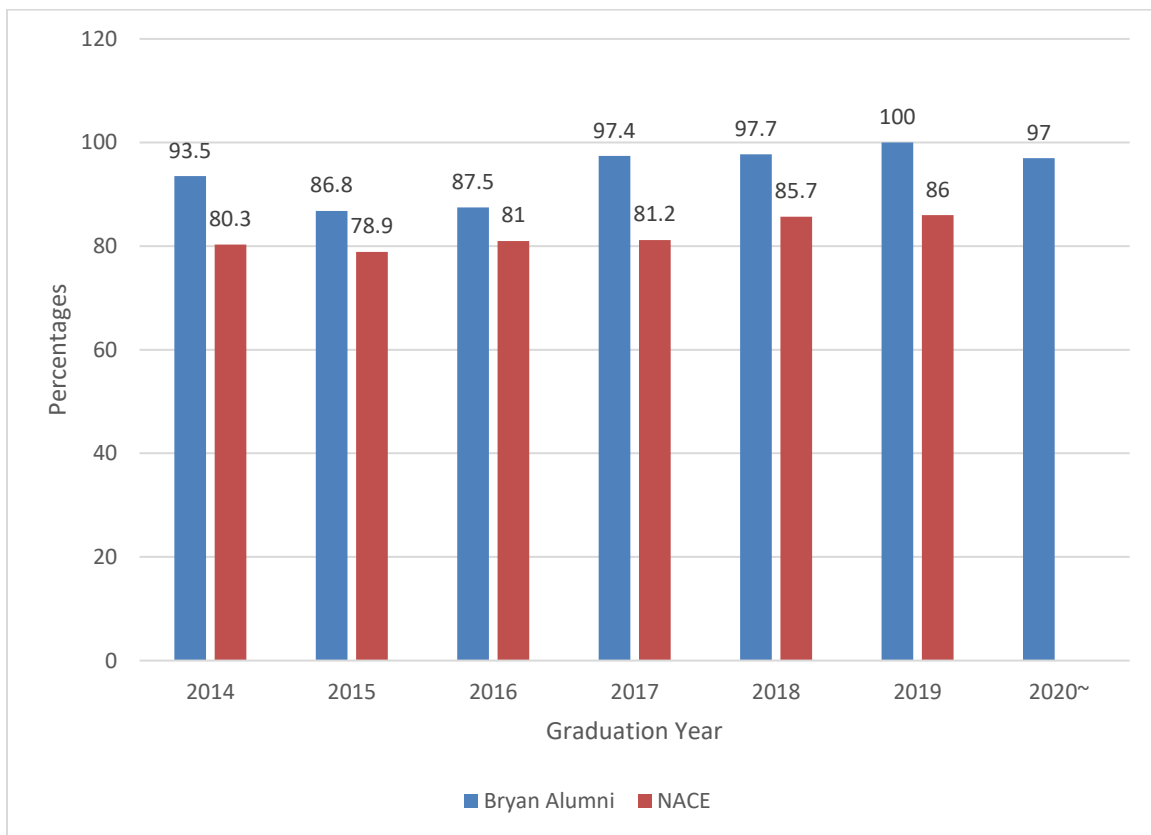
Number of Alumni Employed, both Employed and in Graduate School, or Attending Graduate School



ALUMNI STATISTICS

Percentage of Bryan Alumni employed or pursuing additional education within six months of graduation compared to National Association of Colleges and Employers

2014-2020



Bryan College’s most recent alumni survey indicates that 97.0% of recent graduates are employed, not employed by choice, or pursuing graduate studies. This rate is compared to the NACE national average Career Outcomes Rate. The 2019 rate published by NACE is 86%.

~ Please note that the one student that indicated a status of unemployed from 2020 graduates indicated this was due to Covid; 2020 NACE data was not available at the time this document was produced.

Bryan College’s minimal threshold on this student achievement measure is 90%.
Bryan College’s goal/target for this measure is to sustain 95%-plus.

Disaggregated Graduate Rate – 3 Year Running Average *					
3 Year Range Graduation Years		16,17,18	17,18,19	18,19,20	19,20,21
Income					
	Above Low Income	51.2%	47.9%	50.0%	50.7%
	Low Income	47.4%	43.7%	43.5%	47.0%
Race					
	American Indian or Alaska Native	0.0%	0.0%	0.00%	50.0%
	Asian	66.7%	50.0%	100.00%	100.0%
	Black or African American	18.8%	17.7%	40.00%	33.3%
	Hispanic of any race	33.3%	45.5%	38.46%	46.2%
	Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.00%	0.0%
	Nonresident Alien	63.6%	60.0%	37.50%	50.0%
	Two or more races	29.4%	29.4%	50.00%	54.2%
	Unspecified	0.0%	NA	NA	0.0%
	White	51.4%	48.1%	47.96%	49.7%
Average		49.7%	46.6%	47.15%	49.2%

* Graduating within six years of entering college; each column includes the average graduation rate for the three graduation years listed within the column.