

Table of Contents

2015-2016 Assessment Annual

Table of Contents

Satisfaction with Northwestern Experience	1
Satisfaction with Academic Life	3
Satisfaction with Campus Life	8
Core Curriculum Outcomes	
Biblical Worldview	10
Written Communication	15
Oral Communication	17
Leadership	19
Use of Information & Technology.....	20
Cultural Competency & Respect.....	22
General Education	23
Assessment Instruments	27

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**, 83.3 percent indicated they were *Very Satisfied* or *Satisfied* with their overall university experience in 2016. Senior ratings for this item have consistently been over 80 percent (Chart 1).

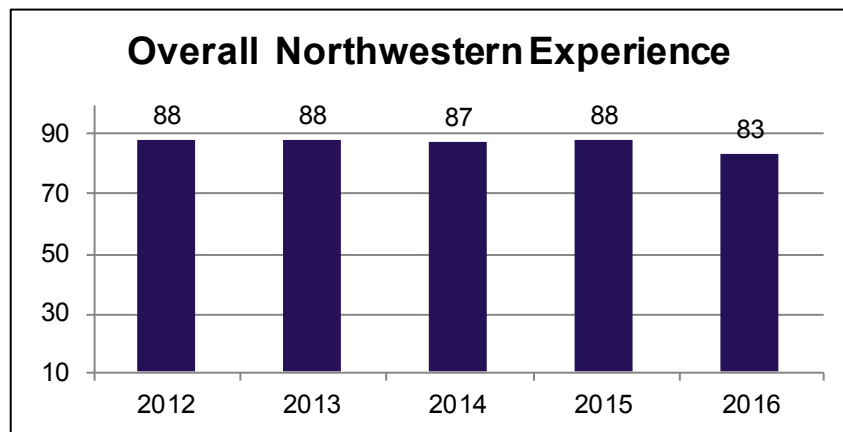


Chart 1. Percentage satisfied with overall university experience.

Alumni Satisfaction with Northwestern Experience

All Northwestern Alumni are surveyed during the Program Review cycle. The table below shows the percentage completing the **Northwestern Alumni Survey** who were *Very Satisfied* or *Satisfied* with the items. The mean score on a 4 point scale from 4 = *Very Satisfied* to 1= *Dissatisfied* is also shown.

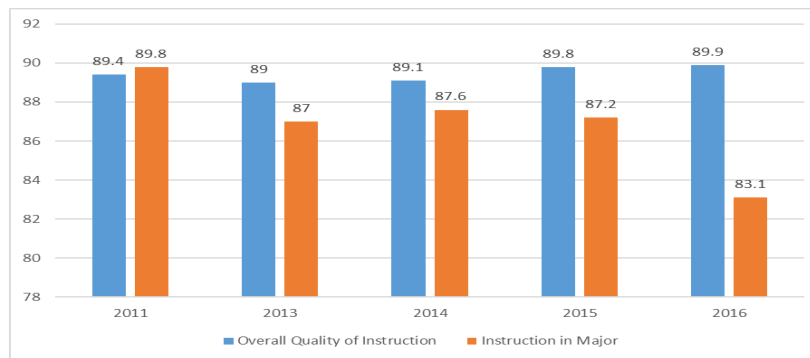
Table 1. Satisfaction with Northwestern experience

	Percent	Mean Score
Instruction in the major field	96.2	3.60
Overall quality of instruction	94.6	3.56
Overall Northwestern experience	85.6	3.36

Satisfaction with Academic Life

Senior Satisfaction with Instruction

As measured by Senior Surveys, the percentage of seniors reporting they are *Very Satisfied* or *Satisfied* with the **overall quality of instruction** has remained near 90 percent for the past 5 years. Satisfaction with **instruction in major field** has remained over 80 percent each year (Chart 2.)



Satisfaction with Academic Major

The *Northwestern Senior Survey* asks graduate levels of agreement with statements regarding their academic major. Table 2 shows the mean score and percent for each response for 2016 graduates. Over 90 percent of graduates have responded *Strongly Agree* or *Agree* to these statements over the last five years. (See Table 3.)

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

Table 2. Mean Score and percentage who selected each option

	Mean Score	% Strongly Agree	% Agree	% Disagree	% Strongly Disagree
My major encourages critical thinking	3.50	44.1	48.9	6.3	.8
Is relevant and appropriate for preparation in my field	3.46	50.1	45.8	3.8	.3
My major integrates biblical perspectives	3.41	45.3	51.4	2.5	.8
My major is academically demanding	3.36	44.1	48.9	6.3	.8

Table 3. Percentage who *Strongly Agree* or *Agree* with the statement—comparison with previous years

	2016	2015	2014	2013	2011
My major encourages critical thinking	93.0	98.3	96.8	96.9	97.3
My major integrates biblical perspectives	95.9	97.4	96.8	98.7	96.4
My major is academically demanding	96.7	95.0	93.8	94.5	94.1
Is relevant and appropriate for preparation in my field	93.0	94.7	96.8	94.8	95.7

Senior Satisfaction with Faculty in Major

Seniors were asked to rate their agreement with statements related to faculty in their program on the **North-western Senior Survey**. Table 4. shows the percentage who *Strongly Agree or Agreed* with each of the statements.

Table 4. Percentage agreeing with statements related to faculty in major

	Mean Score	% Strongly Agree	% Agree	% Disagree	% Strongly Disagree
Are interested in the welfare of students	3.60	61.6	37.1	1.3	0.0
Are role models of Christian maturity	3.55	57.5	40.0	2.3	0.3
Are professionally competent	3.58	60.0	38.0	2.0	0.0
Are available and accessible	3.41	45.6	50.1	3.5	0.8
Have high, clearly stated expectations for students	3.42	46.9	48.6	4.3	0.3
Evaluated fairly and appropriately	3.43	47.4	48.4	3.8	0.5
Use teaching methods that promote learning	3.40	44.3	51.4	4.3	0.0
Prepare carefully for their courses	3.37	43.1	51.6	4.8	0.5
Are knowledgeable academic advisors	3.38	45.7	47.5	5.8	1.0

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 5 shows the percentage who *Strongly Agreed or Agreed* with each of the statements over the last five years.

Table 5. Percentage agreeing with statements about faculty in major

Faculty in my major	2016	2015	2014	2013
Are genuinely interested in the welfare of students	98.5	97.7	99.1	99.3
Are role models of Christian maturity	98.9	95.9	98.3	99.0
Are professionally competent	99.2	95.9	98.3	98.7
Are up-to-date in their knowledge of the field	96.2	95.9	97.1	98.1
Are available and accessible	96.6	95.8	98.7	97.7
Have high, clearly stated expectations for students	95.1	95.3	97.8	96.2
Prepare carefully for their courses	96.6	94.7	95.3	98.7
Encourage discussion of different scholarly points of view	94.7	92.9	99.2	94.5

UNW Student Satisfaction with Academic Life

Students completing the **Student Satisfaction Inventory (SSI)** reported higher satisfaction with than did students in the CCCU and the National Private College samples 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 4.)

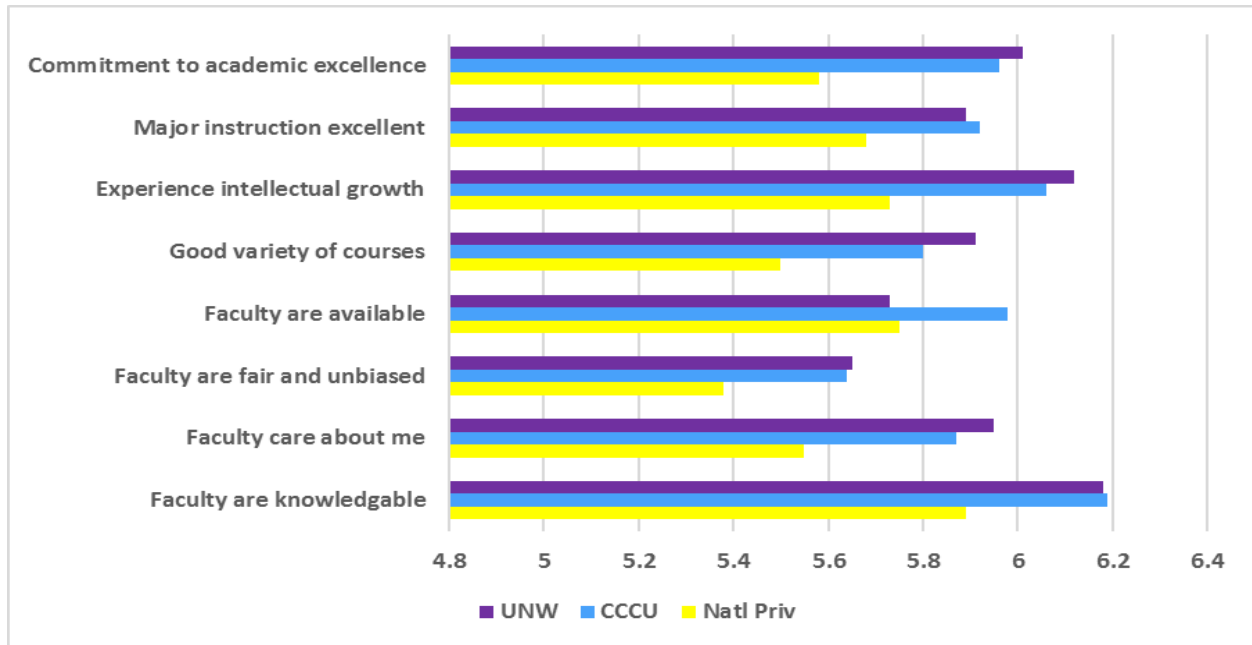


Chart 3. Satisfaction compared to National Private and CCCU samples

Senior Satisfaction with Preparation

Table 6 shows the percent who *Strongly Agreed* or *Agreed* with statements on the **Senior Capstone Survey** about their experience at Northwestern. A large majority indicated agreement with these statements.

Table 6. Percentage of seniors who *Strongly Agreed* or *Agreed* with each statement

	2016	2015	2014	2013
I am well-prepared to enter graduate school or advanced study	94.4	95.0	96.2	93.0
I will compete well with graduates from other institutions with similar majors	92.1	93.8	94.2	94.3
I am well prepared for my first job in the field	94.0	92.2	95.4	95.8
I would advise a friend planning a similar major to attend UNW	88.1	87.6	93.1	91.7
If I were starting over, I would select this major at UNW again	87.0	84.6	92.3	87.5

Alumni Satisfaction with Northwestern Preparation

Table 7 shows the percentage of alumni completing the *Northwestern Alumni Survey* who *Strongly Agreed* or *Agreed* with each statement regarding their experience at Northwestern. Over three-fourths of alumni agreed with all statements.

Table 7. Percentage of alumni who *Strongly Agreed* or *Agreed* with each statement.

	% Strongly Agreed/Agree	Mean Score
I will compete well with graduates from other institutions	84.7	3.16
I am well-prepared for advanced study	83.3	3.09
I would advise a friend planning a similar major to attend UNW	80.3	3.11
If I were starting over, I would select this major at UNW again	77.3	3.09
The department prepared me well for my first job in the field	75.6	2.97

Alumni Satisfaction with Faculty and Academic Major

Tables 8 and 9 show the percent completing the *Northwestern Alumni Survey* who *Strongly Agreed* or *Agreed* 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 8. Percentage of alumni who *Strongly Agreed* or *Agreed* with each statement

Faculty in the department:	% Strongly Agreed/Agree	Mean Score
Were genuinely interested in the welfare of students	98.4	3.63
Were professionally competent	98.2	3.57
Prepared carefully for their courses	97.4	3.43
Were available and accessible	97.7	3.50
Showed respect for students	96.3	3.53
Used teaching methods that promote learning	94.5	3.38
Were up-to-date in their knowledge of the field	94.0	3.48
Evaluated fairly and appropriately	95.2	3.40
Had high, clearly-stated expectations for students	92.6	3.37

Table 9. Percentage of alumni who *Strongly Agreed* or *Agreed* with each statement.

My academic major:	% Strongly Agreed/Agree	Mean Score
Encouraged critical thinking	95.6	3.38
Was an academically stimulating environment	96.1	3.35
Communicated requirements and procedures well to students	96.1	3.35
Provided a good environment for learning	95.5	3.45
Was academically demanding	91.6	3.20
Incorporated technology in course work where appropriate	90.3	3.24
Provided adequate opportunities to evaluate faculty and courses	89.2	3.26
Stimulated me to continue learning after completing the program	86.2	3.27
Encouraged different scholarly points of view	85.0	3.11
Was relevant and appropriate for preparation in the field	86.2	3.17

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 10 shows the percentage who responded that they were *Very Satisfied* or *Satisfied* with aspects of Campus Life.

Table 10. Percentage satisfied with aspects campus life compared with previous years.

Satisfaction with campus life	2016	2015	2014	2013	2011
Attitudes of staff towards students	89.1	89.2	92.6	89.8	91.4
Sense of community on campus	78.4	70.0	78.1	81.8	78.9
Student Housing	74.7	73.6	71.7	68.5	68.9
Leadership opportunities	77.9	72.4	75.8	71.3	74.6
Service/volunteer opportunities	68.7	69.9	72.6	73.7	75.5
Rules governing student conduct	62.5	52.5	58.8	60.5	52.4
Opportunities for study abroad	69.4	61.5	57.9	56.8	51.4

Senior Satisfaction with Campus Services

Table 11 shows the percentage of seniors who responded that they were *Very Satisfied* or *Satisfied* with Campus Services on the *Northwestern Senior Survey*.

Table 11. Percentage satisfied with campus services compared with previous years

Satisfaction with campus services	2016	2015	2014	2013	2011
Library Services	89.3	88.9	88.3	89.1	87.6
Registrar's Office services	85.6	87.9	90.4	86.9	87.5
Academic Advising	76.5	72.7	75.4	78.3	76.7
Career services	71.4	69.7	75.2	67.1	64.8
Campus health services	78.8	77.0	75.5	75.4	77.1
Food service	68.7	58.9	61.2	59.0	42.6
Counseling services	71.6	72.7	66.4	69.0	64.9
Services for commuting students	40.6	41.9	50.0	38.3	43.6
Students with disabilities	68.7	61.3	67.0	58.2	56.0

Campus Climate and Environment

Mean scores on the ***Student Satisfaction Inventory (SSI)*** rating levels of agreement with items related to the Campus climate and environment are reported on Table 12. 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. Levels of satisfaction were higher than both samples for each of the items.

Table 12: Satisfaction compared with National Private and CCCU samples

	UNW	CCCU	National Private
This institution has a good reputation in the community	6.28	6.09	5.59
The campus staff are caring and helpful	6.05	5.98	5.61
This institution shows concern for students	5.92	5.87	5.40
It is an enjoyable experience to be a student here	5.90	5.80	5.46
I feel a sense of pride about my campus	5.71	5.68	5.25
Most students feel a sense of belonging here	5.30	5.43	5.28
Tuition paid is a worthwhile investment	5.30	5.16	4.95
Students are made to feel welcome on this campus	5.92	5.87	5.63

Core Curriculum Outcomes: Biblical Worldview

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 Worldview 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 13 who *Strongly Agreed* or *Agreed* 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 13. Senior biblical worldview integration compared with previous years

	2016	2015	2014	2013
I have been prepared to integrate my faith with my academic field	97.8	100	92.8	98.4
I am able to discuss the assumptions, theories and concepts of my major in relationship to a biblical worldview	99.2	98.3	98.7	99.1

Biblical Worldview 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, seniors have ranked faith-related outcomes at the top of the 31 educational outcomes measured each year. (Table 14).

Table 14. Rank of faith related educational outcomes

	2016	2015	2014	2013
Relating the Christian faith to my major field	1	1	2	4
Developing a Christian Worldview	2	2	1	1
Acquiring knowledge of the Bible and Christian doctrines	3	3	3	2
Developing a maturing personal faith in Jesus Christ	6	4	4	3

Satisfaction with Campus Spiritual Life

Over 60 percent of seniors on the *Northwestern Senior Survey* indicated they were *Very Satisfied* or *Satisfied* with spiritual life activities on campus life (Chart 4). Satisfaction with the campus spiritual climate increased in 2016 over previous years.

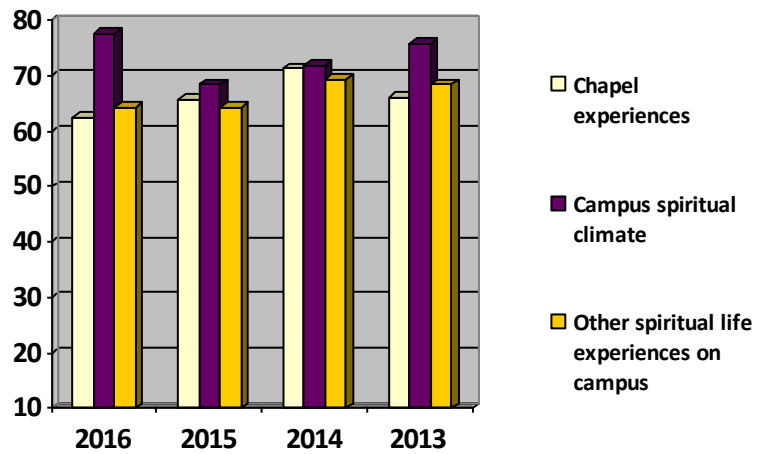


Chart 4. Satisfaction with spiritual life activities on campus.

Senior Participation in Spiritual Disciplines

Nearly all graduating seniors reported on the *Northwestern Senior Survey* that they **Attend local church; Maintain daily, personal devotions; Engage in a small group for Bible study or prayer**, and at least occasionally **Shared their faith with another person** (Chart 5).

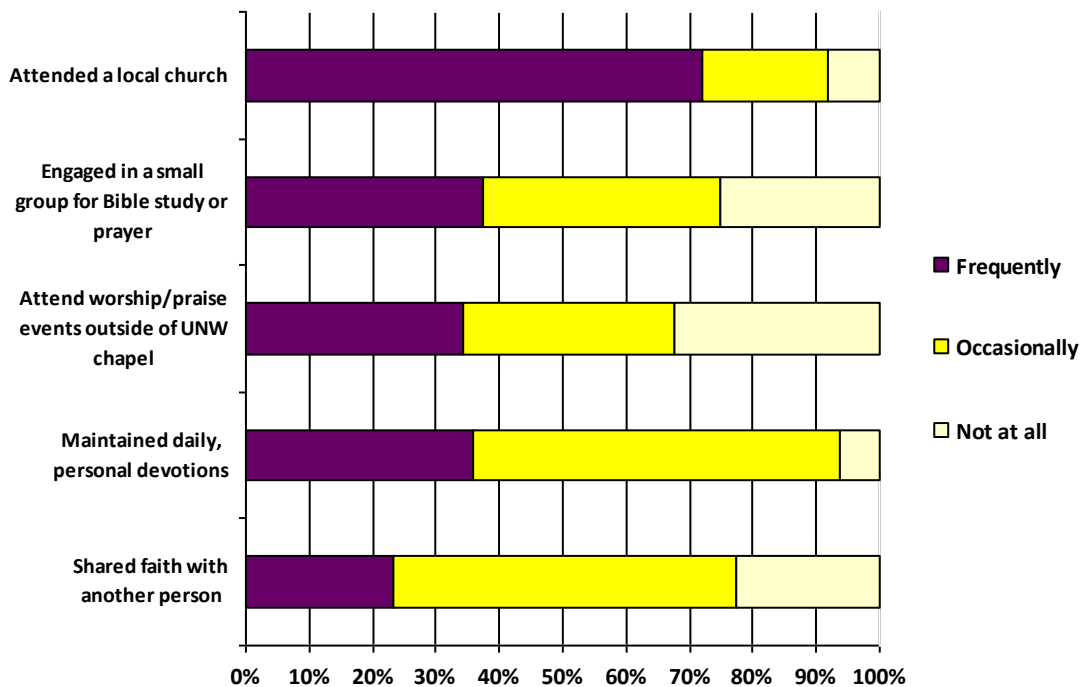


Chart 5. Engagement in spiritual disciplines

Accountability Relationships

Nearly two thirds of seniors reported on the *Northwestern Senior Survey* that they participated, at least occasionally, in an accountability relationship with another student. Over a third of students reported they were involved in this type of relationship with a faculty or staff member during the last three years (Table 15).

Table 15. Percent participated in an accountability relationship compared with previous years.

Participated in an accountability relationship	2016	2015	2014	2013	2011
With student	58.5	60.8	64.2	67.1	71.9
With faculty or staff	36.8	41.4	41.9	42.8	40.1

Committed to Local Churches

Northwestern Senior Survey results indicated that the majority of graduating seniors continue to have a commitment to a local church, and financial support of the local church has remained relatively constant over the last several years (Chart 6).

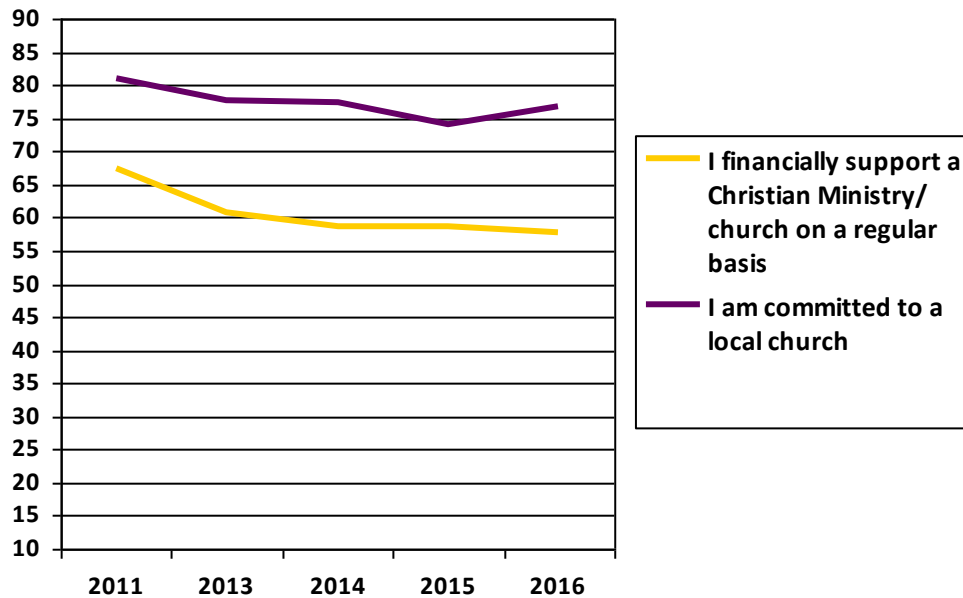


Chart 6. Support for a local church

Spiritual Fit and Growth

The **Northwestern Senior Survey** results revealed that over 91 percent of seniors *Strongly Agreed* or *Agreed* that their relationship with God grew during the time they were a student at UNW. Agreement that Northwestern is a good spiritual fit also remains high (Table 16).

Table 16. Agreement with spiritual life items compared with previous years

	2016	2015	2014	2013	2011
My relationship with God grew during my time at UNW	91.5	94.1	95.7	94.5	96.7
UNW was a good spiritual fit for me	91.2	87.3	93.6	90.8	90.2

Alumni Rate Department Faculty

Table 17 below shows the percentage of alumni completing the **Northwestern Alumni Survey** who *Strongly Agreed* or *Agreed* with each statement regarding faculty in their department and academic major. The mean score on a four point scale is also shown.

Table 17. Percent of alumni who *Strongly Agreed* or *Agreed* with each statement

	% Strongly Agreed/Agree	Mean Score
Were role models of Christian maturity	95.7	3.51
Integrated biblical perspectives with the subject area	94.9	3.48
Advisors were Spiritual mentors	72.8	2.98

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*. The Supervisors rated the **Integrity** of Northwestern Interns at 4.55.

Students rate Integration of Faith and Learning

Two items on the **IDEA Diagnostic Form** 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 4.75 for both items for the past 5 years (Table 18).

Table 18. Course evaluations: Integration and worldview item results

	2016	2015	2014	2013	2012
My instructor taught the course from a Christian viewpoint.	4.73	4.82	4.75	4.77	4.76
My instructor modeled Christ-like behavior during this course.	4.78	4.81	4.75	4.76	4.74

Student Satisfaction with Spiritual Growth

A representative number of students from the freshmen, sophomore, junior, and senior classes were asked on the ***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 19 with those of previous years and students in the CCCU sample.

Table 19. Satisfaction with items related to spiritual growth on campus

	2015	2013	2011	2009	CCCU
My understanding of God is strengthened here	5.97	5.96	6.07	6.14	5.91
This college is a good spiritual fit for me	5.90	5.85	5.93	6.00	5.90
This college contributes to my spiritual growth	5.81	5.80	6.02	5.97	5.85
Faculty, staff, admin. are helpful in processing faith	5.71	5.76	5.60	5.77	5.74

Core Curriculum Outcomes: Written Communication

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

Intern Written Communication

The intern supervisors using the *On-Site Supervisor Evaluation*, rated the writing skills of Northwestern interns on a scale from 5= *Exceptional*, to 1= *Unsatisfactory*. Table 20 shows the mean score on writing skills and the percentage of supervisors who scored the interns as *Exceeds Expectations*.

Table 20 Mean and percent exceeding expectations

	2015-2016		2014-2015		2013-14	
	Mean	% Exceeds	Mean	% Exceeds	Mean	% Exceeds
Ability to use written standard American English	4.07	84.7	4.26	83.9	4.28	84.4
Ability to write texts in content, style, genre, and/or format	4.00	79.3	4.21	83.2	4.25	83.7

Editing Competency Exam Results

All students completing *ENG1105 Composition I* and *ENG1825 Honors Composition I* are required to take the Northwestern *Editing Competency Examination (ECE)* as a prerequisite for *ENG2205 Composition II*. The goal of 80 percent passing the examination on the first attempt was reached for both semesters (Table 21).

Table 21. Percent passing the UNW ECE on first attempt by term and year

Course	2015-16		2014-15		2013-14		2012-13		2011-12	
	F	S	F	S	F	S	F	S	F	S
ENG1105	81.7	84.8	80.0	84.8	82.6	89.2	93.1	82.7	74.6	82.6
ENG1825	94.4	—	94.4	—	94.0	—	100	—	93.7	—

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 22 shows the mean scores for this outcome.

Table 22. Mean scores for Written Communication Outcome Achievement

	2016	2015	2014	2013	2011
Expressing ideas clearly in writing	4.13	4.12	4.12	4.09	4.11

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 23 shows the percent of papers judged to be either *Strong*, *Adequate*, or *Weak* in the four focus areas. The goal of 60 percent *Strong* ratings was reached for all areas. Table 24 shows the rating for each of the criteria items evaluated.

Table 23. WCE results

Criteria	Strong	Adequate	Weak
Content	79.5	19.4	1.0
Composition Strategies	77.3	18.8	5.7
Presentation and Mechanics	71.0	26.2	2.8
Documentation	56.3	28.9	14.8

Below are the specific items for each of the criteria categories (Table 24).

Table 24 . WCE results detail

Content	Strong	Adequate	Weak
Correct type (genre) for the assignment	88.2	11.8	0.0
Clear thesis or controlling concept(s))	84.0	14.6	1.4
Major ideas or components of composition are related to thesis	76.4	22.2	1.4
Evidence or details support major ideas or major components	69.4	29.2	1.4
Composition Strategies	Strong	Adequate	Weak
Organization is obvious and effective	77.1	20.1	2.8
Paragraphs are properly structured	79.9	15.3	4.9
Style is appropriate for genre in tone and level of formality	75.0	20.8	4.2
Presentation and Mechanics	Strong	Adequate	Weak
Presentation	75.0	24.3	.7
Sentences should make sense	64.4	29.2	6.3
Proper use of punctuation	75.0	23.6	1.4
Grammatically acceptable usage	69.4	27.8	2.8
Documentation	Strong	Adequate	Weak
Appropriate use of sources	61.3	26.8	12.0
Correct documentation style	51.1	31.2	17.7

Core Curriculum Outcomes: Oral Communication

Northwestern graduates will be able to speak and listen well.

Intern Verbal Communication

The intern supervisors using the **On-Site Supervisor Evaluation** rated the verbal communication skills of Northwestern interns on a scale from 5= *Exceptional*, to 1= *Unsatisfactory*. Table 25 shows the mean score on oral skills and the percentage of supervisors who scored the interns as *Exceeds Expectations*.

Table 25. Mean and percent exceeding expectations

	2015-16		2014-15		2013-14	
	Mean	% Exceeds	Mean	% Exceeds	Mean	% Exceeds
Ability to use spoken standard American English	4.37	88.0	4.38	86.7	4.40	89.0
Ability to speak in content, style, genre, and/or format	4.27	86.7	4.24	83.5	4.27	83.3
Ability to use non-verbal communication	4.13	79.9	4.10	77.6	4.11	76.7

Oral Communication Outcome Achievement

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 26 shows the mean scores for this outcome. The goal of 4.00 was reached again in 2016.

Table 26. Mean scores for Oral Communication Outcome Achievement

	2016	2015	2014	2013	2011
Speaking clearly and effectively	4.16	4.20	4.17	4.13	4.14
Listening for understanding	4.10	4.07	4.01	4.00	4.06

Upper-Level Oral Communication Assessment

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 27 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 only one criteria in 2016.

Table 27 OCE results

Criteria	Strong	Adequate	Weak
Thesis/Purpose	52.2	47.4	.4
Organization	60.3	38.6	1.5
Support Material	40.7	59.3	0.0
Delivery	55.8	41.1	3.2

Below are the specific items for each of the criteria categories (Table 28).

Table 28 Detailed OCE results

Thesis/Purpose	Strong	Adequate	Weak
Message is appropriate to the audience	57.4	42.6	0.0
Purpose/thesis is clearly presented	47.8	51.5	.7
Organization	Strong	Adequate	Weak
Ideas are clear, logical, and effectively arranged	60.0	39.3	0.7
Includes relevant introduction and conclusion	60.3	38.2	1.5
Support Material	Strong	Adequate	Weak
Specific, credible, relevant sources used as appropriate	40.7	59.3	0.0
Delivery	Strong	Adequate	Weak
Manner is confident	66.2	33.1	0.7
Body language is appropriate (i.e. gestures, movements)	54.7	43.1	2.2
Makes eye contact	60.6	34.3	5.1
Use of voice is effective (voice inflections such as tone, cadence, rate, etc. are appropriate)	58.4	37.2	4.4
Uses technology appropriately	40.0	57.0	3.0

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 over the 4.0 benchmark in the last several years (Table 29).

Table 29. On-site supervisors rate leadership ability of interns from UNW

	2015-16	2014-15	2013-14	2012-13
Leadership ability	4.16	4.10	4.05	4.12

Seniors Rate Attainment of Leadership Outcomes

Table 30 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 30. Percentage who rated UNW influence on outcome achievement as *Very Much* or *Much*

	2016	2015	2014	2013	2011
Realizing my individual aptitudes, talents, and gifts	82.5	82.7	80.6	76.7	78.1
Developing leadership skills	86.7	75.0	70.2	69.5	74.2

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 31.

Table 31: OCE and WCE results

	2016	2015	2014	2013	2012
Appropriateness of sources (WCE)	61.3	64.4	62.7	56.9	65.1
Correct documentation style (WCE)	51.1	68.4	62.2	55.0	59.1
Specific credible, relevant sources used (OCE)	40.7	54.8	63.3	74.5	66.1
Uses Technology appropriately (OCE)	40.0	62.6	69.5	76.2	71.3

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 32).

Table 32: Percentage who rated UNW influence on outcome achievement as *Very Much* or *Much*

	2016	2015	2014	2013
Locating and using information resources	71.2	73.0	73.8	74.1
Learning to effectively use technology	67.7	67.7	64.9	66.0

Interns Evaluated on Outcomes

Intern supervisors using the ***On-Site Supervisor Evaluation***, rated Northwestern interns on a scale from 1= *Unsatisfactory* to 5= *Exceptional*,. Supervisor rating of items related to these outcome are shown on Table 33 below, well above the benchmark of 4.0

Table 33: Mean score for supervisor ratings

	2016	2015	2014	2013
Ability to gather information	4.17	4.05	4.06	4.11
Technology skills	4.17	4.04	4.01	4.22

IDEA results - Use of Resources

Students completing the IDEA course evaluation form are asked to rate their achievement of the outcome below on a scale of 5= *Exceptional Progress* to 1= *No Progress* . Results shown in Table 34 should be compared to the IDEA national database mean score of 3.7.

Table 34: Student rate progress on achieving outcome

	2016	2015	2014	2013
Learning to find and use resources to solve problems	3.9	3.9	3.9	3.9

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 35 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 35: Mean score and comparison with previous years

	2016	2015	2014	2013	2011
Respecting Cultural and ethnic differences	3.94	3.98	3.84	3.88	3.93
Knowledge of people from different races and cultures	3.81	3.83	3.66	3.85	3.57
Developing the ability to work with other people	4.21	4.17	4.18	4.11	4.07

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 36 below, well above the benchmark of 4.0

Table 36. Mean score for supervisor ratings and comparison with previous years

	2016	2015	2014	2013
Ability to work in a group	4.32	4.27	4.23	4.34
Rapport with co-workers	4.48	4.45	4.43	4.46
Respectful of others	4.65	4.54	4.44	4.61

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 critical thinking, lifelong learning, and problem solving the highest ratings (Chart 7).

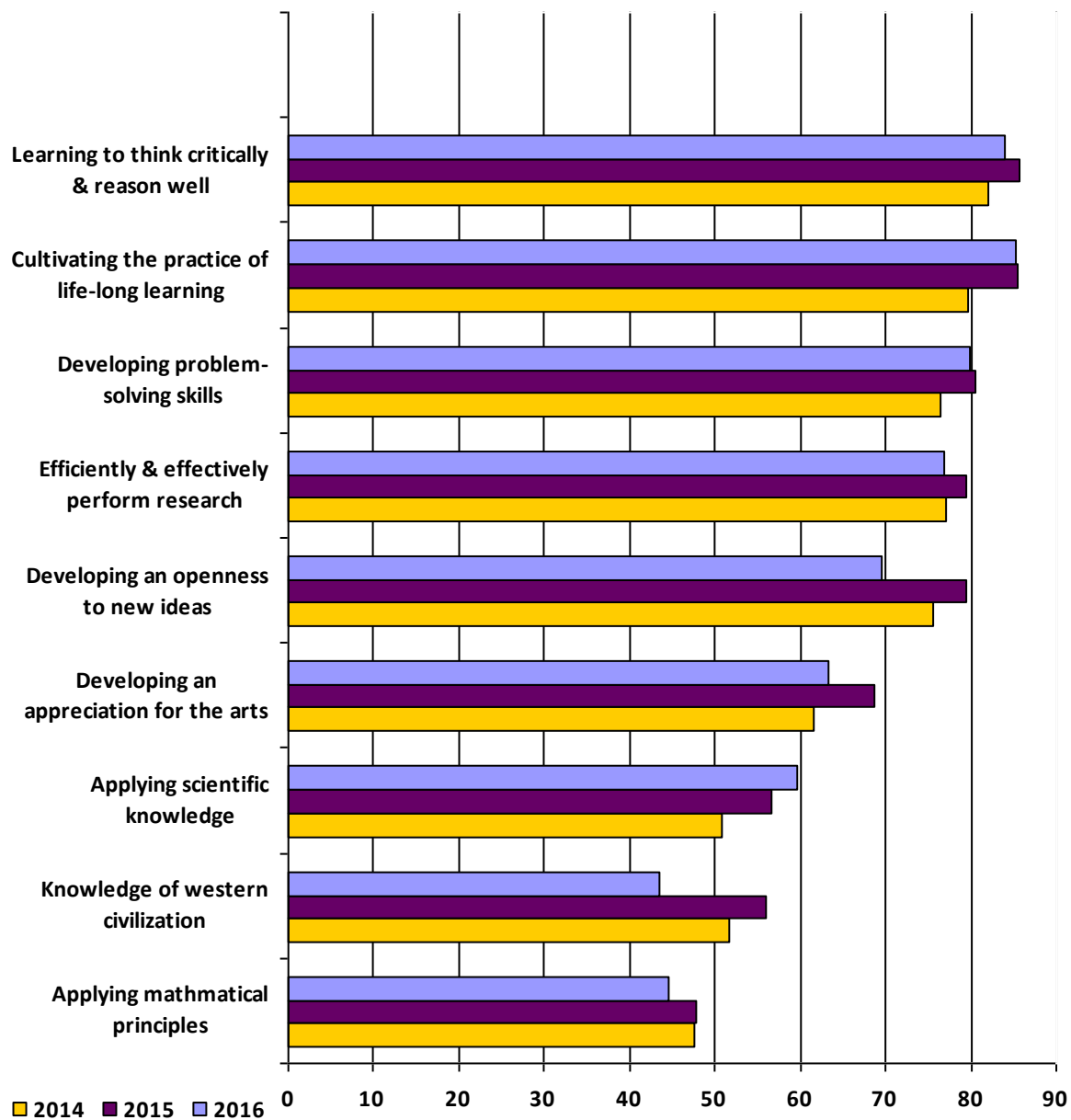


Chart 7. University influence on Core Curriculum Outcomes

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 8).

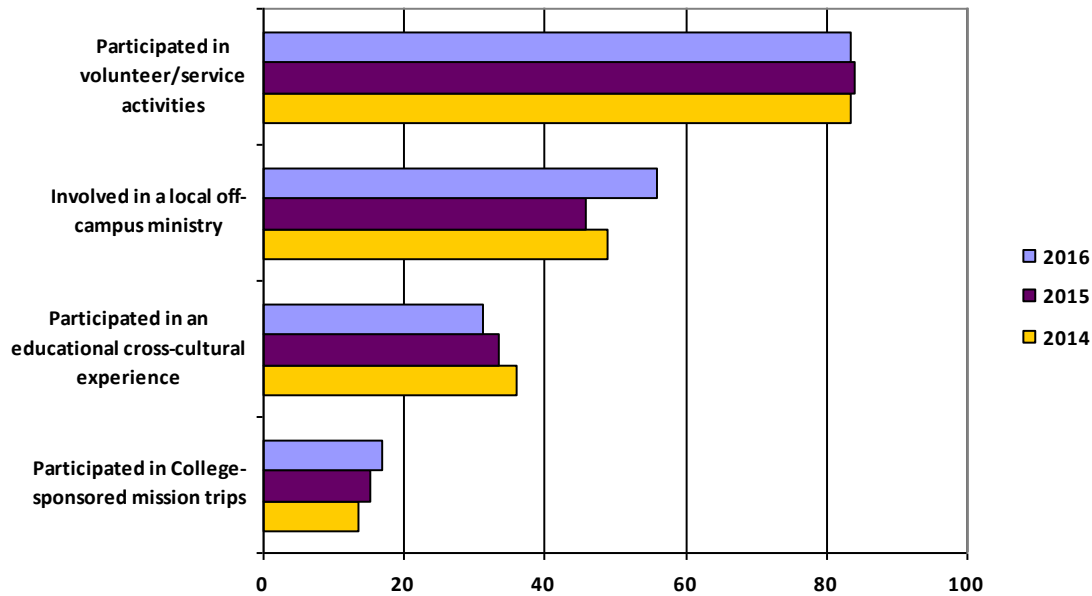


Chart 8. Student Participation involvement in missions and volunteer activities

Seniors Rate Attainment of Personal Outcomes

Table 37 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 37: Percentage who rated UNW influence on outcome achievement as *Very Much* or *Much*

	2016	2015	2014	2013	2011
Developing effective job-seeking skills	58.7	62.9	56.5	58.2	61.5
Developing principles and practices for maintaining physical health	55.1	58.5	50.7	49.3	49.4
Managing personal finances	38.7	41.1	42.4	38.1	39.1

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 at or above 4 on all general education outcomes in 2015-16 (Table 38).

Table 38 On-site Supervisors rate general education outcomes of interns.

	2016	2015	2014	2013	2012
Ability to learn	4.41	4.35	4.42	4.48	4.34
Technical skills	4.17	4.18	4.13	4.22	4.09
Ability to organize	4.17	4.12	4.08	4.17	4.07
Ability to gather information	4.18	4.08	4.04	4.11	4.07
Ability to formulate significant questions	4.17	4.06	4.09	4.14	4.03
Ability to identify problems	4.41	4.06	4.08	4.14	4.03
Ability to analyze	4.17	4.05	4.06	4.13	4.04
Ability to examine multiple perspectives	4.06	4.00	4.03	4.06	4.07
Ability to synthesize	4.13	4.00	4.01	4.09	3.99

Interns Evaluated on Personal Characteristics

Intern supervisors evaluated Northwestern Interns on various characteristics related to group dynamics and independent work. Results suggest progress toward this outcome. Interns were rated on a scale from 5 = *Exceptional*, to 1= *Unsatisfactory* on the *On-Site Supervisor Evaluation*. Northwestern interns scored above 4 on all outcomes (Table 39).

Table 39. Intern skills in group and independent work compared with previous years

	2016	2015	2014	2013	2012
Spirit of cooperation	4.50	4.50	4.49	4.53	4.50
Ability to work independently	4.30	4.28	4.28	4.39	4.20
Ability to work in a group	4.32	4.27	4.23	4.34	4.20

Students Rate Achievement of Outcomes

Northwestern students complete the *IDEA Diagnostic Form* for course evaluation in selected classes each year. Students are asked to rate their progress on objectives chosen as important by course instructors. Table 40 below shows the percentage of students who rated their progress on these outcomes as either *Exceptional* or *Substantial*. These results are compared with the IDEA database.

Table 40. Students rate progress on instructors core outcomes

	UNW 2015-16	UNW 2014-15	UNW 2013-14	UNW 2012-13	IDEA
Developing specific skills	74	85	82	73	58
Learning to apply course materials, improving thinking	83	83	82	73	54
Gaining factual knowledge	76	82	77	74	55
Learning fundamental principles and theories	75	76	75	72	50
Developing creative capacities	71	69	60	61	50
Learning to analyze and critically evaluate ideas	64	66	63	56	45
Commitment to personal values	58	62	69	63	41
Acquiring interest in asking own questions	57	57	52	50	39
Skills in working with others as a team	53	54	56	40	53
Developing skill in expressing self orally and in writing	50	52	53	41	43
Learning to find and use resources	52	51	51	42	35
Understanding and appreciation of intellectual/cultural activity	58	50	51	53	39

GRE Scores of UNW Alumni

The *Graduate Record Examinations* (GRE) compares UNW alumni completing the exam with graduates from institutions throughout the country. (Chart 9). The benchmark of 50th percentile set for this evaluation was reached for all categories.

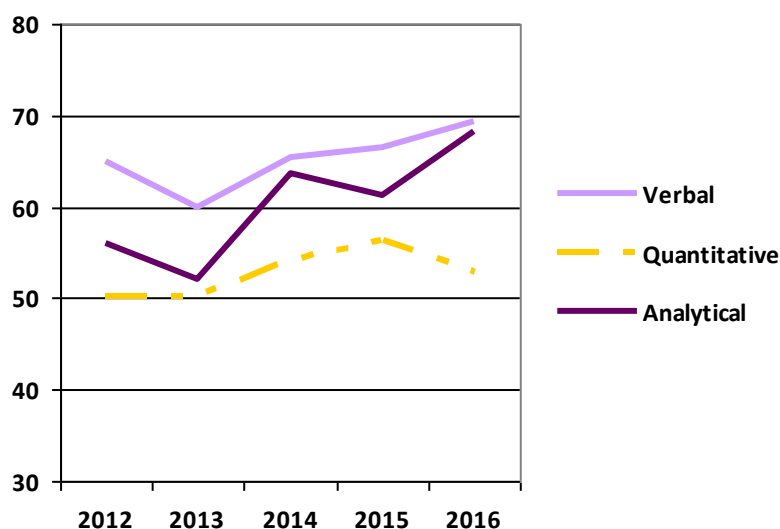


Chart 9 . GRE percentile rank in verbal, quantitative, and analytical skills

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.

EDITING COMPETENCY EXAMINATION (ECE)

This instrument was developed by the English department as a test of editing competency. The instrument has been positively correlated with the *Collegiate Assessment of Academic Proficiency (CAAP) Writing Exam*.

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.

IDEA DIAGNOSTIC FORM

This instrument is administered to Northwestern students at the completion of selected academic courses. The IDEA Center *Student Reactions to Instructions and Courses* form measures student perceptions of the course and the professor.

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.

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.