



ASSESSMENT ANNUAL REPORT

2022-2023

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2022-2023 Assessment Annual

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Introduction

The University of Northwestern - St. Paul 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 Chart 1. The Assessment Annual is a report of the performance results of outcome areas assessed. Results will then be used to determine strategies for improvements.

This Assessment Annual summarizes the results of surveys conducted by Northwestern includes:

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

An explanation of each assessment instrument is provided at the end of this report on page 30.

Results are also available in separate reports for: 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, family support, and assessment results on a number of the Core Curriculum Outcomes.

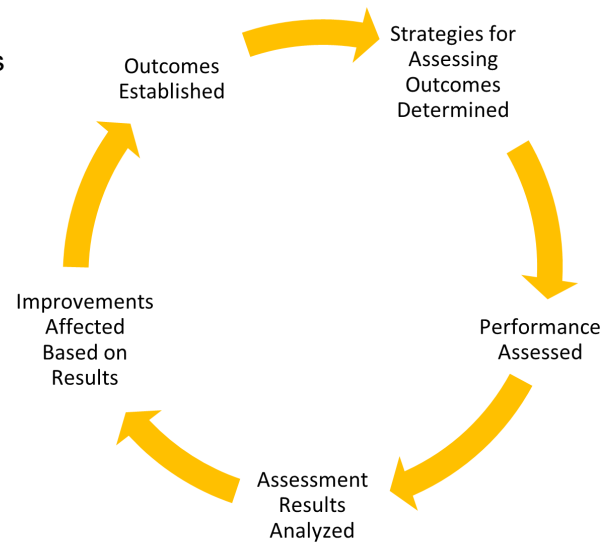


Chart 1. Feedback Loop

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**, 86 percent indicated they were *Very Satisfied* or *Satisfied* with their overall university experience in 2022-2023 (Chart 2).

Overall Northwestern Experience

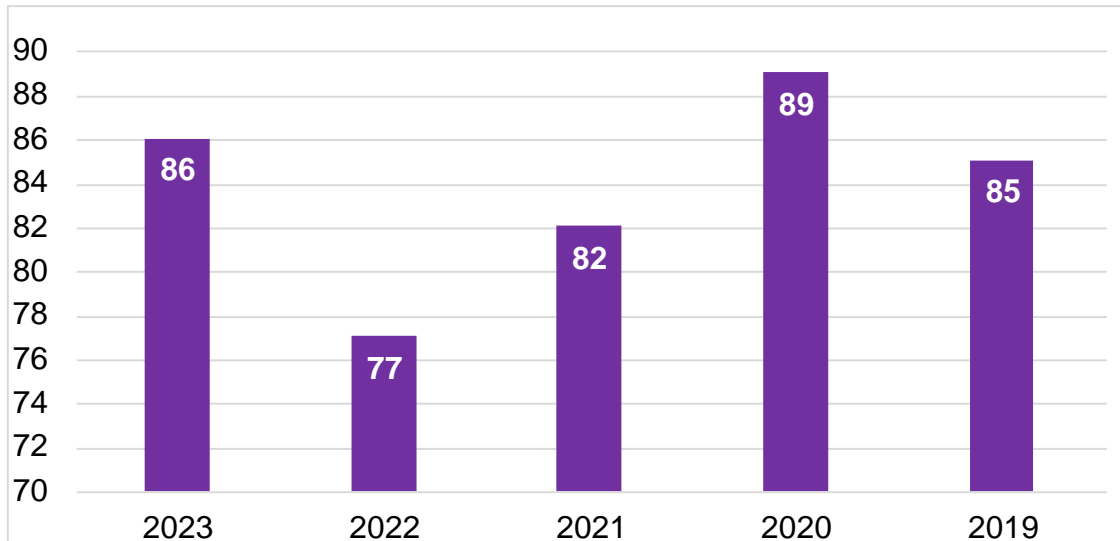


Chart 2. Percentage very satisfied or satisfied with overall university experience compared with previous years

Alumni Satisfaction with Northwestern Experience

Northwestern Alumni are surveyed during the Program Review cycle. Table 1 shows the mean score and percentage completing the **Northwestern Alumni Survey** who *Strongly Agree* or *Agree* with the statements. The mean score is on a 4 point scale.

Table 1. Alumni mean score and percentage satisfied with Northwestern experience

	Mean Score	Percent
My major field of study was academically demanding	3.22	86.5
My academic major was relevant and appropriate for preparation in the field	3.18	88.3

Satisfaction with Academic Life

Senior Satisfaction with Instruction

As measured by the **Northwestern Senior Survey**, Table 2 shows the percentage of seniors reporting they are *Very Satisfied* or *Satisfied* with the **overall quality of instruction** and with **teaching methods that promote learning**. Responses have remained over 85 percent each year.

Table 2. Percentage who are *Very Satisfied* or *Satisfied* with the statement compared with previous years

	2023	2022	2021	2020
Use teaching methods that promote learning	95.3	94.6	95.7	97.4
Overall quality of instruction	88.2	85.6	87.5	93.2

Satisfaction with Academic Major

The **Northwestern Senior Survey** asks graduating seniors for their levels of agreement with statements regarding their academic major. Table 3 shows the mean score and percent for each response for 2022-2023 graduates. Table 4 shows nearly 90 percent of graduates have responded *Strongly Agree* or *Agree* to these statements over the last four years.

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
Encourages critical thinking	3.56	58.1	40.2	1.4	0.3
Encourages integration of faith and learning	3.52	56.1	40.5	3.0	0.3
Is relevant and appropriate for preparation in my field	3.46	50.0	45.9	4.1	0.0
Is academically rigorous	3.36	42.6	51.7	5.1	0.7

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

	2023	2022	2021	2020
Encourages critical thinking	98.3	95.9	97.6	98.9
Encourages integration of faith and learning	96.6	95.9	94.9	97.0
Is relevant and appropriate for preparation in my field	95.9	90.2	94.5	94.7
Is academically rigorous	94.3	89.0	92.5	95.1

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 mean score and percentage who *Strongly Agree*, *Agree*, *Disagree* or *Strongly Disagree* with each of the statements. The mean score is on a 4 point scale.

Table 5. Mean score and percentage agreeing with statements related to faculty in major

	Mean Score	% Strongly Agree	% Agree	% Disagree	% Strongly Disagree
Are interested in the welfare of students	3.59	62.8	34.5	1.7	1.0
Are professionally competent	3.53	56.8	40.2	2.4	0.7
Are role models of Christian maturity	3.53	55.1	43.2	1.4	0.3
Are available and accessible	3.51	55.7	39.9	4.1	0.3
Are knowledgeable academic advisors	3.48	52.7	43.2	3.4	0.7
Create a safe place for questions and discussion of difficult topics	3.47	53.4	41.6	4.1	1.0
Evaluate fairly and appropriately	3.46	50.7	45.3	3.4	0.7
Prepare carefully for their courses	3.46	50.3	45.9	3.0	0.7
Have clearly stated expectations for students	3.42	48.0	46.3	5.4	0.3
Use teaching methods that promote learning	3.42	47.6	47.6	4.1	0.7

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 four years.

Table 6. Percentage who *Strongly Agree* or *Agree* with the statement compared with previous years

Faculty in my major	2023	2022	2021	2020
Are professionally competent	97.1	94.8	97.6	97.2
Are genuinely interested in the welfare of students	96.7	97.9	96.4	98.0
Are role models of Christian maturity	96.2	97.9	98.4	98.8
Are up-to-date in their knowledge of the field	95.7	93.7	97.6	96.0
Prepare carefully for their courses	95.7	92.7	95.2	95.2
Encourage discussion of different scholarly points of view	95.2	98.0	92.0	93.6
Are available and accessible	94.8	91.7	95.6	96.0
Have high, clearly stated expectations for students	94.3	93.2	95.6	95.2

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. Table 8 shows the percentage of agreement over the last four years.

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 encouraged student participation and questions	4.74	94%
The instructor encouraged respectful discourse of ideas and experiences for differing viewpoints or background	4.68	92%
The instructor was available for student-faculty interaction (email, in person, phone calls, etc.)	4.62	90%
The instructor provided feedback/grades in a timely manner	4.38	86%

Table 8. Percentage who *Strongly Agree* or *Somewhat Agree* with the statement compared with previous years

	2023	2022	2021	2020
The instructor encouraged student participation and questions	94%	95%	95%	95%
The instructor encouraged respectful discourse of ideas and experiences for differing viewpoints or background	92%	92%	92%	92%
The instructor was available for student-faculty interaction (email, in person, phone calls, etc.)	90%	91%	91%	90%
The instructor provided feedback/grades in a timely manner	86%	84%	84%	84%

Traditional Undergraduate students were asked to rate their satisfaction with the following statements on a scale of 6 = *Very Satisfied* to 1 = *Very Dissatisfied* when completing the Fall 2022 **Thriving Quotient** survey. Table 9 shows the mean scores compared between Northwestern students' responses and the CCCU sample.

Table 9. Mean satisfaction score compared with CCCU sample

	UNW	CCCU
Professors' encouragement for students to contribute different perspectives in class discussions*	4.67	4.80
The degree to which your instructors include diverse perspectives in the curriculum*	4.54	4.70

*Indicates statistically significant difference from national norms

Student Self Review

The **Student Course Evaluation** asks levels of agreement with statements regarding students' own efforts and participation in coursework. Table 10 shows the mean score and percentage for each response for 2022-2023. Table 11 shows the percentage of agreement over the last four years.

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

Table 10. Mean Score and percentage who *Strongly Agree* and *Somewhat Agree*

	Mean Score	Positive Score (Percent Score of 5 or 4)
I completed my assignments	4.88	99%
I participated in class activities	4.72	95%
I advocated for my learning by asking questions and seeking help	4.60	91%
I read assigned textbook and other assigned materials by the due date	4.49	90%

Table 11. Percentage who *Strongly Agree* or *Somewhat Agree* with the statement compared with previous years

	2023	2022	2021	2020
I completed my assignments	99%	98%	98%	98%
I participated in class activities	95%	95%	94%	94%
I advocated for my learning by asking questions and seeking help	91%	90%	90%	88%
I read assigned textbook and other assigned materials by the due date	90%	89%	90%	88%

The **Thriving Quotient** survey rates Northwestern student's agreement with statements regarding their own learning engagement at Northwestern on a scale of 6 = *Strongly Agree* to 1 = *Strongly Disagree*. Table 12 shows the mean scores compared between Northwestern students' responses and the CCCU sample.

Table 12. Mean satisfaction score compared with CCCU sample

	UNW	CCCU
Other people would say I'm a hard worker	5.16	5.12
I am confident I will reach my educational goals	5.11	5.05
I feel as though I am learning things in my classes that are worthwhile to me as a person	5.07	5.02

Course Satisfaction

The **Student Course Evaluation** asks levels of agreement with statements regarding course satisfaction. Table 13 shows the mean score and percentage of agreement to these statements. Table 14 shows the percentage who *Strongly Agree* or *Somewhat Agree* with each of the statements over the last four years.

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

Table 13. Mean Score and Percentage who *Strongly Agree* or *Somewhat Agree*

	Mean Score	Positive Score (Percent Score of 5 or 4)
I would recommend this instructor	4.51	87%
This course met my expectations	4.41	87%
I would recommend this course	4.35	83%

Table 14. Percentage who *Strongly Agree* or *Somewhat Agree* with the statement compared with previous years.

	2023	2022	2021	2020
I would recommend this instructor	87%	87%	88%	87%
This course met my expectations	87%	86%	88%	86%
I would recommend this course	83%	83%	86%	84%

Senior Satisfaction with Career & Graduate School Preparation

Table 15 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 15. Percentage of seniors who *Strongly Agree* or *Agree* with each statement compared with previous years

	2023	2022	2021	2020
I am well-prepared to enter graduate school or advanced study	95.4	92.8	92.1	95.3
I will compete well with graduates from other institutions with similar majors	94.1	89.5	92.9	87.8
I am well prepared for my first job in the field	93.6	91.3	92.1	92.0
I would advise a friend planning a similar major to attend UNW	86.4	85.1	82.1	78.4
If I were starting over, I would select this major at UNW again	86.3	89.5	84.5	79.9

Alumni Satisfaction with Career and Graduate School Preparation

Table 16 shows the mean score and percentage of alumni completing the **Northwestern Alumni Survey** who *Strongly Agree* or *Agree* with each statement regarding their experience at Northwestern.

Table 16. Mean score and percentage of alumni who *Strongly Agree* or *Agree* with each statement

	Mean Score	% Strongly Agreed/Agree
I am able to compete well with graduates from other institutions	3.20	85.8
This department prepared me well for advanced study	3.18	86.7
If I were starting over, I would select this major at UNW again	3.18	79.4
I would advise a friend planning a similar major to attend UNW	3.08	75.5
This department prepared me well for my first job	3.02	82.4

Alumni Satisfaction with Faculty and Academic Major

Tables 17 and 18 show the mean score and percentage 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 17. Mean score and percentage of alumni who *Strongly Agree* or *Agree* with each statement

Faculty in the department:	Mean Score	% Strongly Agreed/Agree
Were genuinely interested in the welfare of students	3.63	96.7
Were professionally competent	3.61	99.1
Showed respect for students	3.57	95.8
Were available and accessible	3.48	95.8
Were up-to-date in their knowledge of the field	3.43	93.9
Used teaching methods that promote learning	3.42	94.4
Prepared carefully for their courses	3.40	93.9
Evaluated fairly and appropriately	3.40	93.4
Had high, clearly-stated expectations for students	3.40	91.5

Table 18. Mean score and percentage of alumni who *Strongly Agree* or *Agree* with each statement

My academic major:	Mean Score	% Strongly Agreed/Agree
Encouraged critical thinking	3.46	96.9
Provided a good environment for learning	3.44	94.6
Communicated requirements and procedures well to students	3.35	93.6
Was an academically stimulating environment	3.35	92.3
Provided adequate opportunities to evaluate faculty and courses	3.30	90.9
Incorporated technology in course work where appropriate	3.29	92.3
Was academically demanding	3.22	82.5
Stimulated me to continue learning after completing the program	3.20	82.7
Was relevant and appropriate for preparation in the field	3.18	88.3
Encouraged different scholarly points of view	3.15	84.7

Satisfaction with Campus Life

Levels of Participation

The **Thriving Quotient** survey rates students' level of participation with the statements related to campus life at Northwestern on a scale of 1 = *Very Frequently* to 6 = *Never*. Table 19 shows the percentage of Northwestern students who selected *Very Frequently* or *Frequently* in comparison to the National percentage.

Table 19. Percentage whom frequently participated in campus life compared with the National percentage

	UNW	National
Connected with your instructors outside of class	23.7	27.1
Campus events or activities	23.6	42.6
Met with your academic advisor	23.1	31.1
Discussed career or grad school plans with faculty	18.9	26.9
Campus organizations	17.6	33.6
Discussed academic issues with faculty	16.9	22.9
Interacted socially with faculty outside of class	11.6	16.0
Community service	10.5	24.2
Conducted research with a professor	7.0	8.3
Campus ethnic organizations	3.3	7.2

Institutional Satisfaction

The **Thriving Quotient** survey rates students' level of agreement with the statements related to institutional satisfaction at UNW on a scale of 6 = *Strongly Agree* to 1 = *Strongly Disagree*. Table 20 shows the mean scores compared between UNW students' responses and the CCCU sample.

Table 20. Mean agreement score compared with the CCCU sample

	UNW	CCCU
I intend to graduate from this institution*	5.62	5.43
The institution was accurately portrayed during the admissions process*	4.58	4.40

*Indicates statistically significant difference from national norms

Senior Satisfaction with Campus Life

On the **Northwestern Senior Survey**, graduating seniors are asked to rate their satisfaction with elements of campus life and services. Table 21 shows the percentage who responded that they were *Very Satisfied* or *Satisfied* with aspects of Campus Life over the last four years.

Table 21. Percentage who were *Very Satisfied* or *Satisfied* with the statement compared with previous years

Satisfaction with campus life	2023	2022	2021	2020
Attitudes of UNW employees toward students	87.8	87.0	86.7	91.3
Opportunities to serve in leadership	79.4	75.1	76.2	82.0
Sense of community on campus	77.9	73.4	74.6	86.0
Values of the Declaration of Christian Community (DCC)	73.3	66.5	73.3	80.0
Opportunities for study abroad	72.4	64.0	75.4	80.0
Campus Housing Facilities	72.1	65.5	76.1	80.3
Expectations of the Declaration of Christian Community (DCC)	66.8	60.6	67.3	70.5
Local and global outreach/engagement opportunities	66.5	75.1	66.9	77.8

Senior Satisfaction with Campus Services

Table 22 shows the percentage of seniors who responded that they were *Very Satisfied* or *Satisfied* with Campus Services on the **Northwestern Senior Survey**.

Table 22. Percentage who were *Very Satisfied* or *Satisfied* with the statement compared with previous years

Satisfaction with campus services	2023	2022	2021	2020
Library services	91.4	88.8	92.1	93.7
Registrar's Office services	85.5	86.9	89.2	91.9
Career development services	85.1	79.0	80.7	83.6
Academic advising	79.6	78.3	80.1	81.3
Counseling services	76.8	71.9	73.8	86.3
Health services	72.5	66.4	75.3	87.7
Services for students with disabilities	70.5	72.6	78.2	86.2
Commuter life experience	66.4	67.2	67.4	72.6
Food service	45.9	35.2	51.4	60.4

Campus Climate and Environment

The **Thriving Quotient** survey rates students' level of satisfaction with the statements related to campus life and environment at Northwestern on a scale of 6 = *Very Satisfied* to 1 = *Very Dissatisfied*. Table 23 shows the mean scores compared between Northwestern students' responses and the CCCU sample.

Table 23. Satisfaction compared with CCCU sample

	UNW	CCCU
Your current living situation *	4.85	4.70

*Indicates statistically significant difference from national norms

Campus Racial/Ethnic Differences

The **Thriving Quotient** survey rates students' level of agreement with the statements related to campus racial/ethnic differences on a scale of 6 = *Strongly Agree* to 1 = *Strongly Disagree*. Table 24 shows the mean scores compared between Northwestern students' of color responses and Northwestern white students' responses. (Note: some statements are reverse scored as indicated so that higher scores indicate higher levels of social connectedness).

Table 24. Mean satisfaction comparison

	Students of Color	White Students
If I had to do it over again, I would choose a different institution	3.84	4.44
It's hard to make friends on this campus (reverse-scored)	3.58	4.02
I often feel lonely because I have few close friends with whom to share my concerns (reverse-scored)	3.25	3.84

The following **Thriving Quotient** survey statements related to racial/ethnic differences at Northwestern were surveyed on a scale of 6 = *Very Satisfied* to 1 = *Very Dissatisfied*. Table 25 shows the mean scores compared between Northwestern students' of color responses and Northwestern white students' responses.

Table 25. Mean satisfaction comparison

	Students of Color	White Students
Your current living situation	4.54	4.92
Your current physical health	4.16	4.63

Family Support

Learning Engagement

The **Thriving Quotient** survey rates students' level of family support with statements related to learning engagement on a scale of 6 = *Strongly Agree* to 1 = *Strongly Disagree*. Table 26 shows the mean scores compared between Northwestern students' responses and the CCCU sample.

Table 26. Mean scores compared with CCCU sample

	UNW	CCCU
My family approves of me attending this institution*	5.57	5.44
My family encourages me to complete my degree	5.52	5.46
I am confident that the amount of money I'm paying for college is worth it in the long run*	3.91	4.10

*Indicates statistically significant difference from national norms

Social Connectedness

The **Thriving Quotient** survey rates students' level of family support with statements related to social connectedness on a scale of 6 = *Strongly Agree* to 1 = *Strongly Disagree*. Table 27 shows the mean scores compared between Northwestern students' responses and the CCCU sample. (Note: some statements are reverse scored as indicated so that higher scores indicate higher levels of social connectedness).

Table 27. Mean scores compared with CCCU sample

	UNW	CCCU
I feel like my friends really care about me	4.93	5.02
I feel content with the kinds of friendships I currently have	4.64	4.75
It's hard to make friends on this campus (reverse-scored)	3.92	3.99
I often feel lonely because I have few close friends with whom to share my concerns (reverse-scored)	3.69	3.78
I don't have as many close friends as I wish I had (reverse-scored)*	3.25	3.50
Other people seem to make friends more easily than I do (reverse-scored)*	2.96	3.17

*Indicates statistically significant difference from national norms

Core Curriculum Outcomes: Biblical Thinking & Living

Biblical Thinking & Living Integration

The **Senior Capstone Survey** included two statements related to the integration of biblical thinking and living with academic discipline. Table 28 shows the percentage of students who *Strongly Agree* or *Agree* with these statements. The table 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 28. Percentage who *Strongly Agree* or *Agree* with the statement compared with previous years

	2023	2022	2021	2020
I am able to discuss the assumptions, theories and concepts of my major in relationship to a biblical worldview	97.8	97.6	99.6	97.4
I have been prepared to integrate my faith with my academic field	96.4	98.1	97.6	94.5

Biblical Thinking & Living Outcomes

On the **Northwestern Senior Survey**, graduating seniors are asked to rate their satisfaction with Northwestern's influence on the attainment of biblical thinking and living outcomes. Table 29 shows the percentage of seniors who reported Northwestern's influence being *Very Much* or *Much*.

Table 29. Percentage who agree *Very Much* or *Much* with the statement compared with previous years

	2023	2022	2021	2020
Relating the Christian faith to my major field	83.9	80.6	79.9	83.8
Examine personal, intellectual, theological, and ethical issues through the lens of biblical truth*	77.6			
Apply proper interpretive methods to understand the historical meaning and contemporary applications of the Bible*	75.9			
Apply principles of discipleship to the Christian life including conversion, spiritual growth, and evangelism*	71.9			

* New question in 2023

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. Table 30 shows the percentage of students who are *Very Satisfied* or *Satisfied* with these items.

Table 30. Percentage who were *Very Satisfied* or *Satisfied* with the statement compared with previous years

	2023	2022	2021	2020
Campus Spiritual Climate	76.3	71.4	77.3	79.2
Chapel Programming	53.1	46.4	60.7	61.0
Chapel Attendance Policy	41.3	33.4	39.2	47.7

Senior Participation in Spiritual Formation and Growth

Table 31 shows at least 90% of all graduating seniors reported on the **Northwestern Senior Survey** that both their **relationship with God** and their **capacity to love people** grew during their time at Northwestern, and over 60% reported that they **met in a mentoring relationship with a Northwestern employee (faculty or staff)**.

Table 31. Percentage in agreement with spiritual formation and growth statements

	2023
My capacity to love people grew during my time at UNW	94.4
My relationship with God grew during my time at UNW	93.1
I met in a mentoring relationship with an UNW employee (faculty or staff)	68.9
I was involved in a church community as an attender	58.3
I was involved in a church community in a serving role	30.1

Spiritual Fit and Growth

The **Northwestern Senior Survey** results in Table 32 show 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 32. Percentage who *Strongly Agree* or *Agree* with the statement compared with previous years

	2023	2022	2021	2020
My relationship with God grew during my time at UNW	93.1	90.1	94.0	93.0

Alumni Rate Department Faculty

Table 33 shows the mean score and 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 is on a four point scale.

Table 33. Mean score and percentage of alumni who *Strongly Agree* or *Agree* with each statement

	Mean Score	% Strongly Agreed/ Agree
Were role models of Christian maturity	3.53	95.7
Integrated biblical perspectives with the subject area	3.51	96.9

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 34 shows the supervisors' mean rating of the integrity of Northwestern interns at 4.51.

Table 34. Mean integrity rated by on-site supervisors compared with previous years

	2023	2022	2021	2020
Integrity rated by on-site supervisors	4.51	4.49	4.45	4.56

Students rate Integration of Faith and Learning

Two statements on the **Student Course Evaluation** provide students with the opportunity to describe their perception of how faith is integrated into their academic courses. Table 35 shows, on a scale of 5 = *Strongly Agree* to 1 = *Strongly Disagree*, the mean score has been near or above 4.70 for both statements for the past four years.

Table 35. Mean integration and worldview item results compared with previous years

	2023	2022	2021	2020
My instructor modeled Christ-like behavior during this course	4.78	4.75	4.77	4.78
My instructor integrated faith and learning*	4.72	4.70	4.71	4.73

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

Student Satisfaction with Spiritual Formation

The **Thriving Quotient** survey rates students' agreement with the statements related to spiritual formation at UNW on a scale of 6 = *Strongly Agree* to 1 = *Strongly Disagree*. Table 36 shows the mean scores compared between Northwestern students' responses and the CCCU sample.

Table 36. Satisfaction compared with CCCU sample

	UNW	CCCU
My spiritual or religious beliefs give meaning and purpose to my life*	5.37	5.20
My spiritual or religious beliefs are the foundation of my approach to life*	5.27	5.07
My spiritual or religious beliefs provide me with a sense of strength when life is difficult	5.17	5.10

*Indicates statistically significant difference from national norms

The **Thriving Quotient** survey rates to what extent each of the following changed during UNW students' time on campus. Statements are rated on a scale of 6 = *Significantly Increased* to 1 = *Significantly Decreased*. Table 37 shows the mean scores compared with CCCU sample.

Table 37. Mean scores compared with CCCU sample

	UNW	CCCU
My ability to integrate my faith into daily life decisions*	4.77	4.66
My commitment to a biblical worldview*	4.75	4.61
My ability to relate to those who are different from me*	4.70	4.81
My participation in personal times of Bible study*	4.34	4.15

*Indicates statistically significant difference from national norms

Core Curriculum Outcomes: Effective Communication

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 statements developed to evaluate university-level writing. Table 38 shows the percent of papers judged to be either *Excellent*, *Above Average*, *Average*, *Below Average*, or *Marginal* in the six focus areas. The benchmark of 70 percent *Excellent* and *Above Average* combined was reached for all criteria in 2023.

Table 38. WCE result percentages for each of the six focus areas

Criteria	Excellent	Above Average	Average	Below Average	Marginal
Focus	45.5	38.2	15.5	0.9	0
Sources	45.1	33.3	19.8	1.4	0.5
Rationale	43.2	36.4	19.6	0.9	0
Organization	41.4	37.4	20.3	0.9	0
Presentation and Mechanics	34.8	42.3	21.1	1.4	0.5
Documentation	34.7	36.0	23.4	5.9	0

Written Communication Outcome Achievement

Table 39 shows specific statements for each of the criteria categories.

Table 39. Detailed percentage WCE results

Focus	Excellent	Above Average	Average	Below Average	Marginal
Correct type (genre) for the assignment	47.3	36.9	14.9	0.9	0
Clear thesis or controlling concept(s)	43.6	39.5	16.1	0.9	0
Organization	Excellent	Above Average	Average	Below Average	Marginal
Organization is obvious and effective (sections or paragraphs are clearly related: headings, if used, are appropriate and consistent)	41.4	37.4	20.3	0.9	0
Rationale	Excellent	Above Average	Average	Below Average	Marginal
Evidence or details support major ideas or major components	43.7	36.5	18.5	1.4	0
Multiple perspectives taken into consideration	42.7	36.2	20.6	0.5	0
Sources	Excellent	Above Average	Average	Below Average	Marginal
Sources are specific, accurate, relevant, and authoritative, reflecting evaluation/analysis	45.1	33.3	19.8	1.4	0.5
Presentation and Mechanics	Excellent	Above Average	Average	Below Average	Marginal
Style is appropriate for genre in tone and level of formality	37.0	41.6	20.1	0.9	0.5
Proper use of punctuation and grammar	32.6	43.0	22.2	1.8	0.5
Documentation	Excellent	Above Average	Average	Below Average	Marginal
Sources are specific, accurate, relevant, and authoritative, reflecting evaluation/analysis	34.7	36.0	23.4	5.9	0

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 statements developed to evaluate the ability to communicate effectively. Table 40 shows the percentage of oral presentations judged to be either *Excellent*, *Above Average*, *Average*, *Below Average*, or *Marginal* on the five criteria. The benchmark of 70 percent *Excellent* and *Above Average* combined was reached for all criteria in 2023.

Table 40. OCE result percentages for each of the five criteria

Criteria	Excellent	Above Average	Average	Below Average	Marginal
Thesis/Purpose	61.3	27.5	22.4	0	0
Organization	57.0	30.7	11.0	1.3	0
Support Citation	55.1	27.7	16.1	1.1	0
Delivery	53.9	26.6	16.5	3.0	0
Attitude/Presence	60.7	21.0	16.1	2.3	0

Table 41 shows specific statements for each of the criteria categories.

Table 41. Percentage detailed OCE results

Thesis/Purpose	Excellent	Above Average	Average	Below Average	Marginal
Message is appropriate to the audience	64.6	25.0	10.5	0	0
Thesis/Purpose is clearly presented	58.1	30.0	12.0	0	0
Organization	Excellent	Above Average	Average	Below Average	Marginal
Ideas are clear, logical, and effectively arranged	60.1	28.0	10.5	1.5	0
Includes relevant introduction and conclusion	53.9	33.3	11.6	1.1	0
Support Citation	Excellent	Above Average	Average	Below Average	Marginal
Specific, credible, relevant sources reflecting evaluation/analysis are used and cited orally, as appropriate	55.1	27.7	16.1	1.1	0
Delivery	Excellent	Above Average	Average	Below Average	Marginal
Appropriate body language and eye contact, effective use of voice and technology and/or visual aids	53.9	26.6	16.5	3.0	0
Attitude/Presence	Excellent	Above Average	Average	Below Average	Marginal
Respectful tone, attitude, wording; appropriate attire	60.7	21.0	16.1	2.3	0

Upper-Level Communication Assessment

The extent of the Northwestern contribution to the achievement of the following outcomes was measured on the **Northwestern Senior Survey** using the scale 5= *Very Much* to 1= *Not at all*. Table 42 shows the mean scores for these outcomes. The goal of 4.00 was reached in 2023.

Table 42. Mean scores for Effective Communication Outcome Achievement, survey questions changed in 2023

	2023
Communicate effectively and respectfully through writing, speaking, and other media for a variety of audiences and purposes	4.35
Analyze messages actively and critically with consideration to the intended audience	4.23

Core Curriculum Outcomes: Leadership & Professionalism

Intern Leadership Ability

Intern supervisors using the **On-Site Supervisor Evaluation**, rated Northwestern interns on a scale from 5 = *Exceptional*, to 1 = *Unsatisfactory*. Table 43 shows the mean score of supervisors' rating of the leadership ability of Northwestern interns.

Table 43. Mean results of on-site supervisors rating leadership ability of interns from UNW compared with previous years

	2023	2022	2021	2020
Leadership ability	3.96	3.93	4.01	3.98

Seniors Rate Attainment of Leadership and Professional Outcomes

Table 44 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 44. Percentage who attained outcomes *Very Much* or *Much* compared with previous years

	2023	2022	2021	2020
Generate documents to apply for a job or graduate school (resume, cover letter, LinkedIn profile, etc.)*	78.2			
Develop skills for leadership in the home, church, community, and world**	77.0	81.3	79.9	80.8
Demonstrate workforce readiness through professional engagement*	75.8			
Develop awareness of how one's core calling, or sense of vocation, relates to one's professional, civic, church, and personal leadership*	75.8			

* New question in 2023

** Wording changed from "Developing Leadership Skills" in 2023

Core Curriculum Outcomes: Critical Thinking & Information Literacy

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. Table 45 shows the percentage of instructors rating student work as *Excellent* or *Above Average* for these statements.

Table 45. Percentage who achieved *Excellent* or *Above Average* with the statement compared with previous years

	2023	2022	2021	2020
Specific credible, relevant sources used (OCE)	82.8	72.8	84.3	71.2
Uses Technology appropriately (OCE)	80.5	76.9	83.9	81.6
Appropriateness of sources (WCE)	78.4	79.8	73.8	72.0
Correct documentation style (WCE)	70.7	75.5	66.8	60.7

Senior Rating of Outcome Achievement

Table 46 shows that over 80% of graduating seniors reported on the **Northwestern Senior Survey** that the University had *Very Much* or *Much* influence on the achievement of these outcomes.

Table 46. Percentage who rated UNW influence on outcome achievement as *Very Much* or *Much* compared with previous years

	2023	2022	2021	2020
Employ critical thinking skills such as analysis, evaluation, and reasoning**	86.7			
Find, evaluate and use information effectively and ethically*	81.9	85.7	87.6	87.7
Synthesize a position or solve a problem through engagement with multiple perspectives**	80.8			

* Wording changed from “Developing the ability to find, evaluate, and use information effectively” in 2023

** New question in 2023

Interns Evaluated on Outcomes

Intern supervisors using the **On-Site Supervisor Evaluation**, rated Northwestern interns on a scale from 5 = *Exceptional* to 1 = *Unsatisfactory*. Table 47 shows the mean score supervisors' rating of the computer skills of Northwestern interns.

Table 47. Mean score for supervisor ratings compared with previous years

	2023	2022	2021	2020
Computer skills	4.08	4.07	4.09	4.27

Core Curriculum Outcomes: Cultural & Global Engagement

Senior Rating of Outcome Achievement

Table 48 shows the mean score on the **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 48. Senior mean scores of outcome achievements

	2023
Evaluate contemporary civic or global issues from a biblical perspective*	4.01
Compare diverse historical, social, and cultural perspectives in order to appreciate one's own and others' viewpoints*	4.00
Acquire knowledge of the historical roots of our world from ancient to modern times*	3.79

*New question in 2023, comparable data to come

Interns Evaluated on Outcomes

Intern supervisors using the **On-Site Supervisor Evaluation**, rated Northwestern interns on a scale from 5 = *Exceptional* to 1 = *Unsatisfactory*. Table 49 shows the supervisors' rating of statements related to this outcome, which are above the benchmark of 4.0.

Table 49. Mean score for supervisor ratings compared with previous years

	2023	2022	2021	2020
Respectful of others	4.60	4.57	4.50	4.61
Ability to work with & value diverse cultural groups	4.40	4.37	4.17	4.40
Ability to work in a team	4.39	4.35	4.29	4.33

Core Curriculum Outcomes: Scientific & Quantitative Literacy

The extent of the University's influence on the attainment of Scientific and Quantitative outcomes was measured on the **Northwestern Senior Survey**. Table 50 shows the percentage of seniors who rated Northwestern's influence on their achievement of the core curriculum outcome as *Very much* or *Much*.

Table 50. Percentage who rated UNW influence on outcome achievement as *Very Much* or *Much*

	2023
Apply scientific understanding and reasoning *	72.7
Evaluate contemporary civic or global issues from a biblical perspective*	70.8
Acquire knowledge of the historical roots of our world from ancient to modern times*	62.0

* New question in 2023, comparable data to come

Core Curriculum Outcomes: Creative Expression

The extent of the University's influence on the attainment of Creative Expression outcomes was measured on the **Northwestern Senior Survey**. Table 51 shows the percentage of seniors who rated Northwestern's influence on their achievement of the core curriculum outcome as *Very much* or *Much*.

Table 51. Percentage who rated UNW influence on outcome achievement as *Very Much* or *Much*

	2023
Perform or create works of artistic expression*	66.0
Analyze works of artistic expression*	65.0

* New question in 2023, comparable data to come

Participation in Missions and Service Activities

Table 52 shows the **Northwestern Senior Survey** results indicating over sixty percent of graduating seniors have participated in volunteer/service activities during their years at Northwestern.

Table 52. Senior participation percentage compared with previous years

	2023	2022	2021	2020
Participate in volunteer/service activities	64.8	67.1	71.4	77.8
Participate in an academic-sponsored educational cross-cultural experience	28.6	30.7	29.4	35.0
Participate in university-sponsored student life or athletic mission or service trip	22.1	23.2	19.8	25.7

Seniors Rate Attainment of Personal Outcomes

Table 53 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 53. Percentage who rated UNW influence on outcome achievement as *Very Much* or *Much*

	2023
Becoming competent in my major field*	85.1

* New question in 2023, comparable data to come

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*. Table 54 shows supervisors' mean rating of Northwestern Interns.

Table 54. On-site Supervisors rate outcomes of interns compared with previous years

	2023	2022	2021	2020
Ability to work in a team	4.39	4.35	4.29	4.33
Technical skills	4.09	4.04	4.05	4.11

Graduate Record Examinations

The **Graduate Record Examinations** (GRE) compares UNW alumni completing the exam with graduates from institutions throughout the country. Table 55 shows the benchmark of 50th percentile set for this evaluation was not reached for Analytical Writing, Verbal, or Quantitative.

Table 55. GRE percentile rank in verbal, quantitative, and analytical writing compared with previous years

	2023	2022	2021	2020
Verbal	35.0	38.3	49.3	66.8
Analytical Writing	33.5	49.8	61.8	71.2
Quantitative	17.5	48.8	37.0	55.2

Assessment Instruments

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.

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.

COUNCIL FOR CHRISTIAN COLLEGES & UNIVERSITIES (CCCU) THRIVING QUOTIENT

The CCCU Thriving Quotient survey was administered to traditional undergraduate Northwestern students as a part of the Collaborative Assessment Project in the Fall of 2020. Northwestern received 341 responses.

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.

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 sum many of alumni perceptions of their Northwestern experience.

NORTHWESTERN SENIOR CAPSTONE SURVEY

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

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.

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 Career and Leadership Development department.

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.