



Self-Study

August 2017

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Criterion 1: Mission, History, Impact, and Demand

1. Mission—How does the program contribute to the mission of Andrews University and the Seventh-day Adventist Church?

Our Mission Statement and Statement of Conduct

The Department of Religion & Biblical Languages seeks to engage majors and general education students through a biblically grounded, theologically astute and relevant process of spiritual formation; equipping and inspiring them to passionately serve the Seventh-day Adventist Church and the wider world beyond committed denominational employees or as the laity in the expectation of the soon coming of Jesus Christ.

Students who are religion and theology majors must be in good and regular standing in terms of student life citizenship. As future pastors of the church, they are expected to live in harmony with Seventh-day Adventist beliefs and practices. Failure in any of these areas may lead to a student being placed on probation or being dismissed from the program. Academic requirements and other program standards are stated in detail in the departmental handbook.

Contribution to the Mission of Andrews University

Seek Knowledge—The Department of Religion & Biblical Languages is committed to engaging both its majors and general education students with knowledge in Biblical Studies, Theology, Christian Ministry, and Religious History, Practical Theology, and Missions. Students who are majors in the department take classes in all of these areas. General Education students pick three classes from all areas listed above, except Religious History, in addition to taking RELT 100, God and Human Life, which provides a broad base for further religious studies while at Andrews University.

Affirm Faith—The Department of Religion & Biblical Languages is committed to student's spiritual development through course work and practical experience. Majors in the department take a variety of classes in understanding the concepts of *Prima Scriptura*, *Sola Scriptura*, the nature of God, and the nature of God in relation to their personal lives. Specific classes that focus on a student's spiritual nature include RELB 210 (Jesus in His Time and Ours), RELT 115 (Introduction to Christian Discipleship), RELT 250 (Personal Spirituality and Faith), RELT 315 (Christian Discipleship), RELT 440 (Fundamentals of Spirituality & Healthcare), RELP 485 (Pastoral Ministry), RELG 225 (Foundations of Missions), RELB 245 (Hermeneutics), RELT 325 (Theology I), and RELT 326 (Theology II).

Change the World—We have a focus on “equipping and inspiring them [students] to passionately serve the Seventh-day Adventist Church and the wider world beyond as dedicated laypersons and committed denominational employees in the expectation of the soon coming of Jesus Christ.” Students in the RELP courses, particularly RELP 240 (Personal Witnessing), RELP 325 (Preparation for Mission Service), RELP 330 (Homiletics), RELP 335 (Foundations of Youth Ministry), RELP 350 (Evangelism), RELP 485 (Pastoral Ministry), RELG 350 (World Religions), RELT 340 (Religion & Ethics), RELT 385 (Bioethics and Christian Faith), RELT 348 (Christians and the Environment), and RELT 115 (Intro to Christian Discipleship) all have access to both theoretical knowledge and actual opportunities for ministry. Many students in our RELP 350 (Evangelism) course travel to foreign countries for short-term ministries proclaiming the love of Christ in a cross-cultural context. Specifically, the department conducts an annual mission trip to the Middle East to experience missions and enlarge global perspectives. Additionally, in the past seven years, students have participated in the evangelism field schools in Michigan City, Fiji, and Honduras.

[Contribution to the Mission of the Seventh-day Adventist Church](#)

“The mission of the Seventh-day Adventist Church is to make disciples of all people, communicating the everlasting gospel in the context of the three angels’ messages of Revelation 14:6-12, leading them to accept Jesus as personal Savior and unite with His remnant Church.”

Make Disciples of All People—Our department teaches two discipleship courses (RELT 115 & 315) but the concept of discipleship goes far beyond these courses and is a guiding principle in how we interact with students and teach other courses. Our students are taught through the Personal Witnessing, Foundations of Youth Ministry, Evangelism, and the pastoral ministry courses the integral importance of making disciples of all people and how to effectively carry this principle out. In Jesus in His Time and Ours and Acts and the Epistles, students learn the theological importance and basis of the concept of discipleship. In addition, the professors model discipleship in the department by engaging with students, both majors and other students. Off-campus ministries and mission trips are powerful disciplining experiences.

Communicate the Everlasting Gospel in Context of the Three Angel’s Message—Our Biblical History, Religious History, and Theology courses set the groundwork for student’s understanding of the unique message born by Seventh-day Adventists in relation to the everlasting gospel. Our practical ministry courses not only give the theory and research behind how to effectively carry these principles out within the guidance of the Bible and the writings of Ellen White, but also give them numerous opportunities to evangelize both locally and internationally.

Leading Them to Accept Jesus as Personal Savior—It is the constant endeavor of the Department of Religion & Biblical Languages not simply to communicate information, but to inspire students to discover Bible truth and a saving relationship with Jesus Christ. Although all of our classes have this aspect, RELB 210, Jesus in His Time and Ours, provides one of the clearest examples of how we engage our student’s with Jesus Christ. Faculty and Staff also pray over students regularly in both faculty meetings and morning devotionals. Other courses include RELT 440 (Fundamentals of Spirituality & Ethics in Healthcare), RELT 100 (God and Human Life, RELT 315 (Discipleship), and RELT 250 (Personal Spirituality and Faith.)

Unite with His Remnant Church—Students are encouraged by faculty to understand the uniqueness in a none-exclusive manner of the Seventh-day Adventist church. Theology II (RELT 326) and RELH 400 (SDA Heritage & Prophetic History) in particular teach the incredible leading of God in the past history of our church. Our practical religion courses teach the concepts of practical religion within the context of the Seventh-day Adventist church. Faculty also teach collegiate Sabbath School classes, give Bible studies, and baptize students. We, then, encourage students to understand the importance and value of uniting with the Seventh-day Adventist church in their ministries and personal lives.

[Relation to the North American Division Core Qualities for Pastors](#)

The North-American Division Ministerial Department has developed a list of core qualities for effective pastors. Below, we have charted out how we effectively implement these qualities for our students.

Core Quality	Classes	Other Activities
Character	RELB 210, Jesus in His Time and Ours RELT 100, God and Human Life RELT 115, Introduction to Christian Discipleship RELT 225, Personal Spirituality & Faith RELT 315, Christian Discipleship RELT 340, Religion & Ethics in Modern Society RELP 105, Introduction to Pastoral Service RELP 350, Evangelism RELP 485, Pastoral Ministry	Majors are required to maintain a good student life standing while at Andrews University, showing commitment to the values and community standards of this university as well as the world church in general. Character is central to a theology major’s call to ministry.
Evangelism	RELB 210, Jesus in His Time and Ours RELB 335, Acts and the Epistles RELT 115, Introduction to Christian Discipleship RELT 315, Christian Discipleship RELP 240, Personal Witnessing RELP 325, Preparation for Mission Service RELP 330, Homiletics	Frequently, RELP 350 is in the form of a mission trip, allowing students first-hand access to cross-cultural evangelistic opportunities. The annual Mideast study/mission trip engages

	<p>REL 335, Foundations of Youth Ministry REL 350, Evangelism REL 485, Pastoral Ministry REL 225, Foundations of Missions REL 350, World Religions</p>	<p>students in secular, Muslim, and Christian cultures.</p>
Leadership	<p>REL 340, Religion & Ethics in Modern Society REL 325, Preparation for Mission Service REL 485, Pastoral Ministry</p>	<p>Students have the additional opportunity of being involved in the undergraduate leadership program while at Andrews University.</p> <p>Students have frequent opportunities for leadership including in the Andrews Ministerial Association and in local churches.</p>
Worship	<p>REL 210, Jesus in His Time and Ours REL 230, Biblical Prayers REL 100, God and Human Life REL 250, Personal Spirituality & Faith REL 105, Introduction to Pastoral Ministry REL 330, Homiletics REL 485, Pastoral Ministry</p>	<p>Students are required to register for REL 200, which requires weekly attendance at the religion department worship.</p> <p>Additionally, students are required to attend several of the campus-wide chapels each semester by university policy.</p> <p>Finally, we attempt to link students with local churches bot for personal and professional development.</p>
Management	<p>REL 105, Introduction to Pastoral Ministry REL 485, Pastoral Ministry REL 340, Religion & Ethics in Modern Society</p>	<p>Through the Andrews Ministerial Association and connection with local churches students are given the opportunity, like with the leadership quality, to exercise management skills.</p>
Scholarship	<p>REL 111, Introduction to the Old Testament REL 112, Introduction to the New Testament REL 245, Hermeneutics</p>	<p>All of our classes give students solid academic and scholarship resources and opportunities. The ones listed to the right are ones</p>

	<p>REL 100, God & Human Life</p> <p>REL 295, Introduction to Theological Research</p> <p>REL 325, Theology I</p> <p>REL 326, Theology II</p> <p>RELH 400, SDA Heritage & Prophetic Ministry</p> <p>RELH 316, History of the Christian Church I</p> <p>RELH 317, History of the Christian Church II</p>	<p>that particularly form a backbone for broad research, thought, and scholarship not only in our program but later in the Seventh-day Adventist Theological Seminary.</p>
Relationship	<p>FMST 201, Personal Relationships</p> <p>REL 105, Introduction to Pastoral Service</p> <p>REL 340, Personal Witnessing</p> <p>REL 330, Homiletics</p> <p>REL 325, Preparation for Mission Service</p> <p>REL 335, Foundations of Youth Ministry</p> <p>REL 485, Pastoral Ministry</p> <p>REL 225, Foundations of Mission</p> <p>REL 310, World Religions</p>	<p>Students are required to register for REL 200, which allows students to network personally and professionally once per week. Our in-depth ministry program allows hundreds of sermons by our students to be preached each year.</p>

2. History—How does the history of the program define the contributions of the program to Andrews University?

The history of the Department of Religion has always had several objectives from its beginning:

- a) Providing all students in the university with a firm biblical and theological grounding, particularly within the context of the beliefs of the Seventh-day Adventist Church.
- b) Provide all students opportunities to develop a personal relationship with Christ.
- c) Train up ministers, both professional and lay, for service in the Seventh-day Adventist church.
- d) Prepare students in our programs for further, pastoral training in the Seventh-day Adventist Theological Seminary.

Program Changes

Theology, BA 1990	Theology, BA 2000	Theology, BA 2010	Theology, BA 2017
	God & Human Life	God & Human Life	God & Human Life
		Hermeneutics	Hermeneutics
Law & Writings	Law & Writings of Old Testament	Law & Writings of Old Testament	Law & Writings of Old Testament
Life & Teachings of Jesus	Jesus in His Time and Ours	Jesus in His Time & Ours	Jesus in His Time & Ours
Daniel & Revelation (2 Courses)	Studies in Daniel and Revelation (2 Courses)	Studies in Daniel & Revelation	Studies in Daniel & Revelation

Prophets of Israel (2 Courses)	Prophets of Israel (2 Courses)	Prophets of Israel	Prophets Writings of OT
Acts & Epistles (2)	Acts & Epistles (2)	Acts & Epistles	Acts & Epistles
Doctrines of the Christian Church (2)	Doctrines of the Christian Church (1)	Theology I Theology II	Theology I Theology II
			Intro to Theo. Research
			Topics in Theology
History of Christian Church (2 Courses)	History of the Christian Church (2 Courses)	History of Christian Church (2 Courses)	History of Christian Church (2 Courses)
History of S.D.A Church	History of SDA Church	Adventist Heritage	Merged into SDA History& Prophetic Heritage
Ministry & Message of Ellen White	Ministry & Message of Ellen White	Gift of Prophecy	
		Prep. for Mission Or Found. Of Youth Min.	Prep. for Mission Or Found. Of Youth Min.
Homiletics (2 Courses)	Homiletics (3 Courses)	Homiletics (3 Courses)	Homiletics (1 Course)
Intro to Pastoral Ministry	Introduction to Pastoral Ministry (2 Courses)	Introduction to Pastoral Ministry + Minist. Candidacy Sem.	Intro to Pastoral Service + Pastoral Ministry
Christian Witnessing	Christian Witnessing/Public Evangelism	Christian Witnessing/Public Evangelism	Personal Witnessing + Evangelism (2 Courses)
Biblical Backgrounds	Biblical Backgrounds	Introduction to OT	Introduction to OT
		Introduction to NT	Introduction to NT
Intro to Christian Ethics	Religion & Ethics in Modern Society	Religion & Ethics in Modern Society	Religion & Ethics or Equivalent
Hebrew I	Hebrew I	Elementary Hebrew	Hebrew I
Hebrew II	Hebrew II	Intermediate Hebrew	Hebrew II
	Personal Spirituality & Faith	Personal Spirituality & Faith	PSF or Equivalent
	Religion Forum	Religion Forum	Religion Forum
	Greek I	Elem. Greek (2 Courses)	Greek I & II
	Greek III	Inter. Greek (2 Courses)	Greek III

General Education/ACE Changes

ACE 1990	ACE 2000	ACE 2010	ACE 2017
Christian Beliefs I & II	God & Human Life	God & Human Life	God & Human Life

3 additional quarter credits from Biblical Studies.	3 of the following: Jesus in His Time & Ours	ANY RELT, RELP, RELB, or RELG course	ANY RELT, RELP, RELB, or RELG course
7 additional semester credits from Biblical Studies, Theology, or General Religion.	Doctrines of Advent. Faith Personal Spirit. & Faith	ANY RELT, RELP, RELB, or RELG course	ANY RELT, RELP, RELB, or RELG course
	Religion & Ethics in Modern Society Capstone Seminar	ANY RELT, RELP, RELB, or RELG course	ANY RELT, RELP, RELB, or RELG course

ACE 1950	ACE 1960	ACE 1970	ACE 1980
Teaching of Jesus	18 quarter credits; nothing specified	18 quarter credits; nothing specified	Christian Beliefs I & II
Daniel and Revelation			3 additional quarter credits from Biblical Studies.
Any 8 Religion credits			7 additional semester credits from Biblical Studies, Theology, or General Religion.

ACE 1940
Problems of Religion
Biblical History & Prophecy
Any 8 Religion Credits

History Synopsis in Relation to Contributions of the Program to Andrews University

As noted above, the Department of Religion and Biblical Language has always had a focus on the development of biblical knowledge and spiritual development of its students, both majors and other students. The General Education requirements have changed through the years (noted above) to better meet those demands. The program has gone through several efforts to better equip students for both their professional work and seminary studies by refining classes. Several notable changes through the years have included:

- The addition of Hermeneutics as its own course, allowing students to have one course solely devoted to the principle of learning how to study the Bible both from an academic and personal perspective.
- The development of Theology I and II, allowing students to have a knowledge about both general Christian and Adventist theology.
- Introducing the Introduction to Theological Research and Topics in Theology courses allowing students to have a broader base for theological research and study.
- Addition of Missions and Youth ministry classes to the Theology degree to broaden student's concepts of ministry.
- Dividing Christian Witnessing into Personal Witnessing and Evangelism, allowing for students to have experience in both areas.
- Addition of Religion Forum into the program allowing students to have ongoing, weekly ministerial service and worship experiences.
- Development of a World Religions course to help students develop a more global worldview.
- The development of missions courses for students to hear the call to missions and to receive training in mission services. This is combined with on-site mission experience.
- The department has historically functioned as a preparation ground for students entering the Seventh-day Adventist Theological Seminary, which is also a sub-institution of Andrews University. We have prepared students for decades both personally and academically for further studies in the seminary as they pursue the M.Div. and higher degrees.

3. Impact—How does the program contribute to the academic success of Andrews University?

Andrews University is a religious institution and, therefore, the impact of the Department of Religion and Biblical Languages is both substantial and vital to the success of the institution. Through both training our majors and other students through the General Education program, we engage with students both academically and spiritually.

Andrews Core Experience/General Education

Students are required to take 12 total credits in the Department of Religion & Biblical Languages while at Andrews University. This part of their experience is incredibly important as Andrews University does not simply serve as an academic institution but also as a place to “affirm faith.” It is the desire of the professors in our department to link biblical knowledge with faith in all of our classes. All students are required to take God and Human Life as a foundational course which generated 1,011 credit hours in the 2016-2017 school year, which is almost a third (27%), of total credits generated by the department for the year. Students then select classes from other religion courses offered in our department based on their interests and goals in consultation with their academic advisors. This has been the policy to encourage students to be involved in religion classes that are most beneficial to them.

Number of Majors

Data has shown that students are taking advantage of the option to take classes online which offers more flexible scheduling. Additionally, the online cost is only 385.00 per credit (\$6,160/16 credits; on campus is \$13,395.00/16 credits). The School of Distance Education offers an online religion degree, as the numbers enrolled in that degree have gone up, our on-campus numbers have fallen at a similar rate. Presently, the department had 67 majors as of fall 2016 with hopes that over the next few years the numbers will increase as we seek to collaborate with the seminary. A conversation with Southern Adventist University revealed a similar decline in their majors over the past five years.

Relationship to Other Programs

A number of our classes are required or recommended by other programs. Here is a summary:

Class	Program
RELB 111	Anthropological Archaeology
RELT 225	Many majors require as GE
RELT 348, RELT 385	Several majors require as GE
RELT 390	School of Business
RELH 400	Requirement for education majors.
RELH 440/PBHL 440/SPPA 440/646	Requirement in SHP.

The Seventh-day Adventist Theological Seminary

36% of our students continue their studies at the Seventh-day Adventist Theological Seminary within five years of leaving our program, many very soon. Our programs are vital in giving students the basis they need for entrance into the seminary. Although the seminary does currently have a track for non-theology/religion majors, majors who go through our program end up taking less credits and having a more developed knowledge base than those who are entering for the first time. Continuing a tradition of success, during the summer 2015 & 2017 Greek III intensive, 100% of students in the class passed the Greek qualifying exam for the seminary meaning that they will not have to take language courses in the seminary.

The seminary describes itself, in part, as follows:

The primary mission of the Seventh-day Adventist Theological Seminary is to prepare ministers and teachers to serve in the Seventh-day Adventist Church. It offers a Master of Divinity; Master of Arts degrees in Pastoral Ministry, Religion, Religious Education, and Youth & Young Adult Ministry; dual degrees in Master of Arts in Youth & Young Adult Ministry/Master of Social Work and Master of Divinity/Master of Social Work; and five doctoral programs: Doctor of Ministry; Doctor of Philosophy in Biblical & Ancient Near Eastern Archaeology, Religion, and Religious Education; and Doctor of Theology.

More than half of the 50-member Seminary faculty was born overseas or worked for the SDA Church outside North America. As experts in their respective fields, they are ready to challenge

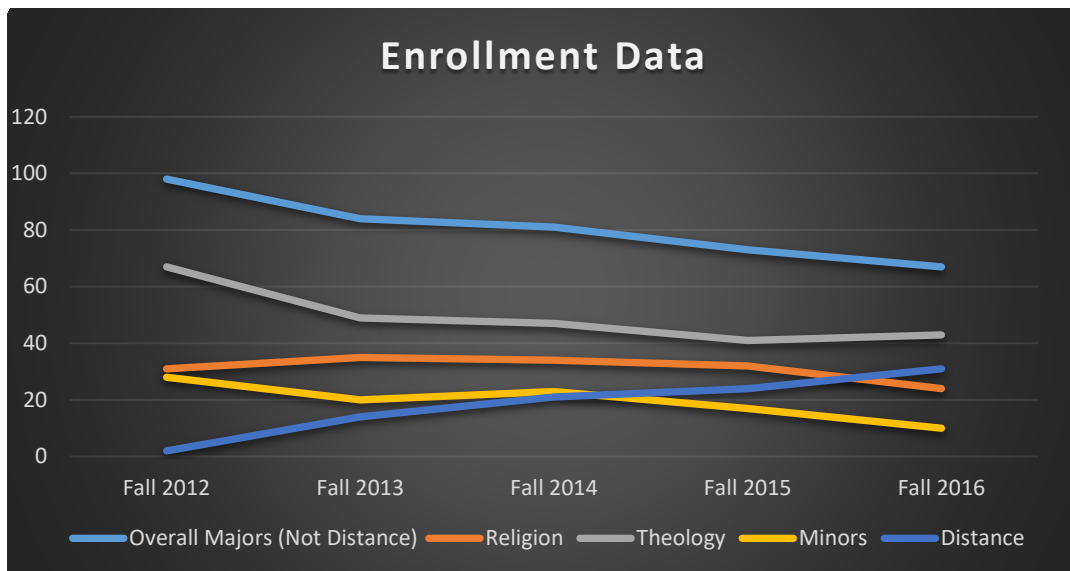
and mentor you to become ministers and thought leaders of the church in North America and beyond.

4. Demand—What is program enrollment and state of demand for graduates of the program?

Enrollment Data

Category	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Majors	98	83	79	73	67
Religion	31	35	34	32	24
Theology	67	49	47	41	43
Minors	28	20	23	17	10
Certificates	0	0	0	0	1
Distance	2	14	21	24	31

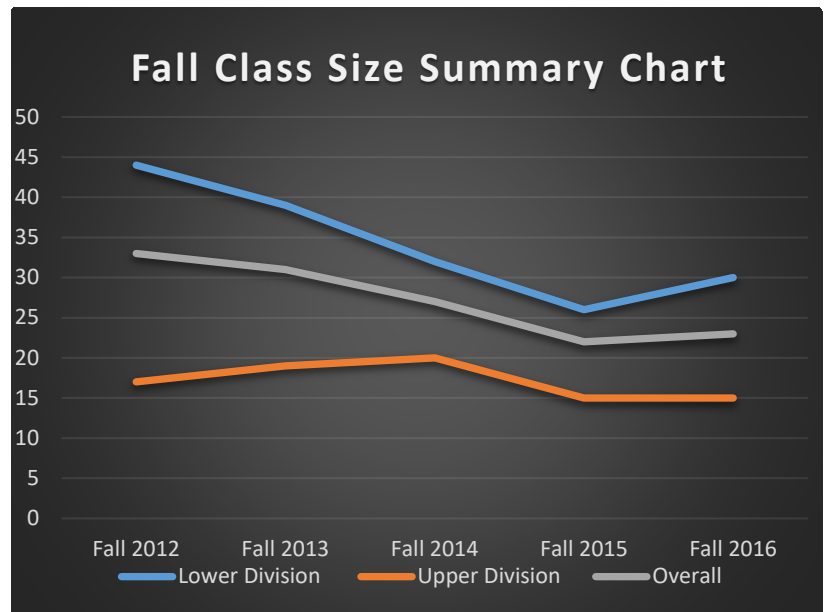
Please note the very clear link between rising distance enrollment and declining on-campus majors. The School of Distance Education offers a religion degree entirely online. Also, Christian Discipleship certificate has only had one student in recent years,



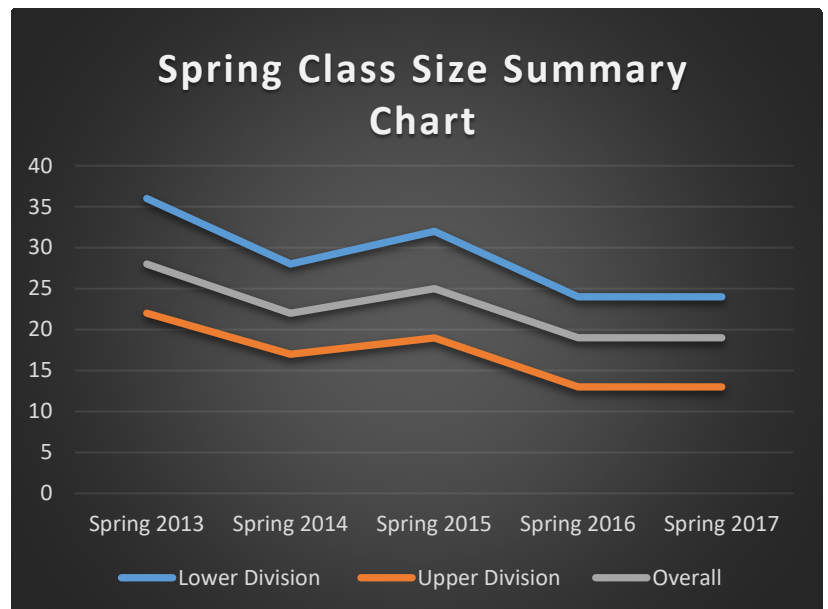
Class Size Data

Our data reveals upper division class sizes remaining generally the same (with slight declines) while lower division classes have fallen drastically. This is mainly due to decreasing enrollment overall at Andrews University, reflected in our GE courses, particularly God & Human Life. However, fall 2016 showed an increase in average class size, while spring 2017 remained virtually constant.

Category	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Lower Division Average	44	39	32	26	30
Upper Division Average	17	19	20	15	15
Overall Average	33	31	27	22	23



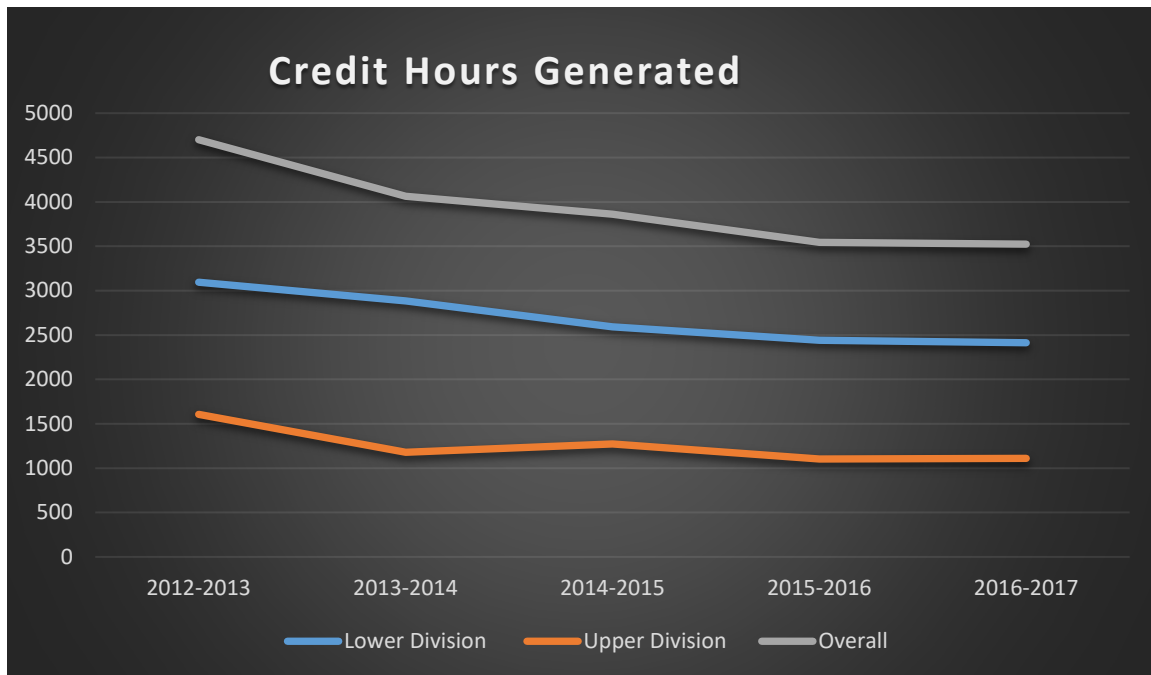
Category	Spr 2013	Spr 2014	Spr 2015	Spr 2016	Spg 2017
Lower Division Average	36	28	32	24	24
Upper Division Average	22	17	19	13	13
Overall Average	28	22	25	19	19



Credit Hours Generated

Both upper division and lower division credit hours have dropped sharply in recent years, with a total loss of 25% of credit hours generated. This is due in part to a loss of majors and in part to a general decline in the student population of Andrews University, resulting in a decline in the number of General Education credits taken by students each year.

Category	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Lower Division Credit Hours Generated	3095	2885	2591	2440	2413
Upper Division Credit Hours Generated	1606	1178	1272	1103	1111
Overall Credit Hours Generated	4701	4063	3863	3543	3524



Baseline Information

Employment	Employment RSE	Mean hourly wage	Mean annual wage	Wage RSE
49,320	1.8 %	\$23.77	\$49,450	0.9 %

Industries with the Highest Levels of Employment in This Occupation

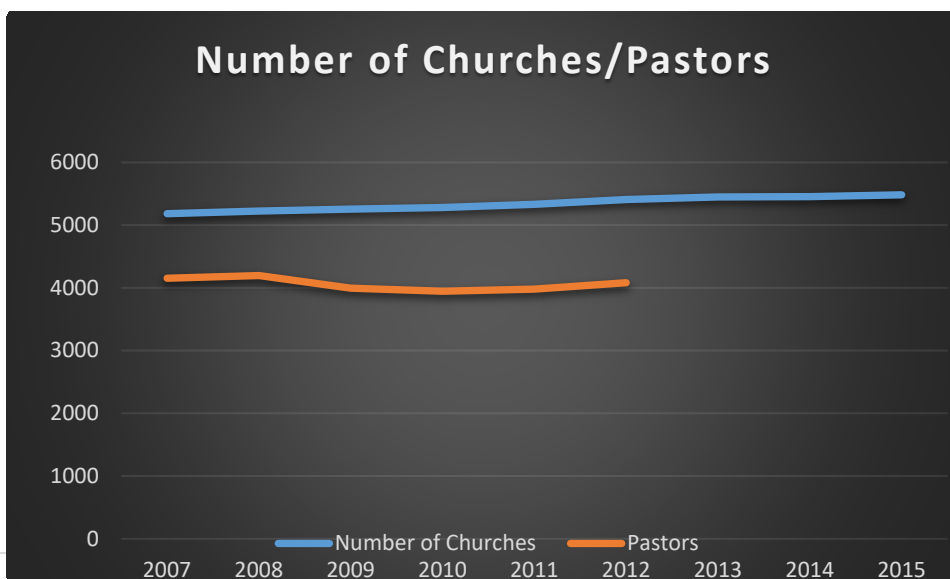
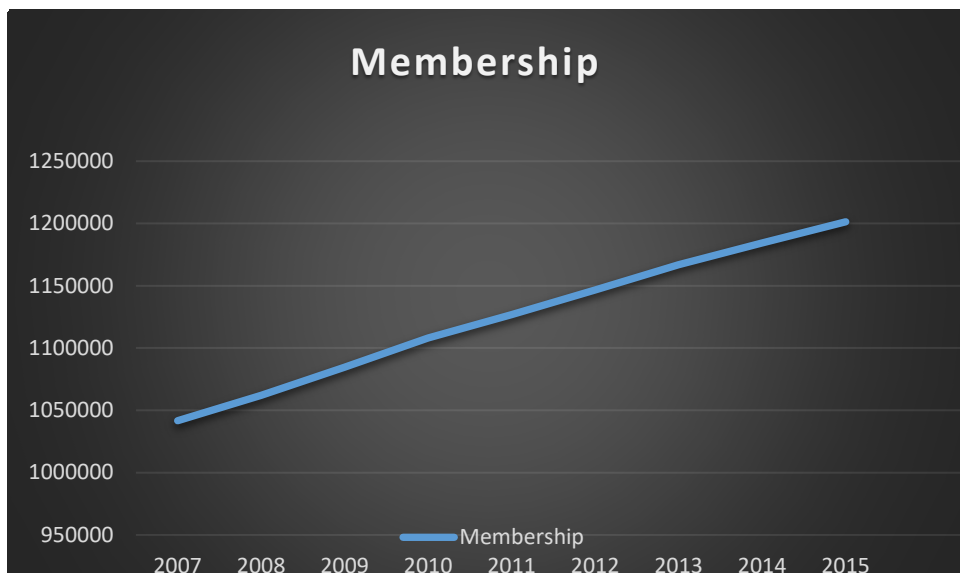
Industry	Employment	Percent of industry employment	Hourly mean wage	Annual mean wage
Religious Organizations	24,620	12.85	\$22.94	\$47,710
General Medical and Surgical Hospitals	7,720	0.14	\$24.87	\$51,730
Home Health Care Services	5,550	0.41	\$24.53	\$51,030
Nursing Care Facilities (Skilled Nursing Facilities)	1,610	0.10	\$22.85	\$47,530
Elementary and Secondary Schools	1,550	0.02	\$21.11	\$43,910

Top Paying Industries for This Occupation

Industry	Employment	Percent of industry employment	Hourly mean wage	Annual mean wage
Federal Executive Branch (OES Des)	970	0.05	\$35.78	\$74,430
Spec. (- Psych. & Subs. Abuse) Hosp.	300	0.12	\$27.66	\$57,540
State Government (OES Designation)	1,410	0.06	\$26.57	\$55,270
Psychiatric & Sub. Abuse Hospitals	260	0.11	\$26.15	\$54,390
Grantmaking and Giving Services	30	0.02	\$26.06	\$54,200

The North American Division employees approximately 4,000 ministers (http://www.adventiststatistics.org/view_Summary.asp?FieldID=D_NAD) and has been concerned in recent years with the number of pastors retiring: <http://www.nadministerial.org/article/1274/for-nad-pastors/articles/the-looming-shortage-of-adventist-pastors>.

As is noted in the charts below the number of pastors in the NAD has remained relatively stagnant while the number of churches has slightly increased and the membership has notably increased. This is partially due to the fact of different economic factors the church has faced in recent year.



Seventh-day Adventist NAD Minister Remuneration Data

NAD Ministers and Conference workers are paid varied salaries based on a single remuneration factor of \$4,433/month (2017, US). In addition, pastors in the United States have the parsonage exemption which is a unique tax exemption for pastors for part of their income. However, pastors in the NAD do pay the full FICA tax as they are considered self-employed.

The chart below illustrates annual salaries for pastors in 2017 (from the NAD Remuneration 2017 Handbook):

Status	Remuneration Factor	Remuneration Percent	Total Annual Salary
Upon Hire	\$4,433	83%	\$44,152.68
During Seminary (if sponsored)	\$4,433	30%	\$15,958.80
Post Seminary, 1 st Year	\$4,433	87%	\$46,280.52
Post Seminary, 2 nd Year	\$4,433	90%	\$47,876.40
Post Ordination, 3 rd Year	\$4,433	93%	\$49,472.28
Post Ordination, 4 th Year	\$4,433	96%	\$51,068.16
Post Ordination, 5 th Year	\$4,433	99%	\$52,664.04
Post Ordination, 6 th Year	\$4,433	102%	\$54,259.92
Bible Worker (2 Years Sem)	\$4,433	87%	\$46,280.52
Bible Worker	\$4,433	83%	\$44,152.68
Max, President (Conf.)	\$4,433	108%	\$57,451.68
Max, Secretary (Conf.)	\$4,433	104%	\$55,323.84
Max, Treasurer (Conf.)	\$4,433	104%	\$55,323.84
Max, Vice President (Conf.)	\$4,433	103%	\$54,791.88

The basis of this calculation is taking the remuneration factor, multiplying it by 12, and then multiplying it by the remuneration percent. This shows that, upon completing their master’s degree, pastors currently receive a maximum salary of \$54,259.92 per year. This number does not include any fringe benefits, allowances, or bonuses that would be in addition to these amounts.

Other Programs Within the North American Division

College	Number of Teachers	Teachers	Programs	Number of Undergrad Students
Andrews	7	Russell, DMin Schafer, PhD Palmer, DMin Sciarabba, PhD Candidate Zork, PhD Candidate Gallos, PhD Munoz, PhD	Religion, BA Theology, BA Certificates in Mission, Christian Discipleship, and Spanish Ministry	67
Southern	12	King, PhD Parker, DTh Martin, PhD Jacobs, DMin Reynolds, PhD Nixon, DMin Lake, DMin Klingbeil, DLitt Hasel, PhD Samaan, DMin Bauer, PhD Tryon, DMin	BA, Archaeology BA, Biblical Studies BA, Missions BA, Pastoral Care BA, Religious Education BA, Religious Studies BA, Theology AA, Religion Graduate Program	140
Oakwood	12	Benjamin, DMin Allen, ThD Fraser, DMin Kwesi, Doctoral Li, PhD Ojwang, PhD Pollard, PhD Samson, ThD Seay, PhD Wilson, DMin Burton, PhD Knight, DMin	BA, Ministerial Theology BA, Pastoral Care and Pre- Chaplaincy BA, Biblical Studies and Languages BS, Church Leadership (LEAP) BS, Religious Education Graduate Program	129
Washington Adventist University	5	Santrac, PhD Hemmings, PhD Scur, PhD Candidate Kulakov, DPhil	BA, Theology BA, Religion BA, Philosophy & Religion	Unknown

		Morgan, PhD		
La Sierra	13	Ninow, PhD Bramlett, PhD Gillespie, PhD Guy, PhD Valentine, PhD Jackson, DMin Kim, PhD Kokhan, MA Teel, PhD Trenchard, PhD Webster, PhD Wisbey, DMin Jones, PhD	BA, Religious Studies BA, Archaeology Pre-Seminary Prof. Prog. Graduate Program	41
PUC	6	Winkle, PhD Beaulieu, PhD Young-Chun, MDiv Sheldon, PhD Vetne, PhD Vetne, PhD	BA, Theology BA, Religion	Unknown
Walla Walla	9	Thomas, DMin Berglin, PhD candidate Bungard, MA Cosaert, PhD Dybdahl, PhD Frey, PhD Maynard-Reid, ThD Thompson, PhD Washburn, PhD	BA, Theology BA, Religion BA, Biblical Languages	Unknown
Union	4	Holdsworth, PhD Allen, PhD Fetrick, MDiv Toews, PhD	BS, Religion BA Theology	Unknown
Burman	3	Boyd, DMin Burrell, MA Reasor, DMin	BA, Religious Studies (Two Tracks)	69
Southwestern	4	Rico, PhD Kilgore, DMin Sorke, PhD Azevedo, PhD	BA, Religion BA, Theology	Unknown

Criterion 2: Program Quality

5. Human and Physical Resources—Describe how the available human and physical resources contribute to a strong program of high quality that mentors students to succeed.

Faculty Credentials

Name	Highest Degree Terminally Earned	Courses Taught	Years Teaching at Andrews in Field (As of 2017)	Previous Experience (Not Teaching at Andrews)
Russell, Glenn <i>Associate Professor</i>	D.Min. , Trinity Evangelical Divinity School	God & Human Life All RELP courses Foundations of Missions World Religion Topics in Comparative Religion	18	Academy Religion Teacher Pastor
Schafer, Rahel <i>Assistant Professor</i>	Ph.D., Biblical and Theological Studies, Wheaton College	Intro to OT Law and Writings Prophetic Writings God and Human Life Personal Spirituality & Faith Hebrew I Hebrew II Bioethics and Christian Faith Introduction to Theological Research Christians and the Environment	7	Teaching experience at Wheaton College
Palmer, Rodney <i>Assistant Professor</i>	D.Min., United Theological Seminary	All RELP Courses God and Human Life	0 (Newly Hired)	Pastor Conference Leader

		Personal Spirituality & Faith		
Sciarabba, Davide <i>Assistant Professor</i>	M.Th., Adventist University of France (Ph.D. Candidate, AU)	Theology I Theology II Religion & Ethics Topics in Theology	6	Pastor Evangelist Boy's Dean
Zork, Susan <i>Assistant Professor</i>	M.A., Religious Education, Andrews University	God and Human Life Personal Spirituality & Faith Introduction to Christian Discipleship Christian Discipleship Fundamentals of Spirituality & Ethics in Healthcare (Grad and Undergrad Sections) Jesus in His Time and Ours	14	Academy Religion Teacher Dean of Women Advising Coordinator AU/HIS Distance Education Coordinator Administrative Assistant General Studies Advisor General Studies Advisor Assistant Registrar
Gallos, Erhard <i>Assistant Professor</i>	Ph.D., New Testament Studies, Andrews University	Jesus in His Time and Ours Hermeneutics Apocalyptic and Biblical Prophecy Studies in Daniel and Revelation God and Human Life SDA Heritage & Prophetic History Greek I, II, & III Acts to the Epistles Intro to the New Testament	9	Book Review Manager Pastor
Munoz, Ruben <i>Associate Professor</i>	Ph.D., Religion, Vanderbilt	Jesus in His Time and Ours Hermeneutics Apocalyptic and Biblical Prophecy	11	Assistant Professor Pastor

		Studies in Daniel and Revelation God and Human Life Acts & The Epistles Personal Spirituality & Faith Greek I, II, & III		
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Course Evaluation Data

All of our professors received high marks in regards to quality of courses when the data is aggregated. Here is an aggregated, non-marked summary of those evaluations from the 2017 January report. Please note that all are scaled between one and five, with four and five showing high level of quality.

Category	Scoring Data
Expressed ideas clearly.	Average of 4.12 (4.10 Median) for the department. Range between 3.97-4.31.
Objectives clearly stated.	Average of 4.21 (4.20 Median) for the department. Range between 3.90-4.48.
Grading system appropriate.	Average of 4.19 (4.18 Median) for the department. Range between 4.00-4.40
Methods of evaluation fair and accurate.	Average of 4.16 (4.12 Median) for the department. Range between 4.00-4.42.
Course helped student critically evaluate different sources/points of view.	Average of 4.32 (Median 4.31). Range between 4.14-4.48.
Instructor was well prepared and organized	Average of 4.25 (Median 4.26). Range between 3.9-4.62.
Instructor made subject clear and understandable.	Average of 4.17 (Median 4.29). Range between 3.62-4.65.
Instructor stimulated student interested in the subject.	Average of 4.16 (Median 4.15). Range between 3.9 and 4.53.
Instructor kept me involved in the learning process.	Average of 4.17 (Median of 4.13). Range between 3.95 and 4.44.
Instructor motivated student to do student's best work.	Average of 4.19 (Median 4.14). Range between 3.85 and 4.63.
Instructor was sensitive to and respectful of all people.	Average of 4.41 (Median 4.51). Range between 3.97 and 4.67.
Instructor was available to provide help when needed.	Average of 4.29 (Median 4.27). Range between 4.08 and 4.69.
Instructor helped student to understand the course content from a Christian perspective.	Average of 4.54 (Median 4.56). Range between 4.35 and 4.69.

Timely, thoughtful, and helpful feedback was provided on tests and other work.	Average of 4.1 (Median 4.13). Range between 3.9 and 4.41.
Level of learning in the course	Average of 3.85 (Median 3.88). Range between 3.48-4.32.
Independent of the instructor, student's overall rating of this course.	Average of 3.84 (Median 3.86). Range between 3.5-4.27.
Independent of the course, student's overall rating of this instructor.	Average of 4.04 (Median 4.1). Range between 3.51-4.46.

Analysis

There are two types of analyses: general (grey) and specific (white). First, the specific. All scores were above 4, showing superior teaching and learning. The highest average was 4.54 in the Christian Perspective category. This is important for two reasons: first, it shows that our students are receiving quality, Christian education while at Andrews University. Secondly, it shows that our students value the Christian education being taught through the GE courses. The lowest average was in 4.1 in timely & thoughtful feedback. Our department needs to focus on how to provide quicker feedback to students on papers and tests. This lower score also reflects the heavy teaching load of our faculty.

Generally, the mean and the median were close except in these categories: in sensitivity, the median was substantially higher than the mean, showing a skewing of the data on the low end. This same trend repeated in the "clear and understandable material" category.

The general data was less, with level of learning and rating of the course all below 4 and rating of instructor slightly above 4. When students look back at the course being taught, they are still high, all nearly around 4, but still are lower than the specifics.

Analysis of the data also found no difference in types/modes of teaching. Practical professors and theological/biblical studies professors had similar results.

Faculty Research

The department has published survey results from the Beyond Beliefs study, which has also been focused on in The Review, Spectrum, and more. Scholarly presentations cover areas such as animals in the Bible and the issue of non-repentance in Hebrews. Dr. Palmer is working on research on preaching with cultural understanding. The faculty also regularly present at church programs around the world, including Dubai, Lebanon, Hong Kong, Chile, Peru, Fiji, Germany, Denmark, Dominican Republic, and Venezuela. In the US, locations include OneChurch and OneProject, seminars at Michigan Conference and other camp meetings, and preaching throughout the States, from New York to Union Theological Seminary. Book assignments for faculty members in forthcoming commentary series include the biblical books of Esther, Habakkuk, Malachi, Acts, James, and Deuteronomy. Also, working on papers in theodicy, Habakkuk, ethics, and publishing dissertations. The research and service of the faculty deeply

and positively impact their teaching and interaction with students at Andrews University. Over the last few years, individual faculty members have edited books in areas such as the Trinity and Hermeneutics, produces book chapters on issues such as Servant Leadership in the Old Testament prophets, Hermeneutics, the Trinity, and the Holy Spirit and church authority in Acts.

Physical Resources

The Department of Religion and Biblical Languages is situated in the newly-built Buller Hall at Andrews University. This building cost \$230 per square foot and has large offices and large windows. Additionally, we have a large commons area with free literature for students, occasional snacks, and hot drinks during the winter. This area also has a fireplace and announcement television. The office suite and classrooms provide a modern, well-developed environment for our faculty and staff. Our office space provides more than enough room for our projects. We have:

- (1) 1 Conference Room
- (2) 8 Faculty Offices for 7 Faculty plus adjuncts.
- (3) A student work room with biblical research software installed.
- (4) A student worker work room.
- (5) A shared resource center/kitchen room.
- (6) A walk-in storage closet.
- (7) A broad desk for the administrative assistant.
- (8) An office for the Andrews Ministerial Association.
- (9) We are limited to only certain classrooms due to fundraising restrictions on Buller Hall.

6. Library Resources—Are library holdings adequate for the program, and to what extent are they available and utilized?

The James White Library (JWL) has a strong collection pertinent to the Religion & Biblical Languages Department (RBLD); over 175,557 print format texts, 21,272 e-books, and 657 DVD/videos and materials in electronic format for religion topics (See TABLE 1). The library collection also serves the Seventh-day Adventist Theological Seminary (SDATS), including doctoral level programs. Circulation statistics for these call number ranges during the FY 2016-17 as 27988. Even though the library acquisitions for books credited to the RBLD for the last fiscal year was only \$997.77 as shown in TABLE 2, the SDATS acquisitions for related materials was \$81,676.10. The expenditure for print periodicals 2016/17 fiscal year was \$1,545.79, online periodicals, \$16,287.36, and \$3,214.02 for databases. Overall, the library has access to over 2100 periodical titles that are of interest to RLBD. See

<http://ug3lf7jn4y.search.serialssolutions.com/?V=1.0&L=UG3LF7JN4Y&S=SC&C=RE>

for the periodical list. This list includes both the online and print periodicals available in JWL.

James White Library also houses the Center for Adventist Research (CAR) <http://www.centerforadventistresearch.org/>, an archival collection providing a primary source of materials to promote an understanding and appreciation of the heritage and mission of the Seventh-day Adventist Church around the world. It is the most extensive collection of Adventist related resources in the world, including denominational books, journals, magazines, photographs, and realia. CAR acquisitions for 2016-217 came to \$17,685.94.

The JWL subscribes to several disciplinary online databases such as ATLA Religion Database, Religious and Theological Abstracts, Old Testament Abstracts, New Testament Abstracts, the EBSCO ebook Religion Collection, the Seventh-day Adventist Periodical Index, and the Adventist Digital Library, as well as useful general topic databases including Academic Search Complete and JSTOR. See <http://libguides.andrews.edu/religion2> for a view of databases available at JWL.

The Religion Research Guide (<http://libguides.andrews.edu/religion2>) provides an up to date listing of useful resources and tools for the study of religion. It includes a section on finding articles, featuring thirteen databases and five Andrews University journals. The E-book Collections section the two large general ebook collections, thirteen subject specific online resources, and three general reference resources. A dissertations section features international databases, as well as links to the graduate research completed at Andrews University. A list of web links is provided to Adventist resources. The Religion Research Guide has been accessed 768 times since it was developed in July of 2016.

The JWL institutional Repository, the Digital Commons @ Andrews University <http://digitalcommons.andrews.edu/> features the RBLD through Faculty Publications and Student works <http://digitalcommons.andrews.edu/religion/>. The four honors papers included in the repository accounted for 294 downloads to 44 countries during the 2016-2017 school year. This repository is a part of the Religion Commons representing 274 institutions, over 17,500 authors, and 39,000 documents. See <http://network.bepress.com/arts-and-humanities/religion/>

The library also serves the RBLD through regular interlibrary loan channels and MelCat. MelCat is a Michigan state-wide database and patron-generated book delivery system providing access to 9 million volumes. During the last fiscal year, interlibrary loan supplied RBLD students and faculty with 7 articles/books outside what is available through library subscription databases and MelCat.

The JWL has an excellent integrated computer infrastructure which allows access to all of the major library research databases, as well as online services, such as interlibrary loan, MeLCat

and full-text resources. Students have easy access to information at all levels of scholarship in the library through their internet connection 24 hours a day. Regular library hours are from 8:00 AM to 10:30 PM Sunday through Thursday and 8:00 AM through 3:00 PM on Friday. Students are introduced to the library and its resources in three ways. 1. Classes whereby professors invite library faculty for library instruction. 2. Student workshops which are offered every semester in the library. 3. One-on-one conferences where Library Information Services faculty and staff assist students in information search.

TABLE I: James White Library Holdings Religion & Biblical Languages

Call Number	Topic	Books	eBooks	Media	Journals
BJ1-1725	Ethics	2,865	1,080	3	9
BL1-2790.I6	Religion (General)	8,399	3,467	18	115
BM1-990	Judaism	4,242	1,107	2	27
BP1-610.Y342	Islam	1,463	1,140	9	13
BQ1-9800.T	Buddhism	528	651	4	2
BR1-1725.Z	Christianity Church History	17,807	2,304	26	337
BS1-680.Y	Bible (General)	17,296	897	82	127
BS701-1830.T	Old Testament	13,334	1,469	8	3
BS1901-2970	New Testament	17,660	1,173	53	2
BT10-1480.Z	Doctrinal Theology	22,647	1,735	42	17
BV1-1652	Church Work. Worship	13,227	688	45	97
BV2000-3705.M	Missions	5,068	272	8	100
BV3750-5099	Pastoral Theology	16,370	1,025	152	167
BX1-9999.V	Denominations Seventh-day Adventists	31,186	2,622	190	301
GN1-890	Anthropology	2,099	1,492	15	37
PA695-1177	Greek Language	555	26	0	2
PA2001-2915	Latin Language	148	43	0	0
PJ4501-4996	Hebrew Language	663	81	0	4
	Total	175,557	21,272	657	1,362

TABLE 2: James White Library Expenditures Religion & Biblical Languages

	PRINT			ELECTRONIC		
Fiscal Year	# Periodical	Periodicals	Books	E-Journals	Database	Total

	Titles	Expenditure	Expenditure	Expenditure	Expenditure	
2011-12	6	\$610.93	\$426.33	\$6652.85	\$3895.87	\$1158598
2012-13	21	\$471.38	\$1,451.29	\$7,054.69	\$4,236.12	\$13213.48
2013-14	21	\$471.38	\$571.20	\$10,011.42	\$4,736.81	\$15790.81
2014-15	25	\$471.38	\$2,309.78	\$14,967.21	\$2,876.52	\$20,624.89
2015-16	28	\$1,544.85	\$997.77	\$14,967.21	\$4,434.09	\$21943.92
2016-17	16	\$1,545.79	\$997.77	\$16,287.36	\$3,214.02	\$22,044.94

7. Curriculum and Technology—How Rigorous is the curriculum for the preparation of graduates with skills necessary for a global workplace, who are able to adapt to changing environments and technology within their field? How well does the program engage students in collecting, analyzing, and communication information, and in mastering modes of inquiry or creative work?

Understanding Our Curriculum

Major Courses—Both Religion and Theology majors take courses across the spectrum of Biblical Studies (RELB), Theological Studies (RELT), and Practical Studies (RELP). The Biblical Studies courses are virtually the same number of credits: 21 for Religion students and 24 for Theology students across both Old and New Testament studies. It is the belief of the department that one of the most important aspects of this degree is to provide students with a solid understanding of the Bible. Theological Studies courses are also virtually identical at 18 credits for Religion majors and 19 credits for Theology majors. In this area, religion students take a more structured set of courses, while Theology students have the option to select courses they feel best suited to their future goals which is a change the department made recently. Theology students take 14 credits of specific courses while Religion students pick 6 credits from RELP courses. This is largely due to the fact that Religion majors have a wide plethora of career goals and, therefore, need to pick the practical classes that best fit their other majors. Instructors utilize PowerPoint and other technology to present many courses. Also, students are kept up to date with recent trends in the field and are given a broad base to deal with new, emerging theological/biblical/practical issues.

Cognates—Theology students take Biblical Language courses and Christian History courses as cognates. Greek and Hebrew language courses are essential for students desiring to study the Bible on a deeper level, which is desired in this department. These courses meet every day of the week for one hour and provide tutoring/support for students. The summer 2015 and 2017 sections of Greek III, with approximately 10 students, had a 100% success rate in students passing the Greek qualifier. This class has had a tradition of excellence, which continued. The

Christian History courses help students to understand the development of practical/theological practice in the Christian tradition.

General Education (For Majors)—Theology majors are required to select an FMST course for their Social Science interdisciplinary course because it provides them with an important understanding of how to effectively work with families. Students are also strongly encouraged to take PSYC 101 as their Social Science foundation course as it is a prerequisite for the seminary. Students who take Intermediate Greek or Hebrew automatically fulfill their foreign language requirement. Also, the program itself takes care of all of the religion general education requirements. Beyond this, students in our department take the standard courses needed for graduation. Additionally, students are required to take PHIL 224, Intro to Philosophy which counts in their fine arts/humanities requirements.

Religion General Education Requirement for University—

We currently require 4, 3-credit religion courses. Please see question number 2 regarding the history of this. Students start with God and Human Life which is a foundational course teaching that teaches: “How God confronts human beings—includes the process of revelation, principles of interpreting Scripture and similarly inspired material, the nature of God and His expectations for humans, and the evaluation of these concepts as presented in Scripture and the classic literature of various religions. (2017 Bulletin). From there, students select three courses that best meet their needs in consultations with their advisor. This allows students to be in classes that actually interest them, making their experience enjoyable, while still have the broad framework established in God and Human Life.

Research—The following courses all incorporate research/exegesis papers into their work: RELT 100, BIBL 313, RELB 245, RELB 335, RELB 406, RELB 216/416, RELB 274/474, RELT 325, RELT 326, RELT 340, RELT 415/420, RELH 316, RELH 317, BIBL 342, and RELH 400.

[Program Outcomes Mapped](#)

PO 1: Foundational Knowledge

Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.

PO 2: Biblical Languages (Theology Only)

Possess skills in the major biblical languages of Hebrew & Greek.

PO 3: Effectively Communicate Mission

Effectively communicate the global mission, beliefs, and heritage of the Seventh-day Adventist Church.

Theology:

In the context of present society, history, theology, be able to articulate the Seventh-day Adventist view of life both orally and in writing.

PO 4: Exhibit Growth

Exhibit growth in awareness of Christian values and life skills.

Theology:

Exhibit growth in Christian life skills.

PO 5: Document Service Experiences & Skills

Document service experiences & skills in community and cross cultural contexts.

Theology:

Document experience & skills in personal ministry and evangelism on the level of local church and community and in a cross-cultural context.

G1: Seek Knowledge

Commit to a mindset of intellectual discovery.

G2: Affirm Faith

Deepen faith, practice commitment and foster spiritual maturity.

G3: Change the World

Carry out the world-wide mission of the Seventh-day Adventist Church.

Theology	Religion (Biblical & Theological Studies) + Secondary	Notes
Freshman Year		
	REL1 100 (God & Human Life)	<p>PO 1: Foundational Knowledge (Introduced) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.</p> <p>PO 3: Effectively Communicate Mission (Introduced) Effectively communicate the global mission, beliefs, and heritage of the Seventh-day Adventist Church.</p> <p>PO 4: Exhibit Growth (Introduced) Exhibit growth in awareness of Christian values and life skills.</p> <p>G1: Seek Knowledge Commit to a mindset of intellectual discovery.</p> <p>G2: Affirm Faith Deepen faith, practice commitment and foster spiritual maturity.</p> <p>G 3: Change the World Carry out the world-wide mission of the Seventh-day Adventist Church.</p>
Greek I (BIBL 211)	Greek I (BIBL 211)	<p>PO 1: Foundational Knowledge (Introduced, Emphasized) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.</p> <p>PO 2: Biblical Languages (Introduced) Possess skills in the major biblical languages of Hebrew & Greek</p> <p>G1: Seek Knowledge Commit to a mindset of intellectual discovery.</p>

Theology	Religion (Biblical & Theological Studies) + Secondary	Notes
Greek II (BIBL 212)	Greek II (BIBL 212)	<p>PO 1: Foundational Knowledge (Emphasized, Reinforced) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.</p> <p>PO 2: Biblical Languages (Emphasized, Reinforced) Possess skills in the major biblical languages of Hebrew & Greek</p> <p>G1: Seek Knowledge Commit to a mindset of intellectual discovery.</p>
Personal Spirituality & Faith (RELT 250)	Personal Spirituality & Faith (RELT 250) (For Secondary, Group A: choose only 2 of 4).	<p>PO 1: Foundational Knowledge (Introduced) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.</p> <p>PO 3: Effectively Communicate Mission (Introduced) Effectively communicate the global mission, beliefs, and heritage of the Seventh-day Adventist Church.</p> <p>PO 4: Exhibit Growth (Introduced, Emphasized) Exhibit growth in awareness of Christian values and life skills</p> <p>PO 5: Document Service Experiences & Skills (Introduced) Document service experiences & skills in community and cross cultural contexts.</p> <p>G1: Seek Knowledge Commit to a mindset of intellectual discovery.</p> <p>G2: Affirm Faith Deepen faith, practice commitment and foster spiritual maturity.</p> <p>G 3: Change the World Carry out the world-wide mission of the Seventh-day Adventist Church.</p>
Introduction to the Old Testament (RELB 111)	Introduction to the Old Testament (RELB 111)	<p>PO 1: Foundational Knowledge (Introduced) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.</p> <p>PO 3: Effectively Communicate Mission (Introduced) Effectively communicate the global mission, beliefs, and heritage of the Seventh-day Adventist Church.</p> <p>G1: Seek Knowledge Commit to a mindset of intellectual discovery.</p>
RELB 112 (Introduction to the New Testament)	RELB 112 (Introduction to the New Testament)	<p>PO 1: Foundational Knowledge (Introduced) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.</p> <p>PO 3: Effectively Communicate Mission (Introduced) Effectively communicate the global mission, beliefs, and heritage of the Seventh-day Adventist Church.</p> <p>G1: Seek Knowledge</p>

Theology	Religion (Biblical & Theological Studies) + Secondary	Notes
		Commit to a mindset of intellectual discovery.
RELT 295 (Intro to Theological Research)		PO 1: Foundational Knowledge (Introduced) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective. G1: Seek Knowledge Commit to a mindset of intellectual discovery.
RELP 105 (Intro to Pastoral Service)		PO 1: Foundational Knowledge (Introduced) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective. PO 3: Effectively Communicate Mission (Introduced) Effectively communicate the global mission, beliefs, and heritage of the Seventh-day Adventist Church. PO 4: Exhibit Growth (Introduced, Emphasized) Exhibit growth in awareness of Christian values and life skills. PO 5: Document Service Experiences & Skills (Introduced) Document service experiences & skills in community and cross cultural contexts. G1: Seek Knowledge Commit to a mindset of intellectual discovery. G2: Affirm Faith Deepen faith, practice commitment and foster spiritual maturity. G 3: Change the World Carry out the world-wide mission of the Seventh-day Adventist Church.
RELB 210 (Jesus in His Time and Ours)		PO 1: Foundational Knowledge (Emphasized) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective. PO 3: Effectively Communicate Mission (Emphasized) Effectively communicate the global mission, beliefs, and heritage of the Seventh-day Adventist Church. PO 4: Exhibit Growth (Introduced) Exhibit growth in awareness of Christian values and life skills. G1: Seek Knowledge Commit to a mindset of intellectual discovery. G2: Affirm Faith Deepen faith, practice commitment and foster spiritual maturity.
Sophomore Year		
RELP 240 (Personal Witnessing)		PO 3: Effectively Communicate Mission (Emphasized, Reinforced)

Theology	Religion (Biblical & Theological Studies) + Secondary	Notes
		<p>Effectively communicate the global mission, beliefs, and heritage of the Seventh-day Adventist Church.</p> <p>PO 4: Exhibit Growth (Emphasized, Reinforced) Exhibit growth in awareness of Christian values and life skills.</p> <p>PO 5: Document Service Experiences & Skills (Emphasized, Reinforced) Document service experiences & skills in community and cross cultural contexts.</p> <p>G2: Affirm Faith Deepen faith, practice commitment and foster spiritual maturity.</p> <p>G3: Change the World Carry out the world-wide mission of the Seventh-day Adventist Church.</p>
RELB 245 (Hermeneutics)	RELB 245 (Hermeneutics)	<p>PO 1: Foundational Knowledge (Introduced, Emphasized) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.</p> <p>PO 3: Effectively Communicate Mission (Introduced, Emphasized) Effectively communicate the global mission, beliefs, and heritage of the Seventh-day Adventist Church.</p> <p>PO 4: Exhibit Growth (Introduced, Emphasized) Exhibit growth in awareness of Christian values and life skills.</p> <p>G1: Seek Knowledge Commit to a mindset of intellectual discovery.</p> <p>G2: Affirm Faith Deepen faith, practice commitment and foster spiritual maturity.</p>
BIBL 313 (Greek III)	BIBL 313 (Greek III)	<p>PO 1: Foundational Knowledge (Reinforced) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.</p> <p>PO 2: Biblical Languages (Assessed) Possess skills in the major biblical languages of Hebrew & Greek</p> <p>G1: Seek Knowledge Commit to a mindset of intellectual discovery.</p>
RELB 216/274 (Law & Writings/Prophetic Writings)	RELB 216 (Law & Writings)—Can also take RELB 274. (For Secondary, Group B: choose only 1 of 3).	<p>PO 1: Foundational Knowledge (Emphasized) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.</p> <p>PO 3: Effectively Communicate Mission (Introduced, Emphasized)</p>

Theology	Religion (Biblical & Theological Studies) + Secondary	Notes
		<p>Effectively communicate the global mission, beliefs, and heritage of the Seventh-day Adventist Church.</p> <p>PO 4: Exhibit Growth Exhibit growth in awareness of Christian values and life skills.</p> <p>G1: Seek Knowledge Commit to a mindset of intellectual discovery.</p> <p>G2: Affirm Faith Deepen faith, practice commitment and foster spiritual maturity.</p>
REL 330 (Introduction to Homiletics)		<p>PO 1: Foundational Knowledge (Introduced, Emphasized) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.</p> <p>PO 3: Effectively Communicate Mission (Introduced, Emphasized) Effectively communicate the global mission, beliefs, and heritage of the Seventh-day Adventist Church.</p> <p>PO 4: Exhibit Growth (Introduced, Emphasized) Exhibit growth in awareness of Christian values and life skills.</p> <p>PO 5: Document Service Experiences & Skills (Introduced) Document service experiences & skills in community and cross cultural contexts.</p> <p>G1: Seek Knowledge Commit to a mindset of intellectual discovery.</p> <p>G2: Affirm Faith Deepen faith, practice commitment and foster spiritual maturity.</p>
PHIL 224 (Introduction to Philosophy)		<p>PO 1: Foundational Knowledge (Introduced, Emphasized) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.</p> <p>G1: Seek Knowledge Commit to a mindset of intellectual discovery.</p>
	REL 210 (Jesus in His Time and Ours)	<p>PO 1: Foundational Knowledge (Emphasized) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.</p> <p>PO 3: Effectively Communicate Mission (Emphasized) Effectively communicate the global mission, beliefs, and heritage of the Seventh-day Adventist Church.</p> <p>PO 4: Exhibit Growth (Introduced)</p>

Theology	Religion (Biblical & Theological Studies) + Secondary	Notes
		<p>Exhibit growth in awareness of Christian values and life skills.</p> <p>G1: Seek Knowledge Commit to a mindset of intellectual discovery.</p> <p>G2: Affirm Faith Deepen faith, practice commitment and foster spiritual maturity.</p>
	<p>RELG 225, Foundation of Missions (For Secondary, Group A: choose only 2 of 4).</p>	<p>PO 1: Foundational Knowledge (Emphasized) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.</p> <p>PO 3: Effectively Communicate Mission (Emphasized, Reinforced) Effectively communicate the global mission, beliefs, and heritage of the Seventh-day Adventist Church.</p> <p>PO 4: Exhibit Growth (Emphasized) Exhibit growth in awareness of Christian values and life skills.</p> <p>PO 5: Document Service Experiences & Skills (Emphasized) Document service experiences & skills in community and cross cultural contexts.</p> <p>G1: Seek Knowledge Commit to a mindset of intellectual discovery.</p> <p>G2: Affirm Faith Deepen faith, practice commitment and foster spiritual maturity.</p> <p>G3: Change the World Carry out the world-wide mission of the Seventh-day Adventist Church.</p>
Junior Year		
<p>RELH 400 (SDA History & Prophetic Heritage)</p>	<p>RELH 400 (SDA History & Prophetic Heritage)</p>	<p>PO 1: Foundational Knowledge (Reinforced) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.</p> <p>PO 3: Effectively Communicate Mission (Assessed) Effectively communicate the global mission, beliefs, and heritage of the Seventh-day Adventist Church.</p> <p>PO 4: Exhibit Growth (Reinforced) Exhibit growth in awareness of Christian values and life skills.</p> <p>G1: Seek Knowledge Commit to a mindset of intellectual discovery.</p> <p>G2: Affirm Faith Deepen faith, practice commitment and foster spiritual maturity.</p> <p>G3: Change the World</p>

Theology	Religion (Biblical & Theological Studies) + Secondary	Notes
		Carry out the world-wide mission of the Seventh-day Adventist Church.
RELT 325 (Theology I)	RELT 325 (Theology I) Not for Secondary	<p>PO 1: Foundational Knowledge (Reinforced) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective</p> <p>PO 3: Effectively Communicate Mission (Emphasized) Effectively communicate the global mission, beliefs, and heritage of the Seventh-day Adventist Church.</p> <p>PO 4: Exhibit Growth (Emphasized) Exhibit growth in awareness of Christian values and life skills.</p> <p>G1: Seek Knowledge Commit to a mindset of intellectual discovery.</p> <p>G2: Affirm Faith Deepen faith, practice commitment and foster spiritual maturity.</p>
BIBL 341 (Hebrew I)		<p>PO 1: Foundational Knowledge (Introduced, Emphasized) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.</p> <p>PO 2: Biblical Languages (Introduced) Possess skills in the major biblical languages of Hebrew & Greek</p> <p>G1: Seek Knowledge Commit to a mindset of intellectual discovery.</p>
FMST 115 (Intro to Family Studies)		<p>PO 4: Exhibit Growth (Emphasized) Exhibit growth in awareness of Christian values and life skills.</p> <p>G2: Affirm Faith Deepen faith, practice commitment and foster spiritual maturity.</p>
RELP 350 (Evangelism)		<p>PO 1: Foundational Knowledge (Emphasized) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.</p> <p>PO 3: Effectively Communicate Mission (Reinforced) Effectively communicate the global mission, beliefs, and heritage of the Seventh-day Adventist Church.</p> <p>PO 4: Exhibit Growth (Reinforced) Exhibit growth in awareness of Christian values and life skills.</p> <p>PO 5: Document Service Experiences & Skills (Assessed) Document service experiences & skills in community and cross cultural contexts.</p> <p>G1: Seek Knowledge</p>

Theology	Religion (Biblical & Theological Studies) + Secondary	Notes
		Commit to a mindset of intellectual discovery. G2: Affirm Faith Deepen faith, practice commitment and foster spiritual maturity. G3: Change the World Carry out the world-wide mission of the Seventh-day Adventist Church.
REL 326 (Theology II)	REL 326 (Theology II)	PO 1: Foundational Knowledge (Emphasized, Reinforced) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective. PO 3: Effectively Communicate Mission (Reinforced) Effectively communicate the global mission, beliefs, and heritage of the Seventh-day Adventist Church. PO 4: Exhibit Growth (Reinforced) Exhibit growth in awareness of Christian values and life skills. G1: Seek Knowledge Commit to a mindset of intellectual discovery. G2: Affirm Faith Deepen faith, practice commitment and foster spiritual maturity. G3: Change the World Carry out the world-wide mission of the Seventh-day Adventist Church.
RELB 335 (Acts & the Epistles)	RELB 335 (Acts & the Epistles) (For Secondary, Group B: choose only 1 of 3).	PO 1: Foundational Knowledge (Reinforced) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective. PO 3: Effectively Communicate Mission (Emphasized) Effectively communicate the global mission, beliefs, and heritage of the Seventh-day Adventist Church. PO 4: Exhibit Growth (Emphasized, Reinforced) Exhibit growth in awareness of Christian values and life skills. PO 5: Document Service Experiences & Skills (Emphasized) Document service experiences & skills in community and cross cultural contexts. G1: Seek Knowledge Commit to a mindset of intellectual discovery. G2: Affirm Faith Deepen faith, practice commitment and foster spiritual maturity. G3: Change the World

Theology	Religion (Biblical & Theological Studies) + Secondary	Notes
		Carry out the world-wide mission of the Seventh-day Adventist Church.
RELG 225 (Foundation of Missions)		<p>PO 1: Foundational Knowledge (Emphasized) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.</p> <p>PO 3: Effectively Communicate Mission (Emphasized, Reinforced) Effectively communicate the global mission, beliefs, and heritage of the Seventh-day Adventist Church.</p> <p>PO 4: Exhibit Growth (Emphasized) Exhibit growth in awareness of Christian values and life skills.</p> <p>PO 5: Document Service Experiences & Skills (Emphasized) Document service experiences & skills in community and cross cultural contexts.</p> <p>G1: Seek Knowledge Commit to a mindset of intellectual discovery.</p> <p>G2: Affirm Faith Deepen faith, practice commitment and foster spiritual maturity.</p> <p>G3: Change the World Carry out the world-wide mission of the Seventh-day Adventist Church.</p>
BIBL 342 (Hebrew II)		<p>PO 1: Foundational Knowledge (Reinforced) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.</p> <p>PO 2: Biblical Languages (Assessed) Possess skills in the major biblical languages of Hebrew & Greek</p> <p>G1: Seek Knowledge Commit to a mindset of intellectual discovery.</p>
	REL 340 (Religion & Ethics in Modern Society) (For Secondary, Group A: choose only 2 of 4).	<p>PO 1: Foundational Knowledge (Emphasized) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.</p> <p>PO 3: Effectively Communicate Mission (Reinforced) Effectively communicate the global mission, beliefs, and heritage of the Seventh-day Adventist Church.</p> <p>PO 4: Exhibit Growth (Reinforced) Exhibit growth in awareness of Christian values and life skills</p> <p>G1: Seek Knowledge Commit to a mindset of intellectual discovery.</p> <p>G2: Affirm Faith</p>

Theology	Religion (Biblical & Theological Studies) + Secondary	Notes
		Deepen faith, practice commitment and foster spiritual maturity.
Senior Year		
RELH 316 (History of Christian Church I)		<p>PO 1: Foundational Knowledge (Emphasized) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.</p> <p>PO 4: Exhibit Growth (Emphasized) Exhibit growth in awareness of Christian values and life skills.</p> <p>G1: Seek Knowledge Commit to a mindset of intellectual discovery.</p> <p>G2: Affirm Faith Deepen faith, practice commitment and foster spiritual maturity.</p>
RELT 340 (Religion & Ethics in Modern Society)		<p>PO 1: Foundational Knowledge (Emphasized) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.</p> <p>PO 3: Effectively Communicate Mission (Reinforced) Effectively communicate the global mission, beliefs, and heritage of the Seventh-day Adventist Church.</p> <p>PO 4: Exhibit Growth (Reinforced) Exhibit growth in awareness of Christian values and life skills.</p> <p>G1: Seek Knowledge Commit to a mindset of intellectual discovery.</p> <p>G2: Affirm Faith Deepen faith, practice commitment and foster spiritual maturity.</p>
RELH 317 (History of Christian Church II)		<p>PO 1: Foundational Knowledge (Reinforced) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.</p> <p>PO 4: Exhibit Growth (Emphasized) Exhibit growth in awareness of Christian values and life skills.</p> <p>G1: Seek Knowledge Commit to a mindset of intellectual discovery.</p> <p>G2: Affirm Faith Deepen faith, practice commitment and foster spiritual maturity.</p>
RELT 445 (Topics in Theology)		<p>PO 1: Foundational Knowledge (Emphasized, Reinforced) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.</p> <p>PO 3: Effectively Communicate Mission (Reinforced)</p>

Theology	Religion (Biblical & Theological Studies) + Secondary	Notes
		<p>Effectively communicate the global mission, beliefs, and heritage of the Seventh-day Adventist Church.</p> <p>PO 4: Exhibit Growth (Reinforced) Exhibit growth in awareness of Christian values and life skills.</p> <p>G1: Seek Knowledge Commit to a mindset of intellectual discovery.</p> <p>G2: Affirm Faith Deepen faith, practice commitment and foster spiritual maturity.</p>
RELB 406 (Studies in Daniel & Revelation)	RELB 406 (Studies in Daniel and Revelation)	<p>PO 1: Foundational Knowledge (Assessed) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.</p> <p>PO 3: Effectively Communicate Mission (Reinforced) Effectively communicate the global mission, beliefs, and heritage of the Seventh-day Adventist Church.</p> <p>PO 4: Exhibit Growth (Reinforced) Exhibit growth in awareness of Christian values and life skills.</p> <p>PO 5: Document Service Experiences & Skills (Reinforced) Document service experiences & skills in community and cross cultural contexts.</p> <p>G1: Seek Knowledge Commit to a mindset of intellectual discovery.</p> <p>G2: Affirm Faith Deepen faith, practice commitment and foster spiritual maturity.</p> <p>G3: Change the World Carry out the world-wide mission of the Seventh-day Adventist Church.</p>
RELB 416/474 (Law and Writings/Prophetic Writings)		<p>PO 1: Foundational Knowledge (Reinforced) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.</p> <p>PO 2: Biblical Languages (Reinforced) Possess skills in the major biblical languages of Hebrew & Greek</p> <p>PO 4: Exhibit Growth (Reinforced) Exhibit growth in awareness of Christian values and life skills.</p> <p>G1: Seek Knowledge Commit to a mindset of intellectual discovery.</p> <p>G2: Affirm Faith Deepen faith, practice commitment and foster spiritual maturity.</p>

Theology	Religion (Biblical & Theological Studies) + Secondary	Notes
REL P 485 (Pastoral Ministry)	Any (3) credits from practical studies list. (For Secondary, Group A: choose only 2 of 4. If this option is selected, must be RELT 440 or RELP 330 if not taken earlier).	<p>PO 1: Foundational Knowledge (Reinforced) Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.</p> <p>PO 3: Effectively Communicate Mission (Reinforced) Effectively communicate the global mission, beliefs, and heritage of the Seventh-day Adventist Church.</p> <p>PO 4: Exhibit Growth (Assessed) Exhibit growth in awareness of Christian values and life skills.</p> <p>PO 5: Document Service Experiences & Skills (Reinforced) Document service experiences & skills in community and cross cultural contexts.</p> <p>G1: Seek Knowledge Commit to a mindset of intellectual discovery.</p> <p>G2: Affirm Faith Deepen faith, practice commitment and foster spiritual maturity.</p> <p>G3: Change the World Carry out the world-wide mission of the Seventh-day Adventist Church.</p>

Please note: Religion & Theological Studies not included in this study as it has extremely low enrollment and may be eliminated.

Summary Chart

	PO1	PO2	PO3	PO4	PO5
REL B 111	I		I		
REL B 112	I		I		
REL B 210	E		E	I	
REL B 216	R		R	R	
REL B 245	I,E		I,E	I,E	
REL B 274	R		R	R	
REL B 335	R		E	E,R	
REL B 406	A		R	R	R
REL B 416	R		R	R	
REL B 474	R		R	R	
REL T 100	I		I	I	
REL T 250	I		I	I,E	I
REL T 295	I				
REL T 325	R		E	E	
REL T 326	E, R		R	R	
REL T 340	E		R	R	
REL T 445	E,R		R	R	

RELP 105	I		I	I,E	I
RELP 240			E,R	E,R	E,R
RELP 330	I, E		I, E	I, E	I, E
RELP 335					
RELP 350	E		R	R	A
RELP 441					
RELP 485	R		R	A	R
RELG 225	E		E,R	E	E
RELH 400	R		A	R	
RELH 316	E			E	
RELH 317	R			E	
BIBL 211	I,E	I			
BIBL 212	E,R	E,R			
BIBL 313	R	A			
BIBL 341	I, E	I			
BIBL 342	R	A			

Comparison to Other Programs (Academic Information)

Andrews	Oakwood	Southern	La Sierra
Theology Degree (Or Closest Equivalent)			
Biblical Studies			
Hermeneutics	Biblical Hermeneutics	Introduction to Biblical Exegesis	Sacred Texts: Theory & Practice of Old Testament Interpretation Sacred Texts: Theory & Practice of New Testament Interpretation
Law & Writings of Old Testament	Pentateuch and Writings	Old Testament Studies I & II	Sacred Texts: Theory & Practice of Old Testament Interpretation
Jesus in His Time & Ours	New Testament I & II	Life and Teachings of Jesus	Sacred Texts: Theory & Practice of New Testament Interpretation
Studies in Daniel & Revelation	Studies in Daniel Studies in Revelation	Studies in Daniel Studies in Revelation	Sacred Texts: Theory & Practice of Old Testament Interpretation Sacred Texts: Theory & Practice of New Testament Interpretation
Prophets Writings of OT	Hebrew Prophets	Old Testament Studies I & II	Sacred Texts: Theory & Practice of Old Testament Interpretation
Acts & Epistles	New Testament I & II	New Testament Studies I & II	Sacred Texts: Theory & Practice of New Testament Interpretation

Andrews	Oakwood	Southern	La Sierra
Introduction to OT	No Required Equivalent	Old Testament Studies I & II	Sacred Texts: The Old Testament Scriptures
Introduction to NT	New Testament I & II	New Testament Studies I & II	Sacred Texts: The New Testament Scriptures
Theological Studies			
God & Human Life	No Required Equivalent	No Required Equivalent	No Required Equivalent
PSF or Equivalent	Christian Spirituality for Ministry	Christian Spirituality	Spiritual Formation (Not Required) Religious Development and Nurture (Not Required)
Intro to Theo. Research	No Required Equivalent	No Required Equivalent	No Required Equivalent
Religion & Ethics or Equivalent	No Required Equivalent	No Required Equivalent	No Required Equivalent
Theology I Theology II	Christian Theology I & II	Christian Theology I & II	Theology I: Faith Seeking Understanding Theology II: God & Creation Theology III: Reconciliation and Consummation
Topics in Theology	No Required Equivalent	No Required Equivalent	No Required Equivalent
Historical Studies			
History of Christian Church (2 Courses)	No Required Equivalent	History of Christian Church I & II	History of Christianity I, II & III (Choose 1) or Reformation Lands Tour
SDA History & Prophetic Heritage	History of the Seventh-day Adventist Church	Adventist Heritage Prophetic Ministry of Ellen G. White	Ellen G. White & the Church History of Seventh-day Adventism
Practical Studies			
Prep. for Mission Or Found. Of Youth Min.	No Required Equivalent	Interpersonal Ministry	Theo. of Mission (Not Req.) Youth Ministry & the Local Church (Not Required) Pastoral Counseling (Not Req.) Proseminar (Not Required)
Homiletics (1 Course)	Biblical Preaching I & II	Evangelistic Preaching Intro, Inter, and Adv Biblical Preaching (3 Courses)	Homiletics Homiletics II (Not Required)
Intro to Pastoral Service + Pastoral Ministry	Christian Ministry I Christian Ministry II	Intro to Ministry Christian Ministry I Christian Ministry II	Introduction to Ministry I & II
Religion Forum	No Required Equivalent	No Required Equivalent	No Required Equivalent

	Andrews	Oakwood	Southern	La Sierra
Students:	67	129	140	41
Master's Program	Yes (Seminary)	Yes	Yes	Yes
Faculty with Ph.D.	4	6	5	10
Faculty with other Doctorate	2	6	7	2
Faculty with Master's	2	0	0	1
Total Faculty	7	12	12	13
Undergrad Faculty/Student Ratio	1:9.6	1:10.8	1:11.7	1:2.9*
				*Graduate student not included.
Andrews	Oakwood	Southern		La Sierra
Personal Witnessing + Evangelism (2 Courses)	Personal Evangelism Public Evangelism and Church Growth	Public Evangelism		Externship Principles & Practice of Evangelism (Not Required)
	Christian Worship and Black Liturgical Experience			Principles of Christian Worship (Not Required)
Languages				
Hebrew I	Hebrew I	Biblical Hebrew I & II		Basic Hebrew I
Hebrew II	Hebrew II	Intermediate Hebrew		Basic Hebrew II
Greek I & II	Greek I & II	New Testament Greek I & II		Beginning Greek I-III
Greek III	Greek III & IV	Intermediate Greek		Intermediate Greek I-III

Comparison to Other Programs (Statistical Information)

8. Outputs—How do various measures of outputs demonstrate the quality of the program?

- From 2012-2017, we had 88 graduates from the department. Please see question number 10 for more data regarding graduates. Approximately 50% of our graduates went on to study further at the graduate level. 5 years previous we had approximately 100 students in the department, showing a high number of our students graduating.
- Faculty research output is answered under question number 5. Our students do not publish dissertations, however, in the following courses, students participate in research papers in RELT 100, BIBL 313, RELB 245, RELB 335, RELB 406, RELB 216/416, RELB 274/474, RELT 325, RELT 326, RELT 340, RELT 415/420, RELH 316, and RELH 317. Furthermore, students participate in deeper research on the M.Div. level.

9. Inputs—How well are students meeting the programs learning outcomes?

Please note the curriculum map in question 7. Here is how our program measured:

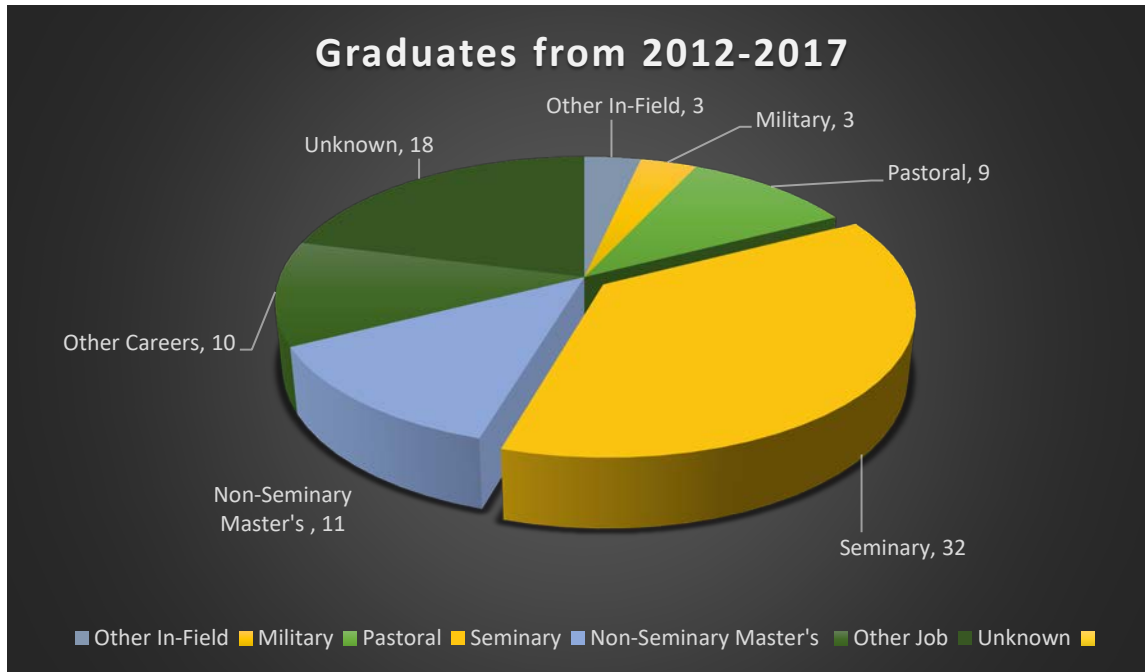
Program Outcome	Assessed By	Assessment (Scale of 1-5) Average Student Performance from 2012-2017
PO 1: Foundational Knowledge Document foundational knowledge in the areas of Bible, history, and theology from an SDA perspective.	RELB 406, Studies in Daniel and Revelation	4.08 4.65 (Exegetical/Research Analysis)
PO 2: Biblical Languages Possess skills in the major biblical languages of Hebrew & Greek.	BIBL 313, Greek III & BIBL 342, Hebrew II	4.46
PO 3: Effectively Communicate Mission Effectively communicate the global mission, beliefs, and heritage of the Seventh-day Adventist Church.	RELH 400, SDA History & Prophetic Heritage	4.31 4.9 (Research Analysis)
PO 4: Exhibit Growth Exhibit growth in awareness of Christian values and life skills.	REL 485, Pastoral Ministry REL 482, Ministerial Candidacy (Previously)	4.5
PO 5: Document Service Experiences & Skills Document service experiences & skills in community and cross cultural contexts.	REL 350, Evangelism (For Religion students, REL 485 can provide solid assessment and well.)	4.78

Analysis

Based on our course map and how students are performing in terminal courses, we can see that our students are performing very well in our program, with scores all above four. One high-performing indicator that should be noted is how well our students do in PO 2, Biblical Languages, we are very proud of the high degree of success students have in our languages courses, which is further evidenced by external evidence by our students' success in testing out of Greek and Hebrew courses in the seminary.

Another key indicator is PO 5 which shows that we are encouraging and developing in our majors the necessary skills in order to effectively serve in the church.

10. Student and Employer Satisfaction—How successful are program graduates in seeking graduate and professional admission? What is the level of satisfaction among students, alumni, and employers of alumni with the program and its outcomes?



Approximately 50% of our students pursue higher education following graduation. 10 of our graduates during that time are currently pastors/conference workers throughout the United States. 74% of our students successfully transition in the next stage of their life (either career or academic), the remaining 26% we do not know the status of.

Please also note the chart above in question 9 in regards to student satisfaction/success in our program.

11. Program Improvement—How have the above data contributed to decision for program improvement? What impacts have these evidence based changes had on student learning and student success?

Languages—It was discovered several years ago by the department that the Greek and Hebrew classes were out of sync with other religious institutions. Therefore, Hebrew was expanded from three days a week to five and Greek was dropped from four semesters to three. Additionally, a push in the language classes to help students successfully be able to challenge the language classes in the seminary has resulted in our students successfully transitioning to the seminary without having to take any additional language classes. The example of the success of this has been student’s success in Greek III, with 100% of the most recent class passing the Seminary Greek Challenge Exam.

Jesus in His Time and Ours—RELB 210, Jesus in His Time and Ours, is one of our most popular courses. To this end, it was discovered that many students were wanting to take this course. We were able to expand the number of sections and therefore, expand the number of students able to take this course. We are looking at further options to expand this in the future. It is offered online.

Practical Studies—Students frequently mentioned the need for more practical courses. Evangelism and Personal Witnessing are now both required for the Theology major, allowing students to have more personal, hands-on experience than before.

Theological Research—Introducing the Introduction to Theological Research and Topics in Theology courses allowing students to have a broader base for theological research and study.

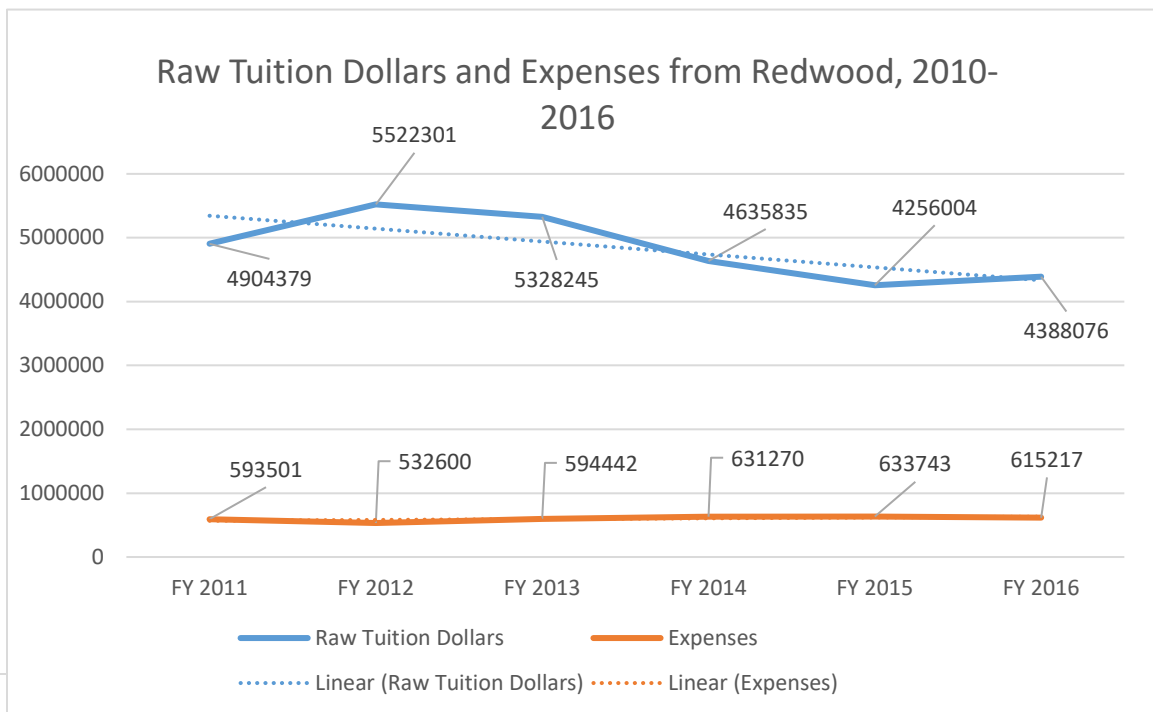
World Religions Courses—The Department of Religion and Biblical Languages has developed world religions courses to help students understand the theological basis and structure of religions around the world.

Development of Missions—The development of the Mission’s courses and programs have contributed a new and important element to the rounded-out experience of our students.

Discipleship—The development of a discipleship program and discipleship classes have greatly enhanced this important aspect of our degree.

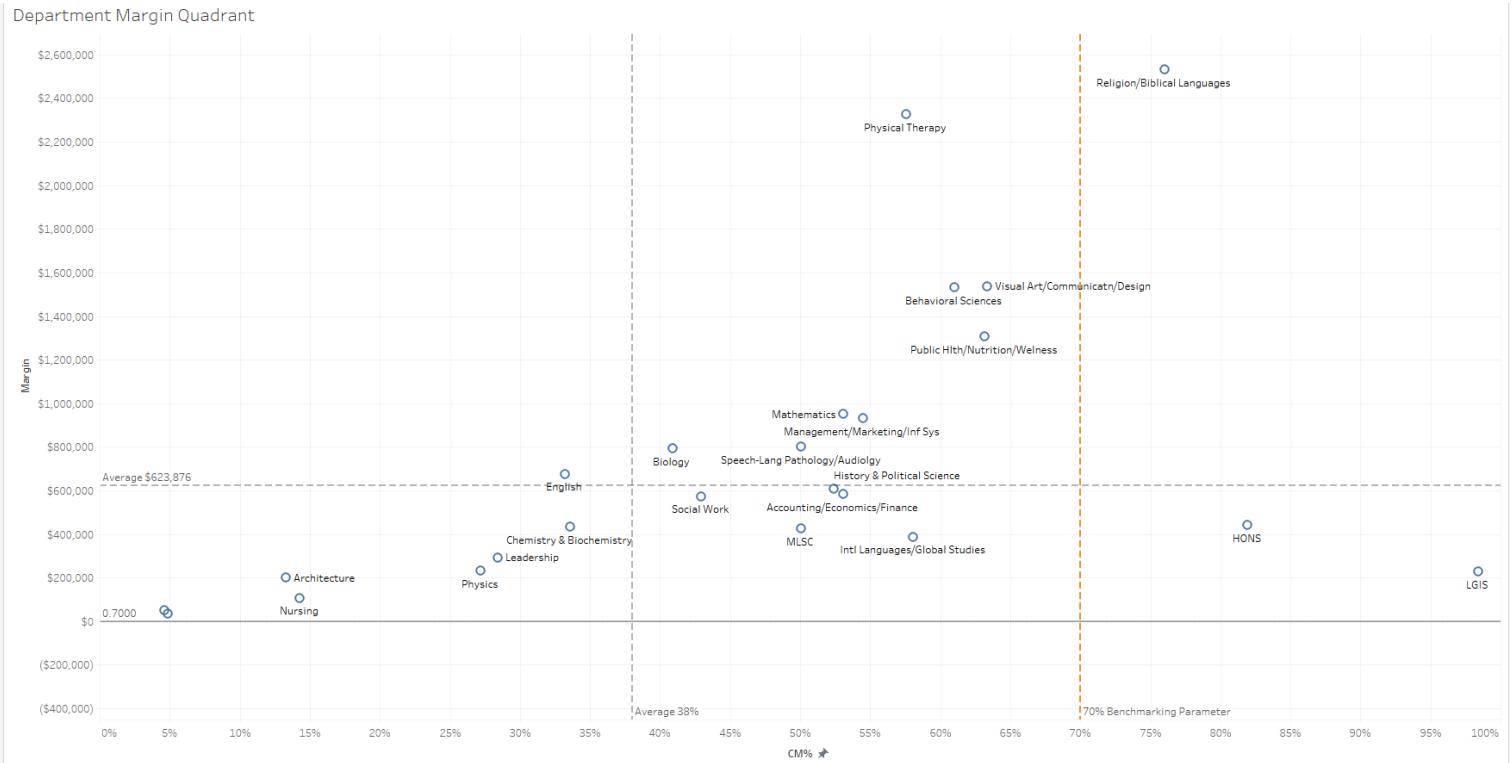
Criterion 3: Financial Analysis

12. Cost & Income—What is the relationship between the cost of the program and its income and how has that been changing over time?



This is the more detailed analysis, provided by the CAS Dean’s office from 2016 expenses:

Net Tuition Revenue	Compensation Cost	Depart. Expense Cost	Contribution Margin
\$ 3,332,496	\$ 799,108	\$14,104	\$2,519,284

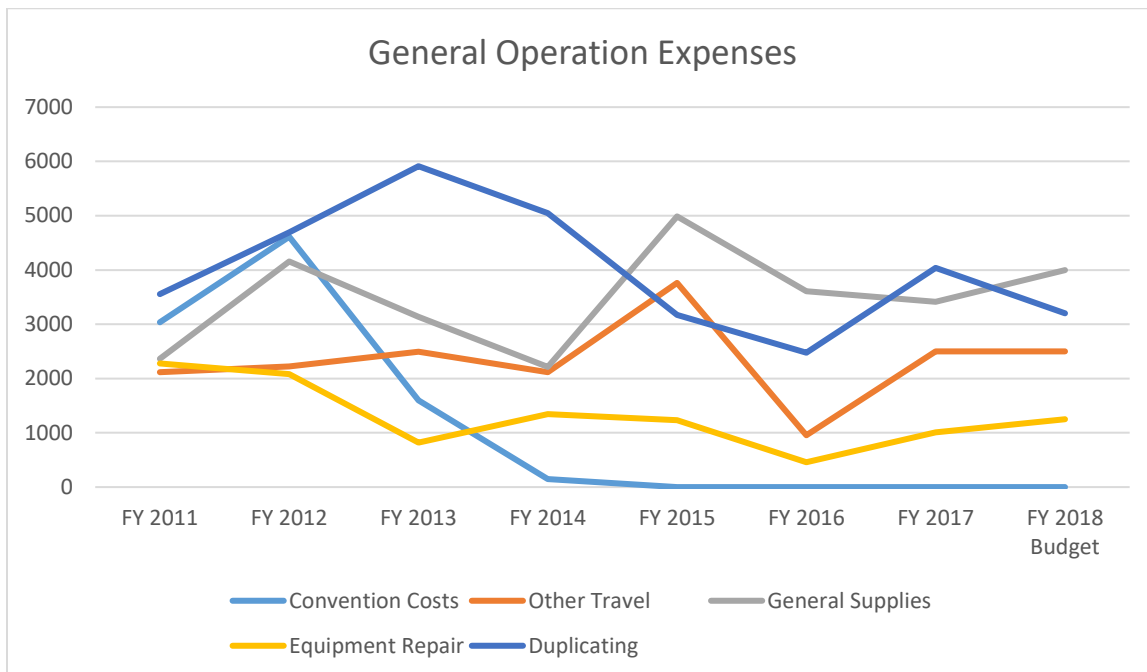
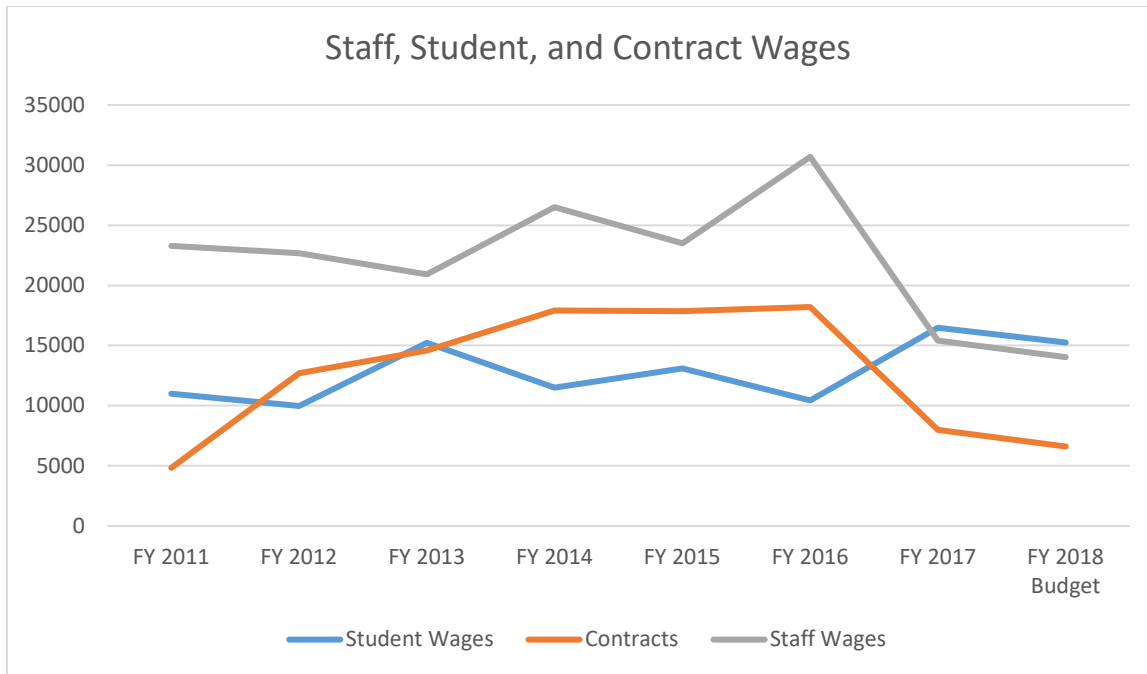


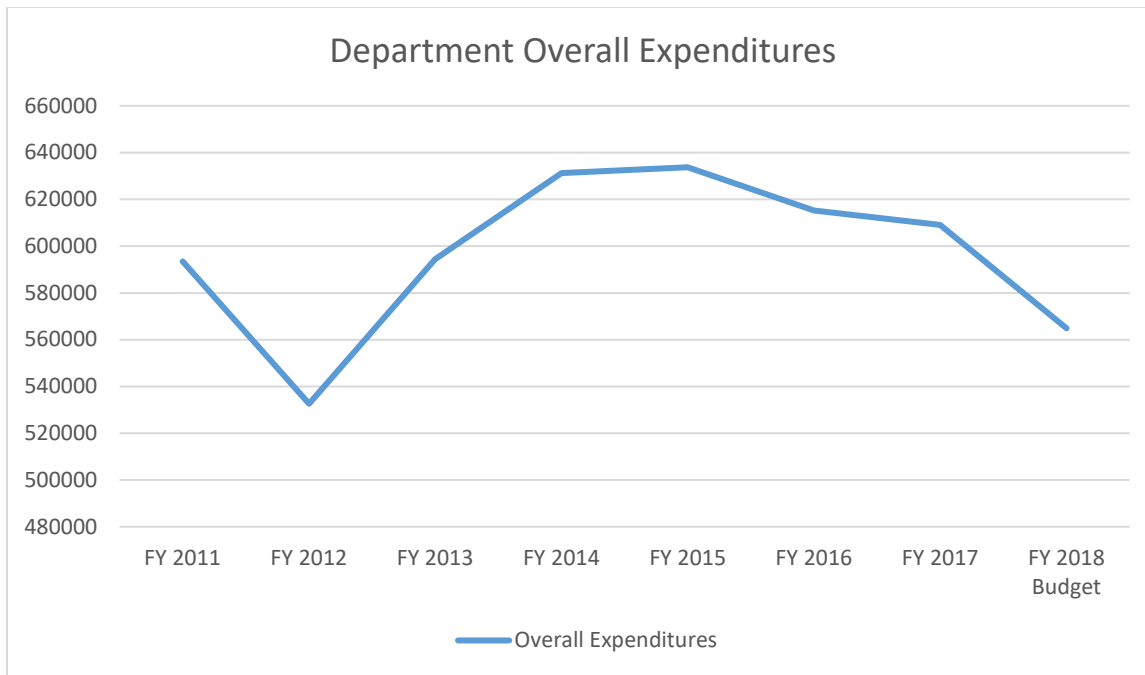
Analysis

As is noted in the above charts, the Department of Religion & Biblical Languages—when it comes to dollar amount.—has the largest contribution margin in the University, by far, at \$2,533,387. In percentage, we are third at 76%. However, the leading two do not produce nearly as much revenue as does the Department of Religion and Biblical Languages, coming in at \$441,006 and \$226,921. The department’s contribution to the University, then, from a budget perspective is not simply good, it is exceptional.

13. Overall Financial Health—What is the (financial and other) impact of the program on the university and, based on trends, how is that likely to change in the future? How adequate is University support to maintaining the health of the program?

Summary Charts





Analysis

The Department of Religion and Biblical Languages has experienced budget cuts between FY 15 and FY 18 of \$59,526, or a percent decrease of 9.53%. As noted above, these were the areas sacrificed due to budget constraints:

- a) Staff Wages—Department Assistant was cut from full time to half time and merged with the Department of History and Political Science to maintain one, full-time position.
- b) Contracts are also down significantly; topics courses, low enrollment courses, and multiple sections have been cut down to not rely nearly as much on adjunct faculty as before.
- c) Convention expenses have been completely removed from the budget.
- d) General Operation Expenses have been cut.
- e) As new faculty have entered the department, temporary savings have been found because of lower costs due to the decision to move on to different fields by Dr. Jeroncic (Seventh-day Adventist Theological Seminary) and Dr. Petersen (pastoral ministry) in recent years. Dr. Sciarabba and Dr. Palmer replaced them.

In summary, over the past two years our department has had its departmental assistant reduced to a ½ time position. Additionally, reader budgets have been reduced which increases the grading load of faculty and contributes to delayed feedback to students. The low student reader budget has caused considerable strain on faculty, especially, given class sizes that are larger than many departments.

It is incredibly important for the Department of Religion & Biblical Languages to have adequate support for their program. As noted earlier, we are the biggest producer when it comes to marginal income, in the university. Here are several notes of what the department would benefit from:

- a) Our departmental faculty are frequently asked to speak and participate at different conferences/events throughout the NAD/GC which is outside of their professional development money. We currently **only** have \$2,500 per year for “other travel”. This is for the entire department. These events provide essential contact points between the department and the NAD at large, both for recruiting and in the sense of a broader service to the church.
- b) Our department has very limited funds to assist students in ministering in local churches for even basic mileage and transportation. Additionally, we really do not have enough money in the budget for a student assistant to assist the Practical Theology professor, Dr. Palmer, in implementing and managing an effective, practical, field-school type practical program. This responsibility then shifts to Dr. Palmer, who is teaching a full load.
- c) We have very limited funding for student labor given the number of students in our classes. Professors need more financial help in this area.
- d) We have virtually no money in the department for any sort of equipment or software. This is not as big an issue as the technically based departments but still is a problem given that we need updated Biblical Research software, projectors, office equipment, and other miscellaneous equipment from time to time. Biblical Research software, in particular, is extremely important for our students as it has access to thousands of volumes of commentaries and other religious literature, advanced exegesis tools, and other vital research aspects for the 21st century.
- e) We are technically one professor short from where we used to be. It would be very beneficial to have another professor in the department given the number of credits we generate.

Criterion 4: Strategic Analysis

14. Strengths—Describe the Strengths of the Program

Many of the strengths have been highlighted extensively throughout this report. Below, the strengths have been outlined:

- a) The Department’s unique ability to teach general education classes on the spiritual and academic levels. Students may spend 128 hours (maximum) in chapel during their time at Andrew University, and may also not choose to go to church. They spend a minimum

of 192 hours in our classes, maximizing the impact we have on students on the spiritual level.

- b) Our nearness to the seminary allows students to transition easily over to the seminary upon graduation and still be in the same school. Students know the system, which makes their masters-level studies easier and less stressful, especially at the beginning.
- c) Our department contributes more tuition dollars to this university than any other academic department. We are a large net gain for the university's bottom line.
- d) We offer service to the Seventh-day Adventist church by providing training for pastors, which was one of the core elements of why Emmanuel Missionary College/Andrews University was founded in the 1800s.
- e) Also notable is the department's wide contribution to research including involvement in numerous projects.
- f) Our faculty and staff preach and teach in churches and on campus all around the world, serving the world church.

15. Weaknesses—Describe the Weaknesses of the Program and the Plans that Are In Place to Address Them

- a) As noted, the area that student reports revealed was that we need to improve in is timely feedback. This area can be easily remedied with more student labor being invested and improvement to the current student labor model.
- b) Enrollment has constantly gone down in on-campus degrees over the past few years. This is a multi-pronged problem that will require a look at our relationship to the online religion degree, looking at better recruitment strategies, and looking deeper at the data above to analyze what our students are needing.
- c) We are currently operating on a skeleton budget; it will be difficult to continue growing the program with further budget cuts.
- d) We are limited in what classrooms we can use based on fundraising limitations.
- e) Greater focuses in these areas:
 - More practical training for pastoral ministry.
 - More pastoral ethics training.
 - More pastoral counseling and family life training.
- f) Too much diversity of courses offered—we need to limit to what students need, not what we want to teach.
- g) The need for a more comprehensive, integrated recruitment program including understanding the impact of recruitment efforts on teacher's workloads.

16.—What Opportunities Are Likely to Present Themselves to the Program in the Coming Years, and What Changes and Resources are Necessary to Take Advantage of them?

- a) Further cooperation with the seminary is a great opportunity. As we work with the seminary to make our program a smooth and beneficial transition to the seminary, we can further attract students into our program and distinguish our department.

- b) The Spanish Initiative has the potential of drawing many, new online students, enhancing enrollment.
 - The development of this program will require additional administrative resources, travel costs, and other resources but could significantly increase enrollment.
- c) The AAA visit this coming December will allow our department to demonstrate further our commitment to both the teachings and mission of the Seventh-day Adventist church and the very effective preparation our department offers for the training of future ministers in the Seventh-day Adventist church.

17. Concerns About the Programs Future—Describe the concerns that may negatively impact the program in the coming years and the changes and resources necessary to mitigate them.

- a) Supply and Demand—Every Seventh-day Adventist university in North America offers a religion/theology degree. This demands careful attention for us as there are many different options students can pick from.
- b) The Online Religion Degree—The online religion degree is an excellent option for many students interested in furthering their religious education, including those interested in our program. The reason why we include this as an area of concern is that none of our professors teach the online classes and we have no impact on those students. Therefore, as our numbers shrink it could impact our ability to maintain our on-campus programs.
- c) Overall Decline—The University as a whole has seen declining enrollment in recent years, which distinctly impacts us as all students take at least 12 ACE credits in our department.
- d) Demand of Pastors—If more openings for pastors in the Seventh-day Adventist church do not start opening up, our majors may decline if they cannot get a job upon completion of our program and/or the seminary.

18. Strategic Plan—What should be the future direction your program and what steps and resources are necessary to take your program in that direction? How might changes and trends in technology, student demographics, and enrollment impact this direction?

- a) **Further Work with the Seminary**—The seminary currently offers the following general courses:

Seminary Course	Similar Undergraduate Course
Revelation, Inspiration, and Hermeneutics (GSEM 510)	Hermeneutics (RELB 245)
Doctrine of the Sanctuary (GSEM 530)	No Equivalent
Issues in Ellen G. White Studies (GSEM 514)	SDA History & Prophetic Heritage (RELH 400)

Contemporary Adventist Theological Issues (GSEM 626)	Topics in Theology (RELT 415)
Issues in Daniel and Revelation (GSEM 627)	Studies in Daniel and Revelation (RELB 406)

The question needs to be asked, then, what courses like these can we transition into a model for a seamless transition program that allows students to go directly from undergraduate to the seminary as a more closely-integrated program.

b) Online Degree Integration

We need to further explore options with the School of Distance Education on how to better integrate the online degree with our department and focus on how we can ensure that students in this program are having a well-rounded educational experience while still maintaining the important distinction that these are in many cases students who have full-time jobs and are using this degree to have effective entrance into the ministry or into the seminary.

c) Budget

We need to explore options on how to effectively gain funding for needed areas. Our department should focus on the needs mentioned above, how they can be addressed, and what the top budget priorities are for the department.

d) Enrollment

An effective enrollment strategy must be fully integrated into the department so that enrollment numbers can grow to previous years. This includes initial outreach, student visits, and post-visit outreach.

e) Curriculum Review and Analysis

Curriculum needs to be continually massaged to ensure that students entering the ministry and the seminary have the necessary tools they need for their careers/future academic careers. Furthermore, courses that are unnecessary must be eliminated from the program.

18. Additional Information & Recommendations—Give any additional information that should be included in the self-study. Describe program recommendations.

The Department of Religion and Biblical Languages is an integral part of Andrews University and the Seventh-day Adventist church, both on a lay and professional level. It is vital to the future of Andrews that our program is strong, Christ-centered and true to the mission of Andrews University and the Seventh-day Adventist church. We are committed to that vision and look forward to continuing being an effective, integral department of Andrews University.