

*Centered in Christ and rooted in the Wesleyan tradition, Saint Paul School of Theology is a seminary of intentional relationships committed to the formation of people for innovative, creative ministry through rigorous academic life; the exploration of Scripture, tradition, and ministry practices; and diverse, contextual experience. (SPST Mission Statement)*

The Educational Effectiveness report analyzes the findings of and makes recommendations based on several key indicators of effectiveness in our educational programs. Following the findings are recommendations for improvement in multiple program areas of overall educational experience. Saint Paul uses these measures to evaluate and improve programs across the institution to support student learning and formation for ministry.

**Summary of Findings**

Key Measures	2024	Benchmark	Strategic Plan Goal
Overall Satisfaction with SPST (internal survey)	98%	≥ 90%	2.4; 3.3
Satisfaction with Degree Program (internal survey)	100%	≥ 90%	2.4; 3.3
Satisfaction with Academic Experience (ATS-GSQ)	4.6	≥ 4.3	2.4; 3.3
If I had it to do over, I would still come here. (ATS-GSQ)	4.3	≥ 4.3	2.4; 3.3
Completion Rates (ATS – SIR)	85%	≥ 60%	2.4; 3.3
Completion Times MDiv (ATS – SIR)	4.57	≤ 5.0	2.4; 3.3
Completion Times MA	3.10	≤ 3.00	2.4; 3.3
Placement Rates	91%	≥ 90%	2.4; 3.3
Retention Rate	67%	≥ 85%	2.4; 3.3
Persistence Rate	81%	≥ 85%	2.4; 3.3

**Summary of Recommendations**

Key Recommendations	Responsible Area	Strategic Plan Goal
1. Campus differences in satisfaction should continue to be monitored.	SA and AAC	2.4; 3.3
2. Gain more information on student satisfaction with the KS library.	LI	2.4; 3.3
3. The SPST survey may want to ask a question about the students’ primary course delivery mode.	AAC	2.4; 3.3
4. Develop trend and comparison reporting on the GSQ items.	ASSESS	2.4; 3.3
5. Monitor completion rates and times for MA students.	AAC	2.4; 3.3
6. Data from Admissions may provide more information about incoming students and exploration into the reasons for first year student attrition could assist in better support of those students	IA AND ASSESS	2.4; 3.3
7. Develop and implement a plan to explore the meaning of the data and make improvements in Course Scheduling. (renewal of prior year recommendation)	VPAAD	2.4; 3.3

8. The ranking on advising in the GSQ aligns with the SPST Student Satisfaction Survey, indicating a need for attention to this concern (renewal of prior year recommendation)	VPAAD	2.4; 3.3
9. Develop an overall retention strategy that attends especially to new students and online students. (renewal of prior year recommendation)	VPAAD and IA	2.4; 3.3
10. Use ESQ data and admissions reporting to assist retention of new students.	IA and ASSESS	2.4; 3.3

**Contents**

- A. Student Satisfaction
- B. Completion Rates, Completion Time and Placement
- C. Retention, Persistence and Attrition

**A. Student Satisfaction**

**SPST Student Satisfaction Survey** This 18-question survey is developed by SPST and administered to all students each Spring semester.

Benchmarks:  $\geq 90\%$  of those who answered the question, answered as satisfied or very satisfied

Overall Satisfaction	2020	2021	2022	2023	2024
Saint Paul	92%	96%	95%	94%	98%
Degree Program	96%	88%	91%	93%	100%

Benchmark Met	Benchmark Not Met
Chapel Worship 95%	Course Scheduling. 78%
Meals 100%	Advising 87%
Space and Facilities 97%	
Faculty 98%	
Staff 98%	
Information and Communication 98%	
Financial Aid 98%	
Billing 98%	
Library 91%	
Classroom Technology 96%	
Moodle 100%	
Security 95%	
Student Support 95%	

Black-same as last year; green-satisfaction increase; no decreases 2023 to 2024

**Findings:**

1. Response rate was strong at 49% and the spread across campuses reflects the campus enrollment distribution.
2. Saint Paul students are highly satisfied with their experience and degree programs at Saint Paul.
  - a. One hundred percent of degree-seeking students are satisfied with their degree program; however, the MDiv students rate the question “Very Satisfied” less often than students in other degrees. This may be explained by the significantly higher enrollment in the MDiv degree.
  - b. The overall satisfaction rating of “very satisfied” on the Oklahoma campus dropped slightly from 2023 but increased from 14% to 44% from 2022. The level of satisfaction overall on the Kansas campus remains high but the rating of “very satisfied” has trended downward since 2022. Campus differences in satisfaction should continue to be monitored.
  - c. No students responded “Very Dissatisfied” with Saint Paul overall.
3. Course Scheduling and Advising remain a challenge, though each improved. The increase satisfaction in advising is significant and suggests that changes in that area have been successful and should be continued. Further exploration of what students expect, want and need in relation to course scheduling is indicated.
4. Satisfaction with Registration has improved, suggesting that changes in that process were helpful.
5. Students reported strong satisfaction with the library, but three students reported dissatisfaction with the Kansas library.
6. Some questions received a significant number of “NA” responses, including 26 for chapel, 22 for meals, 22 for security, 12 for library and 8 for space and facilities. This suggests that approximately half of the respondents did not participate in chapel or community meals but those who did were satisfied. Participation reports from Student Affairs will help further analysis of these two student offerings. The NA ratings for security and space and facilities may suggest that these students were largely synchronous or asynchronous online students. Since some of the comments were also related to the difference between online and on-campus courses, in the future the survey may want to ask a question about the students’ primary course delivery mode.

**ATS Graduating Student Questionnaire**

Required from each graduating student. (See 2023 GSQ all terms.)

**Benchmark** average rating across degree programs  $\geq 4.3$

ATS Graduating Student Questionnaire (Table 21 and 22)	Overall Satisfaction (average score)				
	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
	N=20	N=17	N=30	N=22	N=19
I have been satisfied with my academic experience here. *	4.3	4.4	4.4	4.5	4.6
If I had to do it over, I would still come here.**	4.2	4.2	4.2	4.5	4.3

\*(1 – Very dissatisfied; 2-Somewhat Dissatisfied; 3 – Neutral; 4 – Satisfied; 5- Very Satisfied)

\*\* (1 - Strongly disagree 2 - Disagree 3 - Neutral 4 - Agree 5 - Strongly agree)

Of the 21 questions on the GSQ related to satisfaction with the school's services and resources, all averages were above 3.0, demonstrating that the 2024 graduates were generally satisfied with those services and resources.

Items rated 4.5 and above, as an average across degrees, were as follows:

Upkeep of Campus, 4.7      Food service, 4.5  
Campus Security, 4.6      Class Size, 4.5  
School's technology infrastructure 4.5

Items rated below 4.0 as an average across degrees, were as follows:

Ease in Scheduling Required Courses, 3.9  
Career/vocational Counseling, 3.9;  
Writing and Research Support, 3.9;  
Pastoral Care, 3.9;  
Academic Advising, 3.8;  
Extracurricular/cultural activities, 3.8;  
Health and wellness program 3.4

Responses to the ATS questionnaire reflect consistency with the internal SPST survey of all students. Concerns about Course Scheduling and Academic Advising are referred to the VP for Academic Affairs and Dean (VPAAD) for continuing attention.

Of the 16 questions about graduating students' Overall Experience during their Program all items were rated above 4.0, demonstrating that students have a good experience overall at Saint Paul.

The 3 highest rated items were:

I have grown spiritually. (4.9)  
My faith is stronger than when I came. (4.8)  
I have been able to integrate theology and the practice of ministry. (4.8)

The 3 lowest rated items were:

Program was a good experience for my spouse/family. (4.3)  
If I had it to do over, I would still come here. (4.3)  
I know at least one faculty member well. (4.4)  
I have made good friends here. (4.4)  
I gained greater vocational clarity while in my program. (4.4)

It may be helpful to develop trend reporting on the GSQ items and comparison to other UMC and ATS schools.

## **B. Completion Rates, Completion Time and Placement**

(see ATS Strategic Information Report 2023)

**Completion Rates** are based on the number of students who graduate in  $\leq$  two times the normal length of time for a degree (MDiv. 6 years; MACM 4 years; MA[TS] 4 years; DMin 6 years)

Benchmarks: Completion Rates  $\geq$  60%

Completion Rates	2019	2020	2021	2022	2023
	100%	48%	70%	89%	85%

Green highlights indicate benchmark met

Rates for all ATS Schools for MDiv, 56%; for professional MA, 50%; for DMin, 53%.

Saint Paul's rates were 100% for MDiv and DMin. The rate for MA's (MACM and MATS combined) was 25%.

**Completion Time** is the average number of years it took graduates to complete the degree.  
 Benchmarks: MDiv ≤ 5.0; MATS ≤ 3.0; MACM ≤ 3.00

Completion Time	2019	2020	2021	2022	2023
MDiv	4.67	5.06	4.04	4.60	4.57
MACM	4.5	4.00	4.50	na	
MA[TS]	na	3.5	na	na	
MA				2.83**	3.10***
DMIN*	na	na	na	na	

\*DMIN is not reported in ATS data

\*\*ATS began combining all MA's in the 2022 report

\*\*\* 3 out of 5 graduated in 2-3 years.

11 out of 15 MDiv students completed their degree in 3-5 years

3 out of 5 MA students completed their degree in 2-3 years. One MACM graduating student took an exceptionally long time to complete the degree, which affected the average. Completion times for the MA degrees have improved with revisions to those degrees.

**Placement Rates**

Measures employment or further study one year after graduation

Benchmark: ≥ 90%

Placement Rates	2019	2020	2021	2022	2023
	95%	88%	100%	93%	91%

Other Mainline Schools report placement rates of 88% (ATS SIR 2023). Saint Paul remains high in placement rates.



## 2024 Educational Effectiveness Report

### C. Retention, Persistence and Attrition

Retention rates are based on the number of new students in the Fall who completed the program, enrolled, were on Leave of Absence, or suspended in the following Fall.

Persistence rates are based on the number of students who were enrolled, on leave of absence, or on suspension in one academic year and completed their program or persisted to the next academic year.

Benchmarks: Retention rate  $\geq$  85%

Persistence:  $\geq$  85%

	2019	2020	2021	2022	2023	2024
<b>Retention</b>	90%	87%*	67%	79%	65%	67%
<b>Persistence</b>	87%	91%	86%*	93%	80%	82%

First year retention rates continue to be a challenge and appear to drive lower persistence rates. Reasons for first year student attrition include personal challenges, change in vocational direction, and transfer to other schools. Data from Admissions may provide more information about incoming students and exploration into the reasons for first year student attrition could assist in better support of those students.

ATS does not report retention rates and IPEDS does not have a standard for graduate programs so comparison to other schools is difficult. Some seminaries report a retention rate, but they are not always clear about the definition. Most who do report a retention rate seem to report it as the total number of students who persisted from one fall to the next. Saint Paul reports first year retention as “retention” and overall retention as “persistence.” In depth research will be needed to find appropriate comparisons.

<b>Prior Year Recommendations</b>	<b>Fall 2024 Progress Report</b>	<b>Area</b>
Develop and implement a plan to explore the meaning of the data and make improvements in Chapel,	Increased satisfaction as a result of changes	<b>SA</b>
Develop and implement a plan to explore the meaning of the data and make improvements in Course Scheduling,	Remains a concern; more information is needed about what aspects of course scheduling are at issue – delivery, content, times?	<b>VPAAD</b>
Hold department meetings to discuss the findings in the SPST survey and identify ways for improvement	The VPAAD, President and Director of Assessment are planning to implement two faculty and staff gatherings a year to review reports	<b>ASSESS</b>
Review SPST Student Satisfaction Survey for any needed revisions	See 2024 recommendations	<b>ASSESS</b>
Explore the positive rankings of spiritual growth and increased faith in the GSQ for what they indicate related to how students meet degree outcomes in spiritual formation.	Used as an indirect measure in SLO assessment and part of the MDiv curriculum revision discussion	<b>VPAAD FC</b>
The ranking on advising in the GSQ aligns with the SPST Student Satisfaction Survey, indicating a need for attention to this concern	Advising is improving but needs continued attention (see 2024 recommendations)	<b>VPAAD</b>
Review programs for writing and research instruction	Instructions for Grammarly have been included in the weekly Campus Messenger	<b>SA</b>
Consider the library data in the GSQ, especially for DMin students, in the library program review.	Renew this recommendation	<b>LI</b>
Develop an overall retention strategy that reviews New Student Orientation (NSO)	Design changes were implemented in 2024	<b>SA</b>
Develop an overall retention strategy that emphasizes community building for all students	Texting and care packages, new student mentors	<b>SA</b>
Develop an overall retention strategy that reviews recruiting strategies and communication with prospective students about degree expectations, especially in the DMin program.	Included in the 2024-2027 Strategic Plan	<b>IA</b>

## **APPENDIX**

### **A. SPST SATISFACTION SURVEY**

### **B. ATS GRADUATING STUDENT QUESTIONNAIRE PAGES**

### **C. ATS STRATEGIC INFORMATION PAGES**

### **D. RETENTION AND PERSISTENCE REPORT**

2024 Student Satisfaction Survey Report

**Survey Parameters**

2024 Student Satisfaction Survey 18 Questions 7 Demographic total 25 Questions

**Target audience:** total students: 100 Campus totals KS: 78 OK: 22

**Response Rates:** 49\*/100 (49%) KS: 37 (76%) OK: 9 (24%)

**Survey start-close date:** April 08- May 1, 2024

**Survey mode:** Survey Monkey, anonymous entry, blocked multiple entry

**Scoring options:** Very Satisfied, Satisfied, Dissatisfied, Very Dissatisfied, Not Applicable

**Survey Areas:**

- |   |   |
|---|---|
| 1. Overall satisfaction with your experience at Saint Paul School of Theology | 11. Billing                                       |
| 2. Chapel   | 12. Registration                                  |
| 3. Community Meal   | 13. Library                                       |
| 4. Space and Facilities   | 14. Classroom technology                          |
| 5. Course Scheduling  | 15. Moodle  |
| 6. Advising   | 16. Campus security                               |
| 7. Faculty  | 17. Support for students                          |
| 8. Staff  | 18. Overall satisfaction with your degree program |
| 9. Information and communication  | 19. (Opportunity for comments)                    |
| 10. Financial aid   |   |

**Number of Respondents by Degree Program**

Degree	2022			2023			2024		
	Total	KS	OK	Total	KS	OK	Total	KS	OK
All respondents	41	34	7	36	30	6	49*	37	9
MDiv	29	23	6	9	21	5	31	26	5
MATS	1	1	0	0	1	0	3	3	0
MACM	5	4	1	1	4	0	4	1	3
DMin	4	4	0	5	4	1	5	4	1
Non-Degree	2	2	0	0	0	0	3	3	0

- **\*49 students answered Q1. 47 students answered Q's 2-25**

**Overall Satisfaction with Saint Paul**

**Percent of those who answered the question.**

	2022			2023			2024		
	Total	KS	OK	Total	KS	OK	Total	KS	OK
% Very Satisfied	49%	56%	14%	44%	43%	50%	43%	40%	44%
% Satisfied	46%	38%	86%	50%	53%	33%	53%	54%	56%



"APPENDIX A"

% Dissatisfied	2%	3%	0%	6%	3%	17%	2%	3%	0%
% Very Dissatisfied	0%	0%	0%	0%	0%	0%	0%	0%	0%
% Does Not Apply	2%	3%	0%	0%	0%	0%	2%	3%	0%

**Overall Satisfaction with Degree Programs**

**Percent of those who answered the question,**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
Very Satisfied	59%	40%	40%
Satisfied	32%	53%	54%
Dissatisfied	5%	7%	0%
Very Dissatisfied	0%	0%	0%
Does Not Apply	5%	0%	6%

<b>MDiv</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Very Satisfied	59%	35%	45%
Satisfied	31%	58%	55%
Dissatisfied	7%	8%	0%
Very Dissatisfied	0%	0%	0%
Does Not Apply	3%	0%	0%

<b>MATS</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Very Satisfied	100%	0%	0%
Satisfied	0%	0%	100%
Dissatisfied	0%	100%	0%
Very Dissatisfied	0%	0%	0%
Does Not Apply	0%	0%	0%

<b>MACM</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Very Satisfied	40%	42%	50%
Satisfied	60%	50%	50%
Dissatisfied	0%	8%	0%
Very Dissatisfied	0%	0%	0%
Does Not Apply	0%	0%	0%
<b>DMin</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Very Satisfied	75%	42%	60%
Satisfied	25%	50%	40%
Dissatisfied	0%	8%	0%

Very Dissatisfied	0%	0%	0%
Does Not Apply	0%	0%	0%

**Five Year Comparison**

**Benchmark Goal:** Satisfied and Very Satisfied ≥90% Dissatisfied and Very Dissatisfied ≤10%

**Percent of those who answered the question,**

Question Category	2020	2021	2022	2023	2024
	N=51 Satisfaction	N=24 Satisfaction	N=41 Satisfaction	N=36 Satisfaction	N=49* (47) Satisfaction
<b>*Overall</b>	92%	96%	98%	94%	98%*
<b>Chapel</b>	97%	86%	100%	77%	95%
<b>Meal</b>	98%	100%	100%	100%	100%
<b>Space &amp; Facility</b>	98%	100%	97%	94%	97%
<b>Course Sched.</b>	81%	75%	90%	75%	78%
<b>Advising</b>	96%	83%	92%	69%	87%
<b>Faculty</b>	96%	100%	98%	94%	98%
<b>Staff</b>	94%	100%	100%	94%	98%
<b>Info&amp;Comm</b>	94%	88%	98%	92%	98%
<b>Financial Aid</b>	85%	90%	92%	91%	98%
<b>Billing</b>	88%	87%	97%	97%	98%
<b>Registration</b>	85%	88%	95%	89%	96%
<b>Library</b>	93%	89%	97%	91%	91%
<b>Classroom Tech.</b>	98%	100%	95%	100%	96%
<b>Moodle</b>	98%	Xxxxxxxx*	98%	100%	100%
<b>Security</b>	94%	89%	100%	95%	95%
<b>Student Support</b>	96%	100%	100%	91%	95%
<b>Degree Program</b>	96%	91%	95%	92%	100%

\*Moodle data was not collected

**Did not meet the benchmark**

2024 All		VS	Satisf ied	Dissat isfied	VD	NA	Total	+	-
Q1	Overall	21	26	1	0	1	49	98%	2%
Q2	Chapel	10	10	1	0	26	47	95%	5%
Q3	Meal	15	10	0	0	22	47	100%	0%
Q4	Sp&Fac	24	14	1	0	8	47	97%	3%
Q5	Crs.Sched.	14	22	9	1	1	47	78%	22%
Q6	Advising	25	14	5	1	2	47	87%	13%
Q7	Faculty	21	23	1	0	2	47	98%	2%
Q8	Staff	29	15	1	0	2	47	98%	2%
Q8	Info&Comm	22	23	1	0	1	47	98%	2%
Q10	Fin.Aid	26	13	1	0	7	47	98%	3%
Q11	Billing	27	18	1	0	1	47	98%	2%
Q12	Registr.	24	20	2	0	1	47	96%	4%
Q13	Library	19	13	3	0	12	47	91%	9%
Q14	Cl.Tech.	29	13	0	0	5	47	100%	0%
Q15	Moodle	26	18	2	0	1	47	96%	4%
Q16	Security	14	11	0	0	22	47	100%	0%
Q17	Std.Supp. Degree	19	23	1	1	3	47	95%	5%
Q18	Program	19	25	0	0	3	47	100%	0%

Data by Campus

KANSAS		VS	SATISFIED	DISSATISFIED	VD	NA	TOTAL
Q1	Overall	15	20	1	0	1	37
Q2	Chapel	8	7	1	0	21	37
Q3	Meal	11	8	0	0	18	37
Q4	Sp&Fac	19	10	1	0	7	37
Q5	Crs.Sched.	10	17	8	1	1	37
Q6	Advising	19	11	4	1	2	37
Q7	Faculty	18	16	1	0	2	37
Q8	Staff	22	12	1	0	2	37
Q9	Info&Comm	17	18	1	0	1	37
Q10	Fin.Aid	20	11	1	0	5	37
Q11	Billing	20	15	1	0	1	37
Q12	Registr.	18	16	2	0	1	37
Q13	Library	15	10	3	0	9	37
Q14	Cl.Tech.	25	9	0	0	3	37
Q15	Moodle	22	13	1	0	1	37
Q16	Security	10	9	0	0	18	37
Q17	Std.Supp.	15	19	1	0	2	37
Q18	Degree Program	13	21	0	0	3	37
OKLAHOMA		VS		Dissatisfied	VD	NA	Total
Q1	Overall	4	5	0	0	0	9
Q2	Chapel	1	3	0	0	5	9
Q3	Meal	3	2	0	0	4	9
Q4	Sp&Fac	4	4	0	0	1	9
Q5	Crs.Sched.	4	4	1	0	0	9
Q6	Advising	6	2	1	0	0	9
Q7	Faculty	3	6	0	0	0	0
Q8	Staff	6	3	0	0	0	9
Q9	Info&Comm	4	5	0	0	0	9
Q10	Fin.Aid	6	1	0	0	2	9
Q11	Billing	6	3	0	0	0	9
Q12	Registr.	5	4	0	0	0	9
Q13	Library	3	3	0	0	3	9
Q14	Cl.Tech.	3	4	0	0	2	9
Q15	Moodle	4	4	1	0	0	9
Q16	Security	4	2	0	0	3	9
Q17	Std.Supp.	4	3	0	1	1	9
Q18	Degree Program	5	4	0	0	0	9

**TABLE 20: Level of Satisfaction with School's Services and Academic Resources**

GRADUATING STUDENTS, BATCH=All, YEAR=2023 - 2024, TERM=All

SCHOOL: Saint Paul School of Theology

By Degree Program										
Level of Satisfaction	MDiv		Prof MA		Acad MA		All Others		Total	
	N = 12		N = 1		N = 2		N = 4		N = 19	
	Avg	S.D.	Avg	S.D.	Avg	S.D.	Avg	S.D.	Avg	S.D.
Accessibility of faculty	4.2	1.0	5.0	0.0	5.0	0.0	4.3	0.8	4.3	0.9
Quality of teaching	4.3	0.8	5.0	0.0	4.0	0.0	4.8	0.4	4.4	0.7
Class size	4.4	1.1	5.0	0.0	5.0	0.0	4.5	0.9	4.5	1.0
Ease in scheduling required courses	3.8	1.4	5.0	0.0	4.5	0.5	4.0	1.2	3.9	1.3
School website and internet-based resources	4.5	0.9	5.0	0.0	4.5	0.5	4.3	0.8	4.4	0.8
School's technology (IT) infrastructure	4.3	0.7	5.0	0.0	5.0	0.0	4.7	0.5	4.5	0.7
Access to library collection	4.2	1.0	5.0	0.0	3.5	0.5	4.0	0.8	4.1	1.0
Adequacy of library collection	4.2	1.2	5.0	0.0	3.0	1.0	4.3	0.5	4.1	1.1
Writing and research support	3.9	1.3	5.0	0.0	4.0	0.0	4.3	0.5	4.1	1.1
Accessibility of administrative/staff support	4.4	0.8	5.0	0.0	5.0	0.0	4.0	0.8	4.4	0.8
Academic advising	3.8	1.2	5.0	0.0	3.5	1.5	4.8	0.4	4.0	1.2
Spiritual formation	4.1	1.2	5.0	0.0	4.5	0.5	4.7	0.5	4.3	1.0
Career/vocational counseling	4.0	0.6	5.0	0.0	0.0	0.0	3.0	0.0	3.9	0.8
Pastoral care	3.9	1.2	5.0	0.0	0.0	0.0	3.5	0.5	3.9	1.1
Student debt and/or finance counseling	4.1	1.5	5.0	0.0	5.0	0.0	3.5	0.5	4.2	1.3
Extracurricular/cultural activities	3.6	1.2	5.0	0.0	0.0	0.0	4.0	1.0	3.8	1.2
Health and wellness program	3.2	1.5	5.0	0.0	0.0	0.0	3.0	0.0	3.4	1.4
Food service	4.6	0.7	5.0	0.0	3.0	0.0	4.5	0.5	4.5	0.7
Upkeep of campus	4.8	0.4	5.0	0.0	4.5	0.5	4.5	0.5	4.7	0.5
Campus security	4.6	0.5	5.0	0.0	5.0	0.0	4.0	0.0	4.6	0.5
Mental health resources	4.2	1.2	5.0	0.0	0.0	0.0	4.0	1.0	4.2	1.1

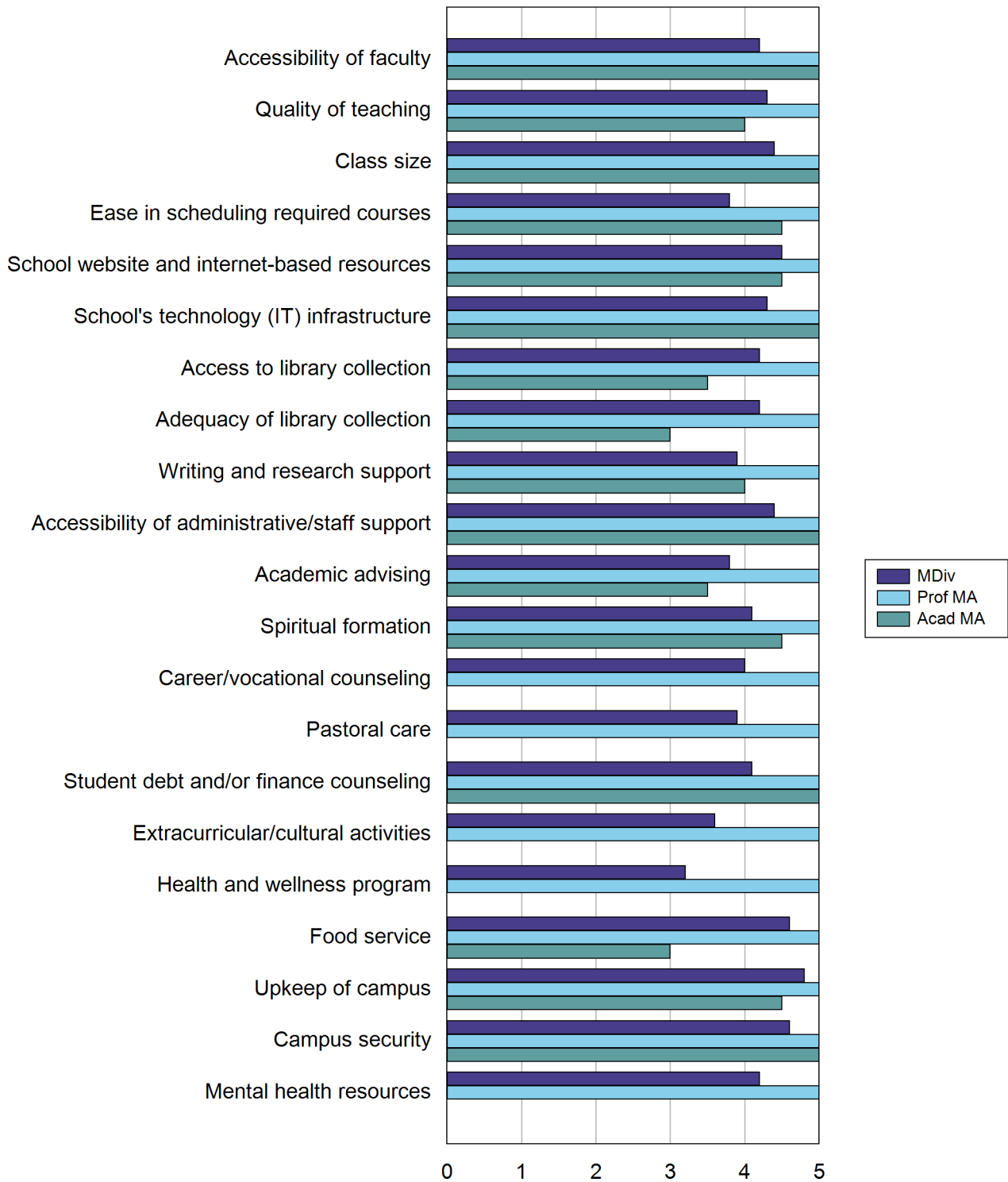
1 - Very dissatisfied    2 - Somewhat dissatisfied    3 - Neutral    4 - Satisfied    5 - Very satisfied

By Full-Time/Part-Time Status				
Level of Satisfaction	Part-time N = 5		Full-time N = 14	
	Avg	S.D.	Avg	S.D.
Accessibility of faculty	4.6	0.8	4.2	1.0
Quality of teaching	4.4	0.5	4.4	0.8
Class size	5.0	0.0	4.4	1.1
Ease in scheduling required courses	4.6	0.5	3.7	1.4
School website and internet-based resources	4.8	0.4	4.3	0.9
School's technology (IT) infrastructure	4.6	0.8	4.4	0.6
Access to library collection	4.2	0.7	4.1	1.0
Adequacy of library collection	4.0	1.1	4.2	1.1
Writing and research support	4.0	1.1	4.1	1.1
Accessibility of administrative/staff support	4.5	0.9	4.4	0.7
Academic advising	3.8	1.5	4.1	1.1
Spiritual formation	4.4	0.8	4.2	1.1
Career/vocational counseling	5.0	0.0	3.7	0.7
Pastoral care	4.0	1.0	3.9	1.2
Student debt and/or finance counseling	5.0	0.0	3.9	1.4
Extracurricular/cultural activities	4.0	1.0	3.8	1.2
Health and wellness program	3.5	1.5	3.3	1.4
Food service	4.0	0.8	4.6	0.7
Upkeep of campus	4.8	0.4	4.7	0.5
Campus security	4.8	0.4	4.6	0.5
Mental health resources	4.0	1.0	4.3	1.2

1 - Very dissatisfied    2 - Somewhat dissatisfied    3 - Neutral    4 - Satisfied    5 - Very satisfied

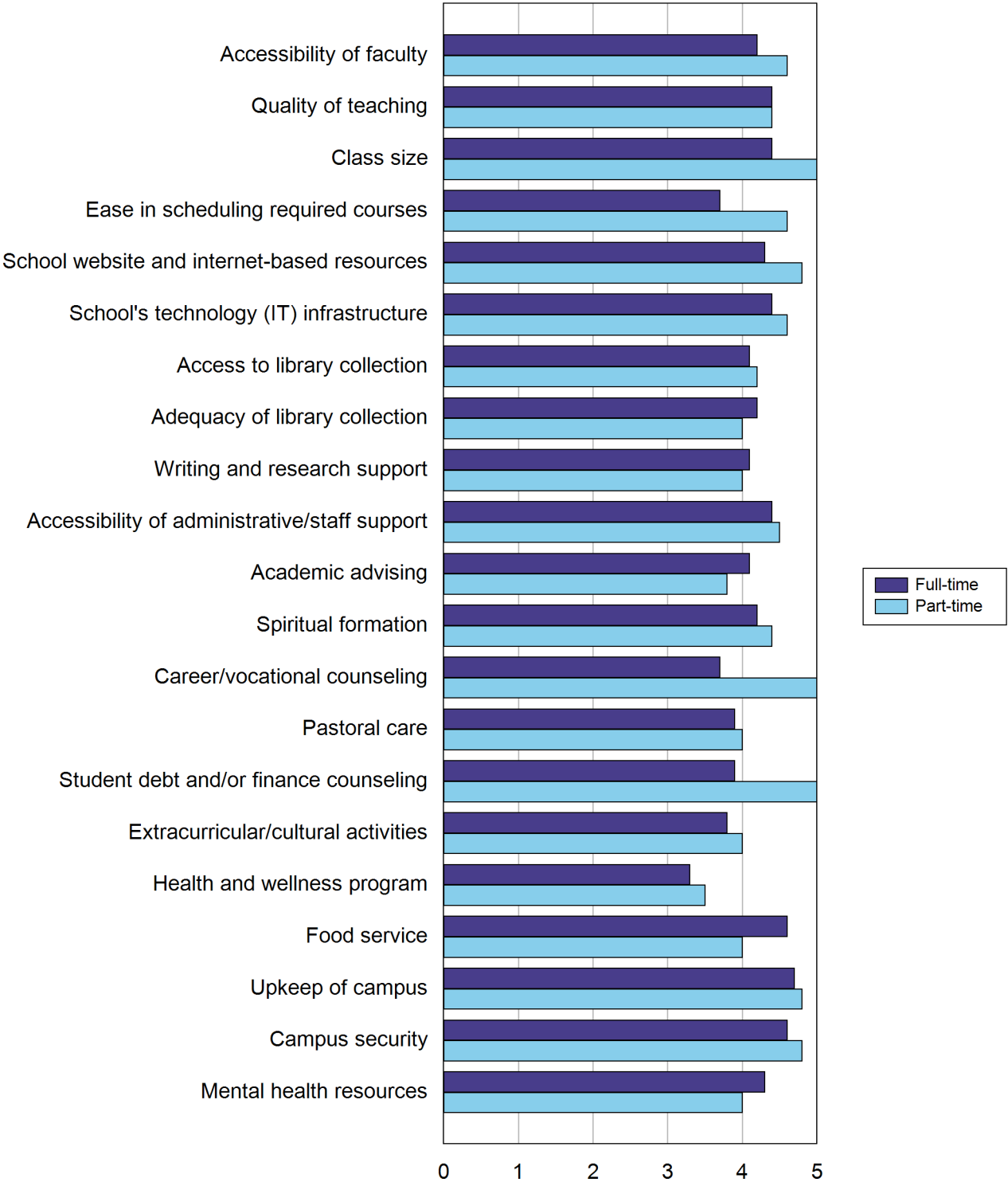
**CHART 20: Level of Satisfaction with School's Services and Academic Resources**

By Degree



(1-Very dissatisfied 2-Somewhat dissatisfied 3-Neutral 4-Satisfied 5-Very satisfied)

### By Full-Time/Part-Time Status



(1-Very dissatisfied 2-Somewhat dissatisfied 3-Neutral 4-Satisfied 5-Very satisfied)



**TABLE 21: Overall Experience during Theological Program**

GRADUATING STUDENTS, BATCH=All, YEAR=2023 - 2024, TERM=All

SCHOOL: Saint Paul School of Theology

By Degree Program	MDiv N = 12		Prof MA N = 1		Acad MA N = 2		All Others N = 4		Total N = 19	
	Avg	S.D.	Avg	S.D.	Avg	S.D.	Avg	S.D.	Avg	S.D.
I have been satisfied with my academic experience here.	4.7	0.5	5.0	0.0	5.0	0.0	4.3	0.8	4.6	0.6
Faculty were supportive and understanding.	4.7	0.8	5.0	0.0	5.0	0.0	4.5	0.5	4.7	0.7
I have felt accepted within this school community.	4.7	1.1	5.0	0.0	5.0	0.0	4.5	0.5	4.7	0.9
I have grown spiritually.	4.9	0.3	5.0	0.0	4.5	0.5	5.0	0.0	4.9	0.3
My faith is stronger than when I came.	4.8	0.4	5.0	0.0	4.0	1.0	5.0	0.0	4.8	0.5
My personal faith has been respected.	4.6	1.1	5.0	0.0	4.5	0.5	4.5	0.5	4.6	0.9
Individuals of other faith traditions have been respected.	4.8	0.4	5.0	0.0	4.5	0.5	4.3	0.8	4.6	0.6
I know at least one faculty member well.	4.1	0.8	5.0	0.0	4.5	0.5	5.0	0.0	4.4	0.7
I have been able to integrate the theology and practice of ministry.	4.8	0.4	5.0	0.0	5.0	0.0	4.8	0.4	4.8	0.4
The school community was diverse and inclusive.	4.5	1.1	5.0	0.0	4.5	0.5	4.3	0.5	4.5	1.0
I have come to know students from other racial, ethnic, and cultural groups.	4.8	0.4	5.0	0.0	3.5	0.5	4.5	0.5	4.6	0.6
I have made good friends here.	4.6	0.5	5.0	0.0	2.5	0.5	4.5	0.5	4.4	0.8
This program was a good experience for my spouse/family.	4.4	0.9	5.0	0.0	4.0	0.0	4.0	0.0	4.3	0.7
I have been able to manage financially.	4.8	0.4	5.0	0.0	5.0	0.0	3.8	0.8	4.6	0.7
If I had to do it over, I would still come here.	4.3	1.2	5.0	0.0	5.0	0.0	4.0	0.7	4.3	1.0
I gained greater vocational clarity while in my program.	4.5	0.9	5.0	0.0	4.0	0.0	4.0	0.0	4.4	0.8

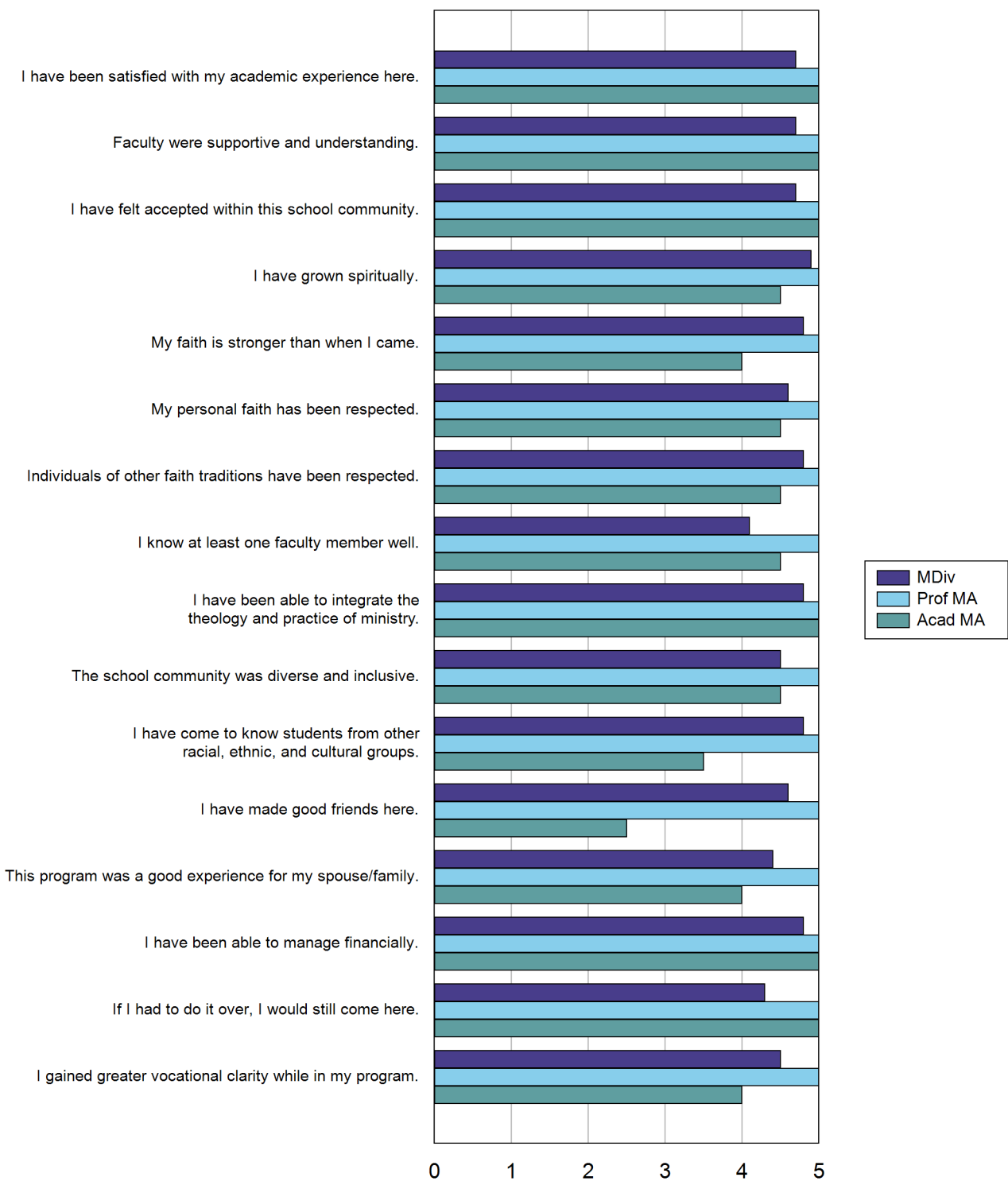
1 - Strongly disagree    2 - Disagree    3 - Neutral    4 - Agree    5 - Strongly agree

	<b>Campus / Extension</b>		<b>Online Only</b>	
	N = 16		N = 3	
<b>By Educational Context</b>	<b>Avg</b>	<b>S.D.</b>	<b>Avg</b>	<b>S.D.</b>
I have been satisfied with my academic experience here.	4.6	0.6	5.0	0.0
Faculty were supportive and understanding.	4.6	0.8	5.0	0.0
I have felt accepted within this school community.	4.6	1.0	5.0	0.0
I have grown spiritually.	4.9	0.2	4.7	0.5
My faith is stronger than when I came.	4.9	0.3	4.3	0.9
My personal faith has been respected.	4.5	1.0	5.0	0.0
Individuals of other faith traditions have been respected.	4.6	0.6	5.0	0.0
I know at least one faculty member well.	4.3	0.8	5.0	0.0
I have been able to integrate the theology and practice of ministry.	4.7	0.4	5.0	0.0
The school community was diverse and inclusive.	4.4	1.0	5.0	0.0
I have come to know students from other racial, ethnic, and cultural groups.	4.6	0.6	4.7	0.5
I have made good friends here.	4.6	0.6	3.3	0.9
This program was a good experience for my spouse/family.	4.3	0.8	4.3	0.5
I have been able to manage financially.	4.6	0.7	5.0	0.0
If I had to do it over, I would still come here.	4.2	1.1	5.0	0.0
I gained greater vocational clarity while in my program.	4.4	0.8	5.0	0.0

1 - Strongly disagree    2 - Disagree    3 - Neutral    4 - Agree    5 - Strongly agree

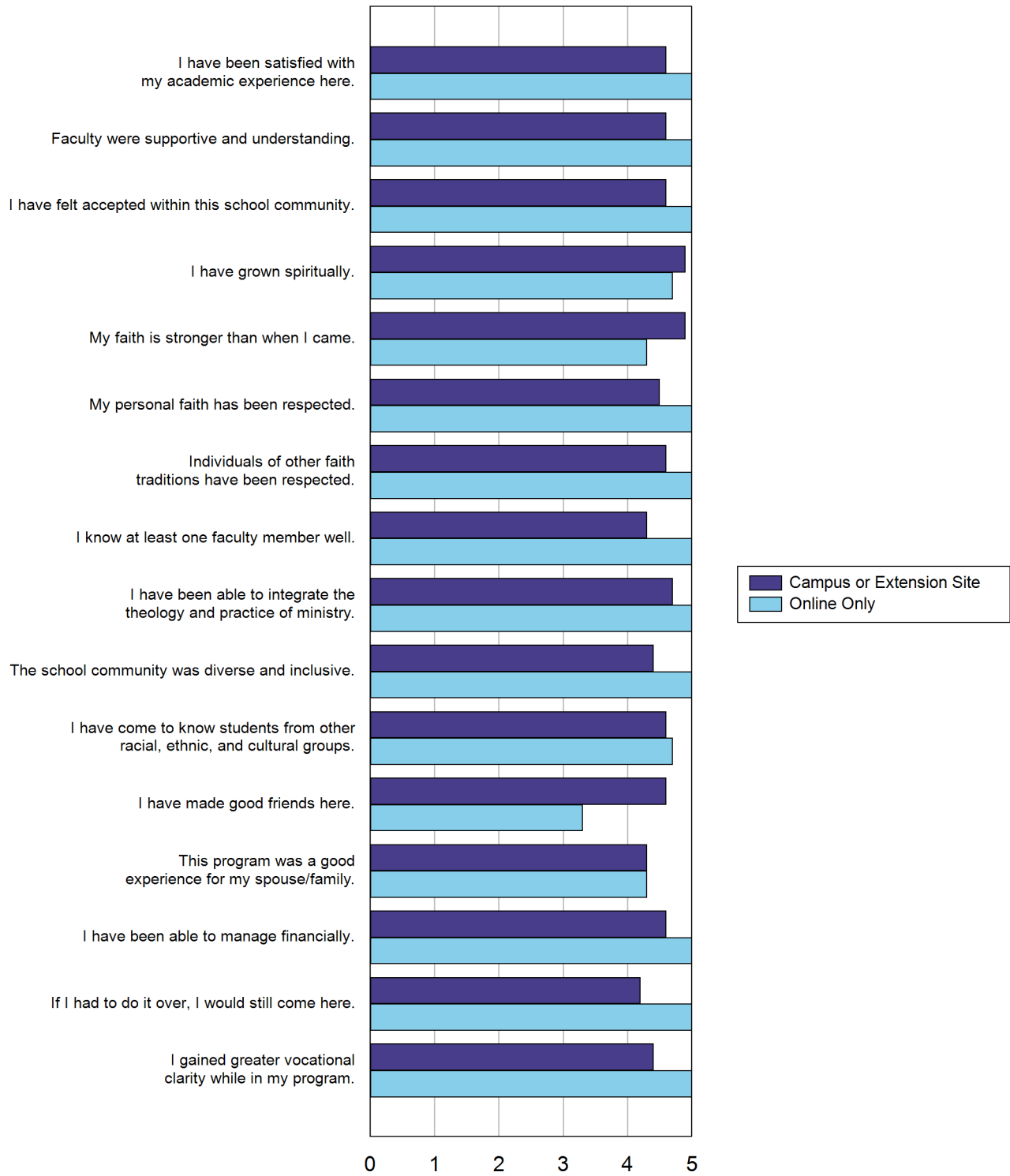
# CHART 21: Overall Experience during Theological Program

## By Degree Program



(1-Strongly disagree 2-Disagree 3-Neutral 4-Agree 5-Strongly agree)

## By Educational Context



(1-Strongly disagree 2-Disagree 3-Neutral 4-Agree 5-Strongly agree)



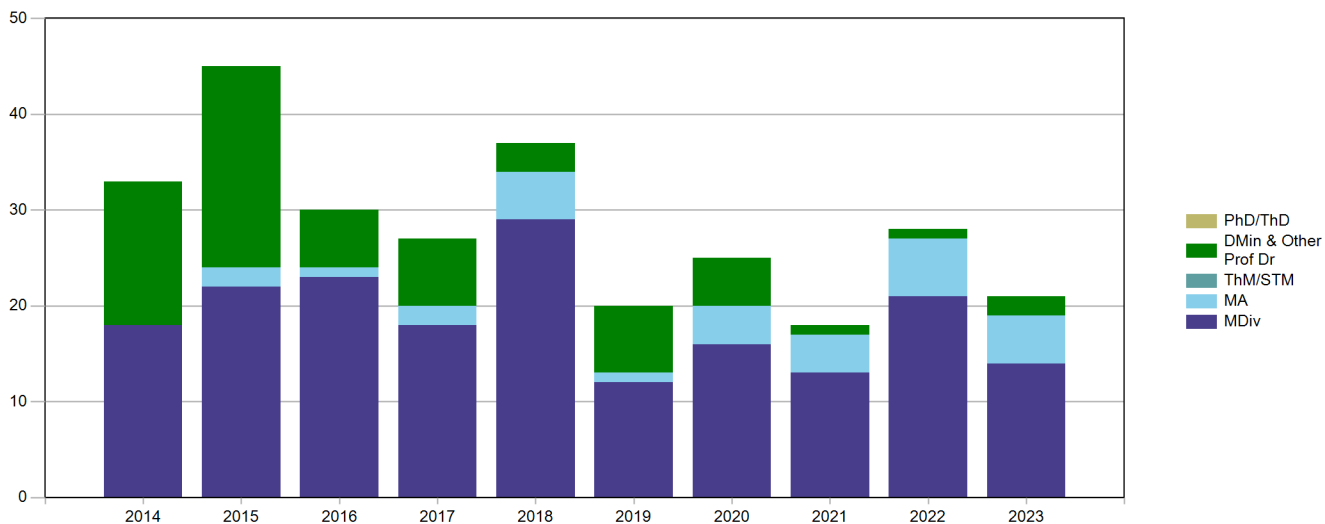
# Strategic Information Report

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Saint Paul School of Theology

# Figure 4-1: Degrees Awarded

Figure 4-1a - Total Degrees Awarded



	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
MDiv	18	22	23	18	29	12	16	13	21	14
MA	0	2	1	2	5	1	4	4	6	5
THM/STM	0	0	0	0	0	0	0	0	0	0
DMin & Other Prof Dr	15	21	6	7	3	7	5	1	1	2
PhD/ThD	0	0	0	0	0	0	0	0	0	0

Figure 4-1a shows the number of students who were awarded degrees in the last decade.

Figure 4-1b - Total New Enrollments and Total Degrees Awarded

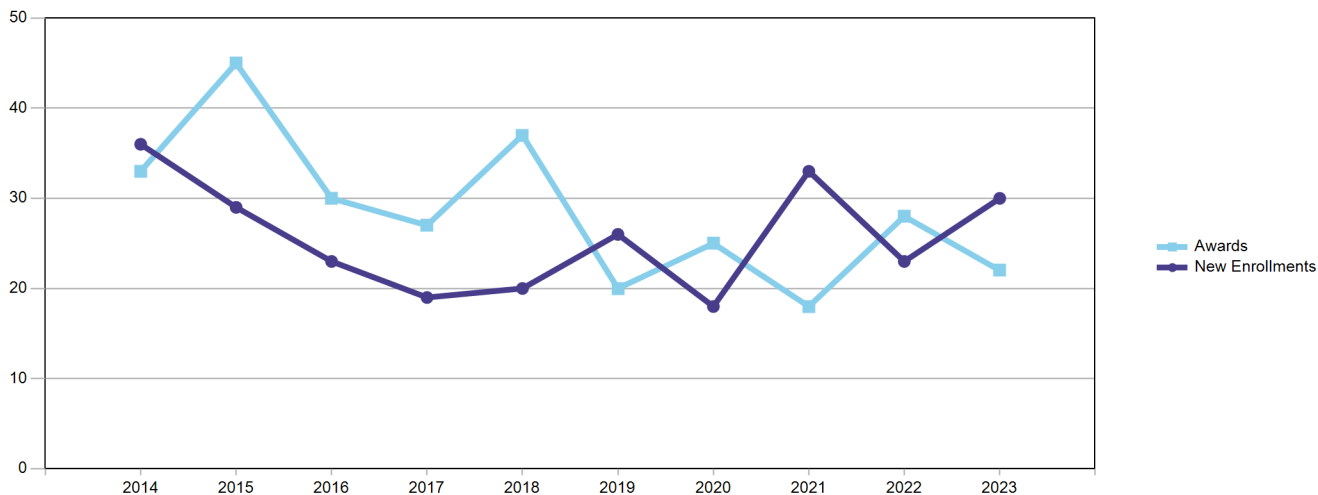


Figure 4-1b compares new enrollments for each year with the number of graduations in those years. Gaps between new enrollments and graduations help to explain changes in total enrollment over time.

For FY2023, your Total Degrees Awarded were

Rank among all ATS schools (1=highest)

165 out of 274 schools.

Rank among all ATS schools with FTE Enrollment < 75

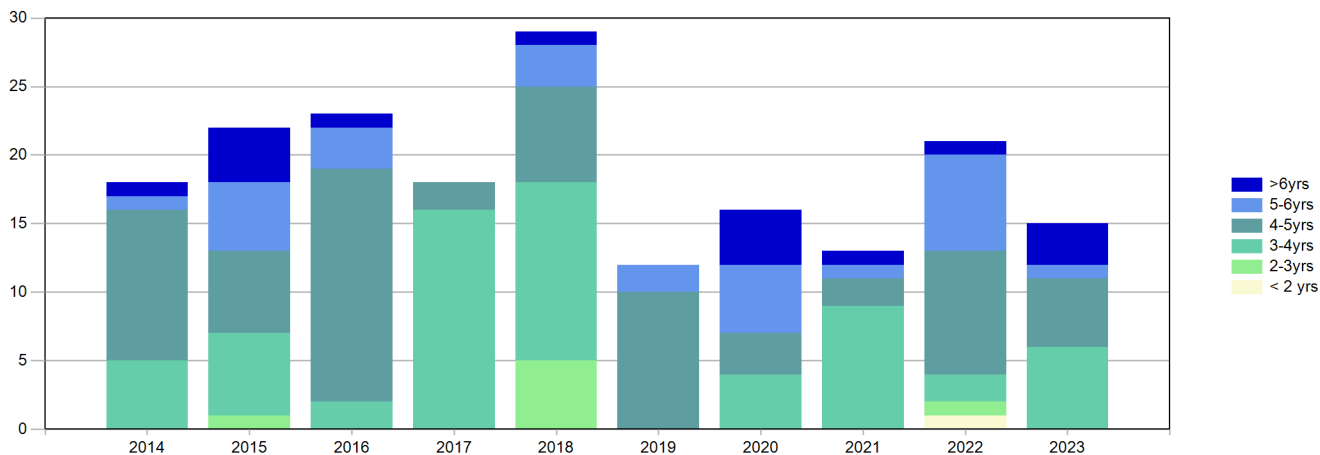
31 out of 119 schools.

Rank among all Mainline Protestant ATS schools

56 out of 92 schools.

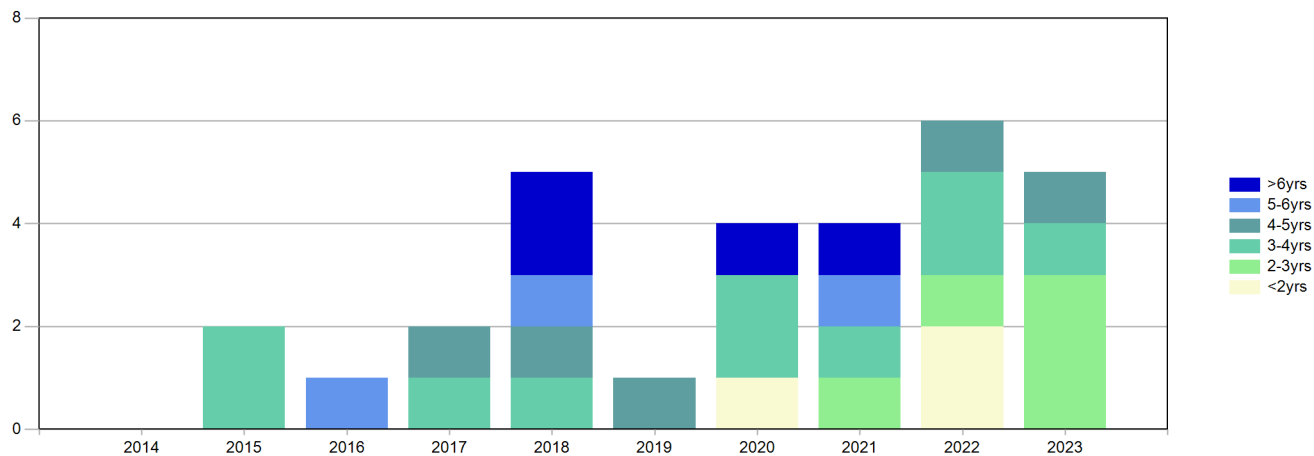
**Figure 4-2: Completions by Time to Degree**

**Figure 4-2a - Completions by Time to Degree  
MDiv**



	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
< 2 yrs	0	0	0	0	0	0	0	0	1	0
2-3 yrs	0	1	0	0	5	0	0	0	1	0
3-4 yrs	5	6	2	16	13	0	4	9	2	6
4-5 yrs	11	6	17	2	7	10	3	2	9	5
5-6 yrs	1	5	3	0	3	2	5	1	7	1
> 6 yrs	1	4	1	0	1	0	4	1	1	3

**Figure 4-2b - Completions by Time to Degree  
MA**



	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
< 2 yrs	0	0	0	0	0	0	1	0	2	0
2-3 yrs	0	0	0	0	0	0	0	1	1	3
3-4 yrs	0	2	0	1	1	0	2	1	2	1
4-5 yrs	0	0	0	1	1	1	0	0	1	1
5-6 yrs	0	0	1	0	1	0	0	1	0	0
> 6 yrs	0	0	0	0	2	0	1	1	0	0

Figures 4-2a and 4-2b stratify completions by the number of years it took students to earn their degree. The charts above show completions by time to degree for the Master of Divinity as well as other Master's degree. This data was first collected in 2009.

Based upon the data from the most recent year, the estimated years to complete were:

MDiv 4.57

MA 3.10

## Figure 4-3: Completions by Race/Ethnicity and Gender

Figure 4-3a - Completions by Race/Ethnicity

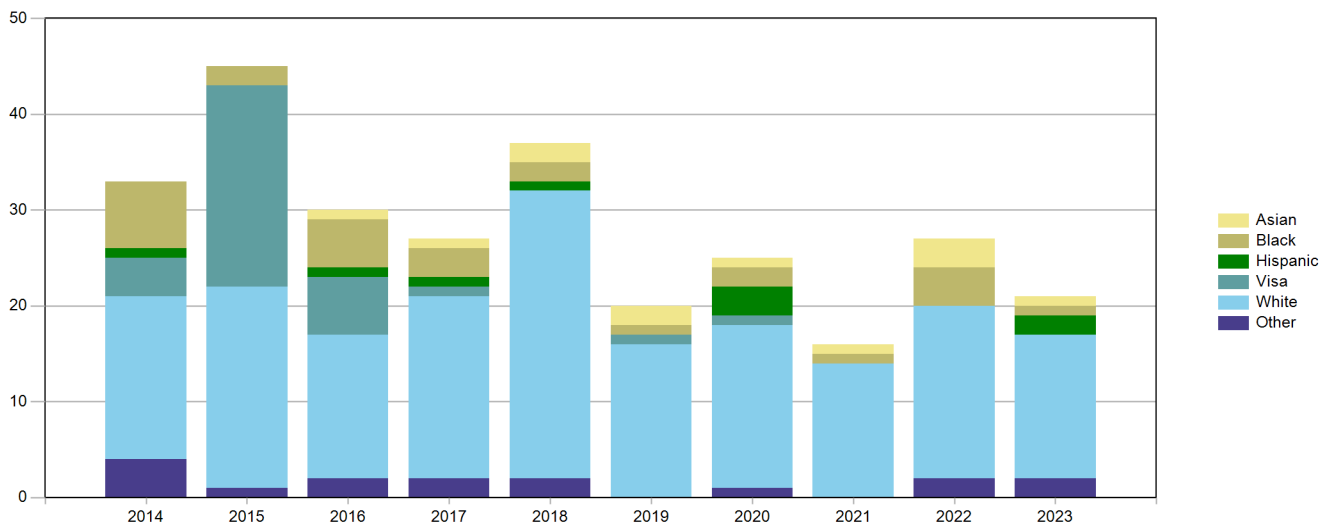
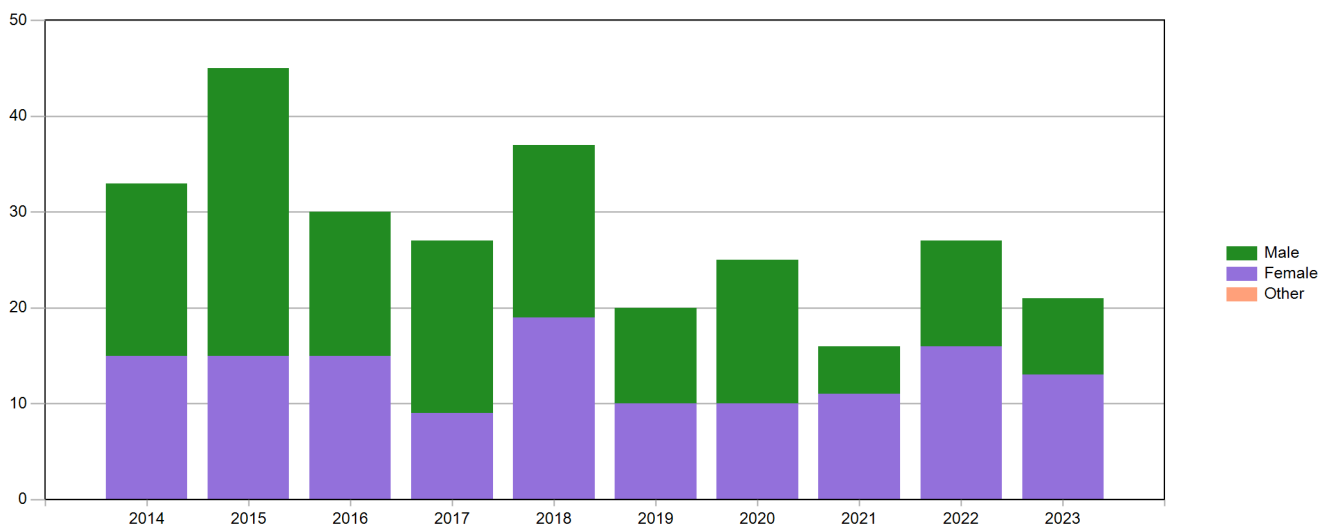


Figure 4-3b - Completions by Gender



Figures 4-3a and 4-3b show completions by race/ethnicity and gender over the last ten years. These totals may not correspond to those shown on enrollment charts because of reporting complexities.

Below is a comparison of the institution's enrollment and completions by race/ethnicity and by gender for the last decade.

	<u>Asian</u>	<u>Black</u>	<u>Hispanic</u>	<u>White</u>	<u>Other</u>	<u>Male</u>	<u>Female</u>	<u>Other</u>
Enrollments	6%	10%	3%	70%	5%	51%	49%	0%
Completions	4%	10%	3%	65%	6%	53%	47%	0%



## Figure 4-4: Placement Rates by Degree Categories

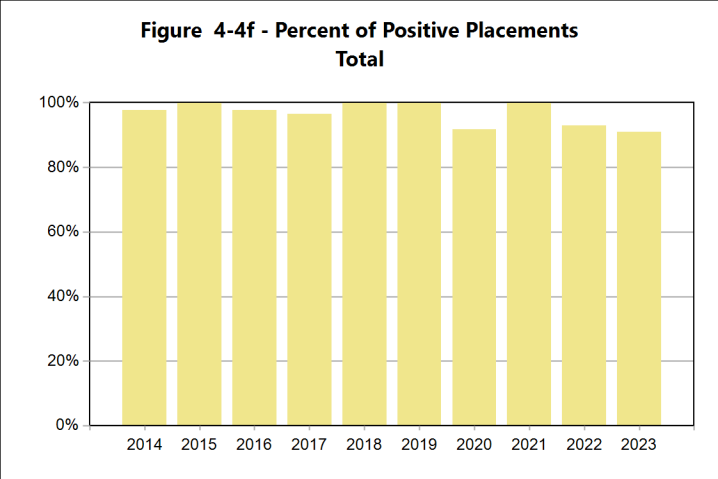
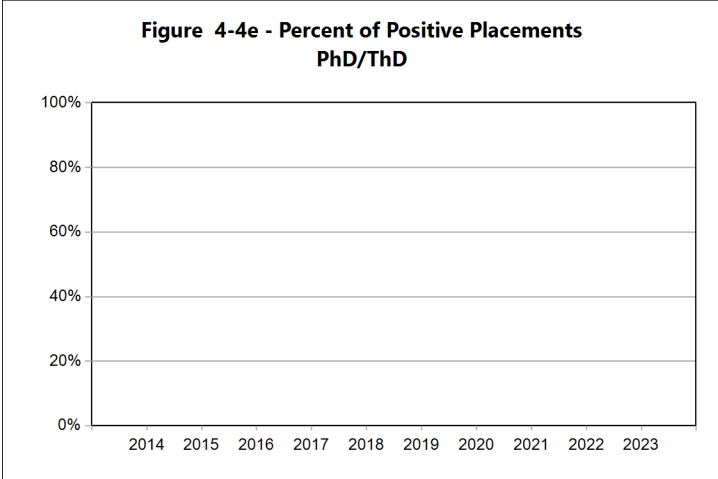
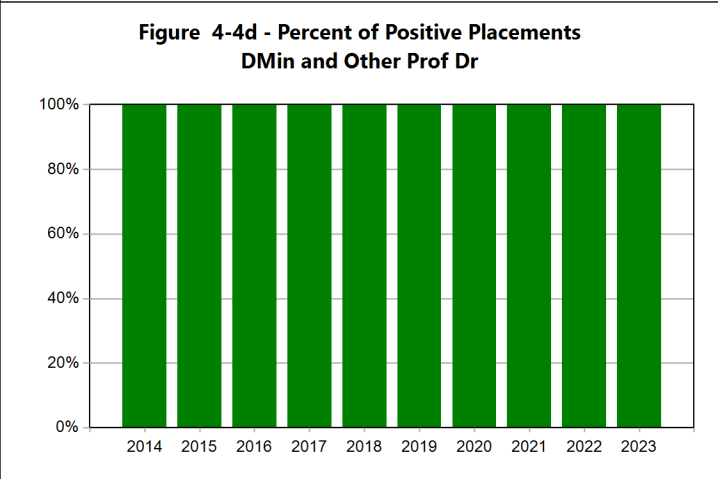
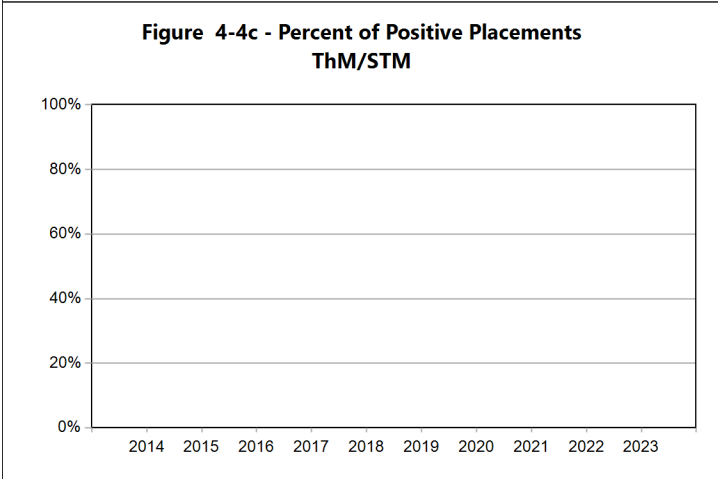
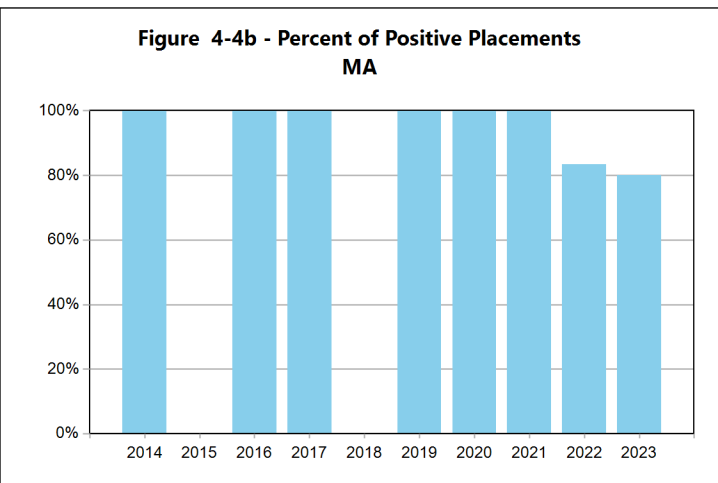
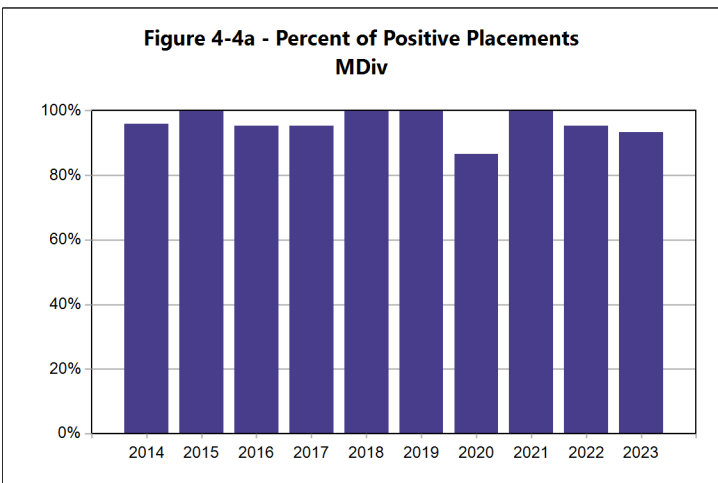


Figure 4-4a through 4-4f show the percentage of graduates that *within one year of graduation* either received a vocational placement, received a non-vocational placement, or went on for further study. Positive rates can be an important measure of your school's mission because they reflect the percentage of your graduates actually using their degrees in ministry, non-ministerial work, or further study. This data was first collected in 2012.

Your overall placement rate for 2023 was 91%

Your placement rate compares to the following:

All ATS Schools	90%	Evangelical Schools	90%	Mainline Schools	88%	Roman Catholic/Orthodox Schools	92%
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## Figure 4-5: Graduation Rates by Degree Categories



Figure 4-5a through 4-5e show the percent of students who were able to complete their chosen degree within a specified period of time which approximates two times the normal length of the degree. Please note that each chart has a different length in years that is being measured. 2015 is the first year this data was collected. Graduation rates are a helpful measure of the percentage of your students who graduate in a timely manner. It can be useful to compare your graduation rates with all other ATS schools and with those in same ecclesial family.

The Table below shows the percent of students in degrees that graduate within two times the normal length of those degrees (see the various degree lengths above). This figure also shows your school compared to the overall graduation rates of ATS schools and ecclesial families.

GRADUATION RATES BY DEGREE AND ECCLESIAL FAMILY FOR 2023					
	Your Institution	All ATS Schools	Evangelical Protestant	Mainline Protestant	Roman Catholic / Orthodox
Master's Degrees (MDiv)	100%	56%	50%	64%	58%
Master's Degrees (MA)	25%	50%	45%	57%	53%
Master's Degrees (ThM/STM)	0%	39%	27%	56%	34%
Doctoral Degrees (DMin and Other Prof Dr)	100%	53%	48%	61%	37%
Doctoral Degrees (PhD/ThD)	0%	47%	37%	60%	52%
Overall	0%				

## 5- Year Student Internal Reporting (FA2019-FA2024) Retention

The percentage of first-time degree/certificate-seeking students from the previous fall who either re-enrolled or successfully completed their program by the current fall. (based on IPEDS definition)

	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
<b>Retention</b>	87%	67%	79%	65%	67%

Degree	FA 19/20	FA20/21	FA21/22	FA22/23	FA23/24
DMIN	86%	0%	75%	44%	75%
MACM	100%	50%	75%	100%	50%
MATS	0%	0%	50%	0%	100%
MDIV	89%	71%	83%	78%	65%
<b>All Degrees</b>	<b>87%</b>	<b>67%</b>	<b>79%</b>	<b>65%</b>	<b>67%</b>

FA2023 to FA2024 Retention Rate			
Degree	Enrolled FA23	Retained FA24	Retention Rate
DMIN	4	3	75%
MACM	4	2	50%
MATS	2	2	100%
MDIV	17	11	65%
<b>Total</b>	<b>27</b>	<b>18</b>	<b>67%</b>

## 5- Year Student Internal Reporting (FA2019-FA2024)

FA2022 to FA2023 Retention Rate			
Degree	Enrolled FA22	Retained FA23	Retention Rate
DMIN	9	4	44%
MACM	4	4	100%
MATS	1	0	0%
MDIV	9	7	78%
<b>Total</b>	<b>23</b>	<b>15</b>	<b>65%</b>

FA2020 to FA2021 Retention Rate			
Degree	Enrolled FA20	Retained FA21	Retention Rate
DMIN	0	0	0%
MACM	4	2	50%
MATS	0	0	0%
MDIV	14	10	71%
<b>Total</b>	<b>18</b>	<b>12</b>	<b>67%</b>

FA2021 to FA2022 Retention Rate			
Degree	Enrolled FA21	Retained FA22	Retention Rate
DMIN	4	3	75%
MACM	4	2	75%
MATS	2	1	50%
MDIV	23	20	83%
<b>Total</b>	<b>33</b>	<b>26</b>	<b>79%</b>

FA2019 to FA2020 Retention Rate			
Degree	Enrolled FA19	Retained FA20	Retention Rate
DMIN	7	6	86%
MACM	3	3	100%
MATS	1	0	0%
MDIV	19	17	89%
<b>Total</b>	<b>30</b>	<b>26</b>	<b>87%</b>

## 5- Year Student Internal Reporting (FA2019-FA2024)

### Persistence

Persistence rates are based on the number of students who were enrolled, on leave of absence, or on suspension in Fall semester of one academic year and completed their program or persisted to the Fall of the next academic year.

	<b>FA2019- FA2020</b>	<b>FA2020- FA2021</b>	<b>FA2021- FA 2022</b>	<b>FA2022- FA2023</b>	<b>FA2023- FA2024</b>
<b>Persistence</b>	91%	86%	93%	80%	82%

Degree	Enrolled		LOA		Total	Completions		Suspension		LOA		Enrolled		Total	Percentage Rate
	FA23		FA2023			FA2024		FA2024		FA 2024		FA 2024			
	KS	OK	KS	OK		KS	OK	KS	OK	KS	OK	KS	OK		
DMIN	14	2	1	1	18	2	1	0	0	2	0	9	1	15	83%
MACM	5	2	0	0	7	2	0	0	0	0	0	3	2	7	100%
MATS	4	1	0	0	5	2	0	0	0	0	0	2	1	5	100%
MDIV	54	15	2	1	72	9	2	1	0	6	1	28	10	57	76%
<b>Total</b>	77	20	3	2	102	15	3	1	0	8	1	42	14	84	<b>82%</b>

## 5- Year Student Internal Reporting (FA2019-FA2024)

Degree	Enrolled		LOA		Suspension		Total	Completions		LOA	Enrolled		Total	Percentage Rate
	FA22		FA22		FA22			2022/2023			FA 2023			
	KS	OK	KS	OK	KS	OK		KS	OK		KS	OK		
DMIN	14	3	2	0	0	0	19	2	0	0	8	2	13	63%
MACM	8	3	1	0	0	0	12	4	1	0	2	2	9	75%
MATS	4	0	0	0	0	0	4	0	0	0	3	0	5	75%
MDIV	50	18	3	0	0	0	69	9	5	0	36	9	60	86%
<b>Total</b>	76	24	4	0	0	0	104	15	6	0	49	13	87	<b>80%</b>

Degree	Enrolled		LOA		Suspension		Total	Completions		LOA	Enrolled		Total	Percentage Rate
	FA21		F2021/S2022		2021/2022			2021/2022			FA 2022			
	KS	OK	KS	OK	KS	OK		KS	OK		KS	OK		
DMIN	10	1	0	0	0	0	11	0	1	0	7	1	9	82%
MACM	9	1	0	0	0	0	10	4	0	0	5	1	10	100%
MATS	3	1	0	0	0	0	4	1	1	0	2	0	4	100%
MDIV	56	18	0	0	0	0	74	17	4	0	36	13	70	95%
CERT	1	0	0	0	0	0	1	0	0	0	0	0	0	0%
<b>Total</b>	78	21	0	0	0	0	100	22	6	0	50	15	93	<b>93%</b>

## 5- Year Student Internal Reporting (FA2019-FA2024)

Degree	Enrolled		LOA		Suspension		Total	Completions		LOA	Enrolled		Total	Percentage
	FA20		2020/2021		2020/2021			2020/2021		2021	FA 2021			Rate
	KS	OK	KS	OK	KS	OK		KS	OK		KS	OK		
DMIN	6	1	0	0	0	0	7	1	0	0	5	1	7	100%
MACM	11	2	0	0	0	0	13	2	1	0	7	1	11	85%
MATS	4	0	0	0	0	0	4	1	0	0	2	0	3	75%
MDIV	51	18	3	2	0	0	74	11	2	1	37	13	63	85%
CERT	1	0	0	0	0	0	1	0	0	0	1	0	1	0%
<b>Total</b>	72	21	3	2	0	0	99	15	3	1	52	15	85	<b>86%</b>

Degree	Enrolled		LOA		Suspension		Total	Completions		LOA	Enrolled		Total	Percentage
	FA 2019		2019/2020		2019/2020			2019/2020		2020	FA 2020			Rate
	KS	OK	KS	OK	KS	OK		KS	OK		KS	OK		
DMIN	11	2	0	0	0	0	13	5	0	0	6	1	12	92%
MACM	6	3	1	0	0	0	10	1	1	0	5	2	9	90%
MATS	5	1	1	0	0	0	7	1	1	0	4	0	6	86%
MDIV	53	15	2	4	0	0	74	12	2	0	45	10	69	93%
<b>CERT</b>	2	0	1	0	0	0	3	0	0	0	1	0	1	33%
<b>Total</b>	77	21	4	4	0	0	104	19	4	0	60	13	96	<b>92%</b>

## 5- Year Student Internal Reporting (FA2019-FA2024)

### Attrition

Attrition rates are calculated as the number of students who Withdrew or were Terminated.

WITHDREW									
Academic Year	MDIV		MACM		MATS		DMIN		Total
	KS	OK	KS	OK	KS	OK	KS	OK	
FA 2018 - FA 2019	0	0	0	0	0	0	0	0	0
FA 2019 - FA 2020	1	0	1	0	0	0	0	0	2
FA 2020 - FA 2021	3	0	1	0	0	0	0	0	4
FA 2021 - FA 2022	1	0	1	0	0	0	0	0	2
FA 2022 - FA 2023	1	2	1	0	0	0	3	0	7
FA 2023 – FA 2024	4	2	1	0	0	0	1	1	9

**Reasons for Withdrawal**

3 personal; 1 transferred to COS; 2 transferred to other seminaries; 1 negative experience at SPST; 2 decided not to pursue degree



## 5- Year Student Internal Reporting (FA2019-FA2024)

<b>TERMINATED</b>									
<b>Academic Year</b>	MDIV		MACM		MATS		DMIN		<b>Total</b>
	KS	OK	KS	OK	KS	OK	KS	OK	
FA 2018 - FA 2019	1	0	0	0	0	0	0	0	1
FA 2019 - FA 2020	0	0	0	0	0	0	0	0	0
FA 2020 - FA 2021	1	0	0	0	0	0	0	0	1
FA 2021 - FA 2022	0	0	0	0	0	0	0	0	0
FA 2022 - FA 2023	0	0	0	0	0	0	0	0	0
FA 2023 – FA 2024	1	0	0	0	0	0	0	0	1