

 CALVARY
UNIVERSITY



**2019 Graduate
Survey Report**

May 21, 2019

SUBJECT: 2019 Calvary Graduate Survey

The following report is the result of the 2019 Graduate Survey. The survey was administered to graduating students prior to commencement using Google Forms. All graduating students were invited by email to participate. Out of 57 graduates 43 submitted surveys for a response rate of 75.44%. These results are provided so that they may be incorporated to guide decision making for institutional and departmental changes and for use in 2019 department assessment reports.

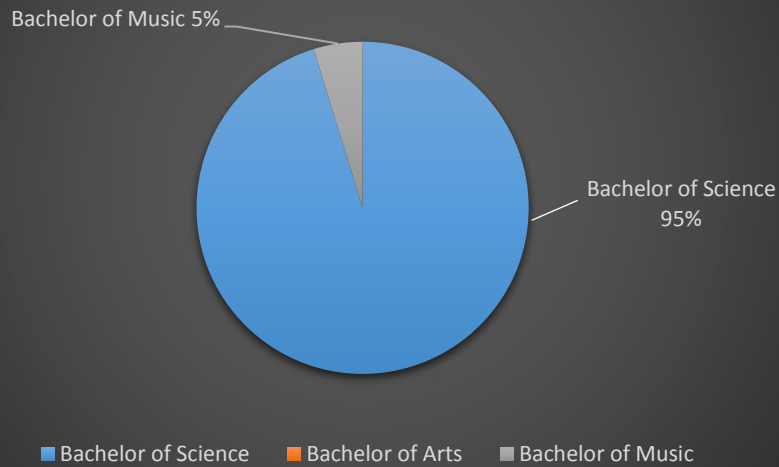
Copies of the 2019 College Graduate Survey Report will be given to the President's Cabinet, the Retention Committee, and the Institutional Effectiveness Committee. The report will also be placed on shared files for use by all departments and committees.

For raw data or more detailed information, please contact the Office of Institutional Effectiveness at extension 1339.

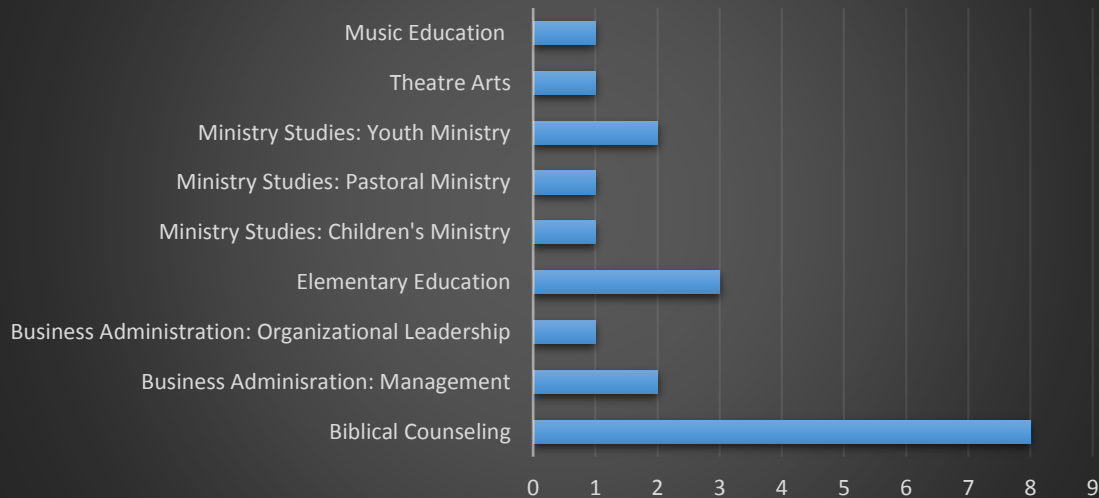
Signed,

Rose H. Hennes
Director of Institutional Effectiveness
Chairman: Institutional Effectiveness Committee

Undergraduate Degree Earned 23 Responses



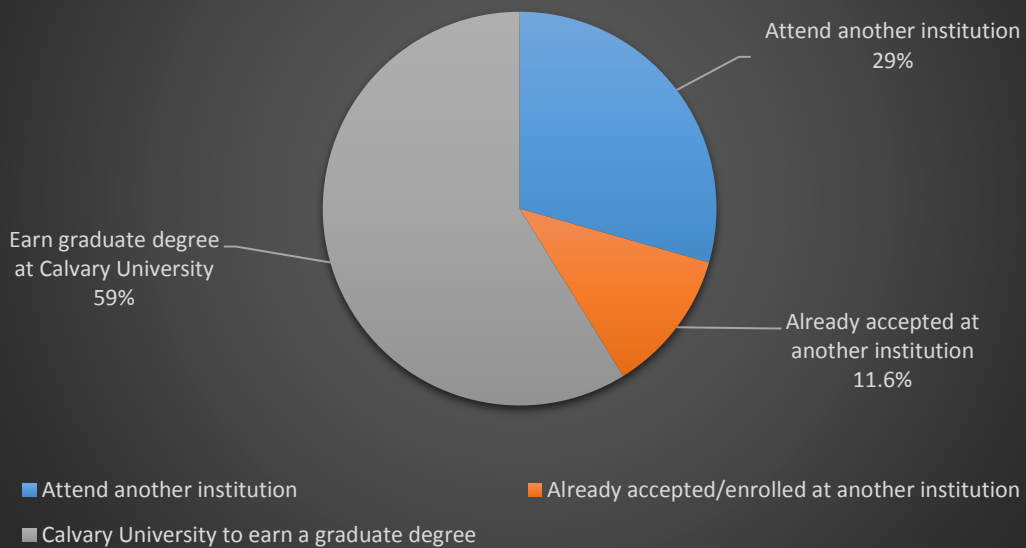
Undergraduate Majors

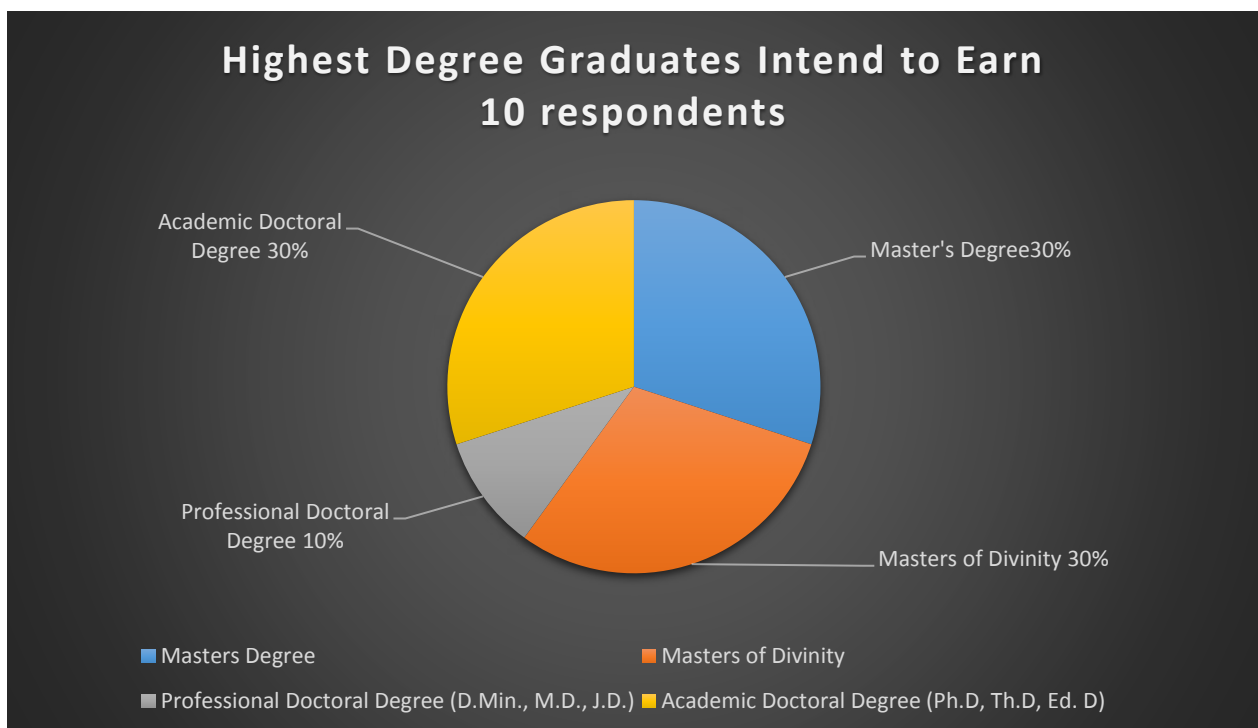
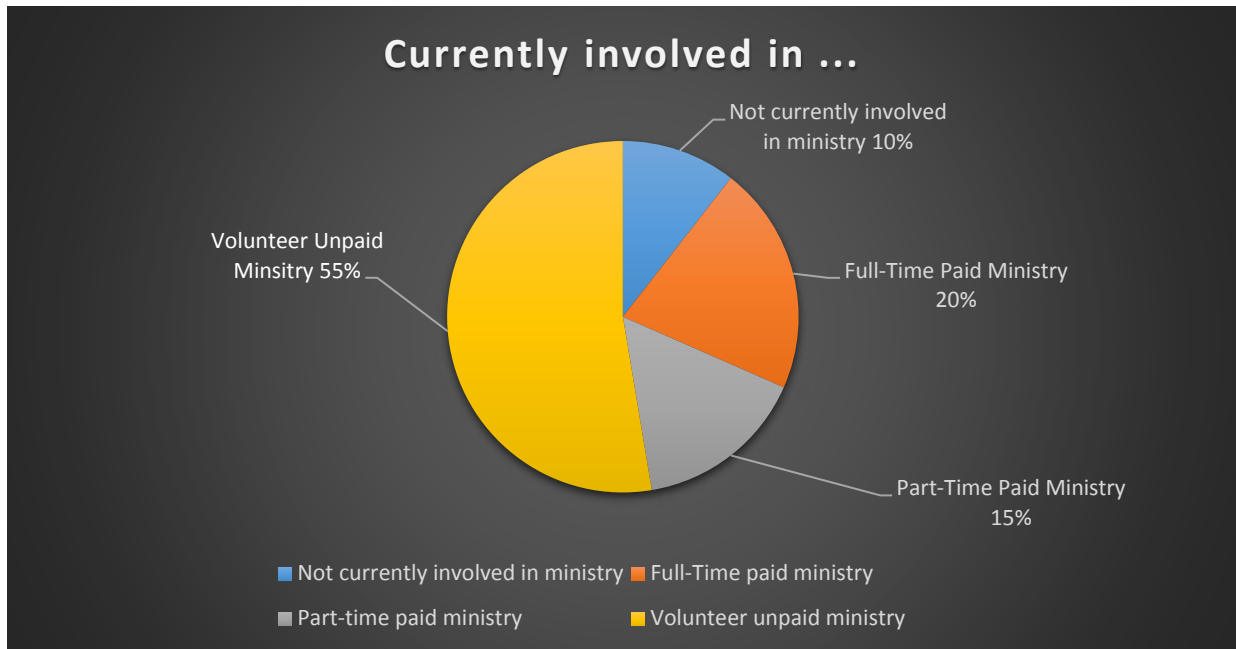


Post-Graduation Plans (43 respondents)



Additional Education Plans 17 respondents





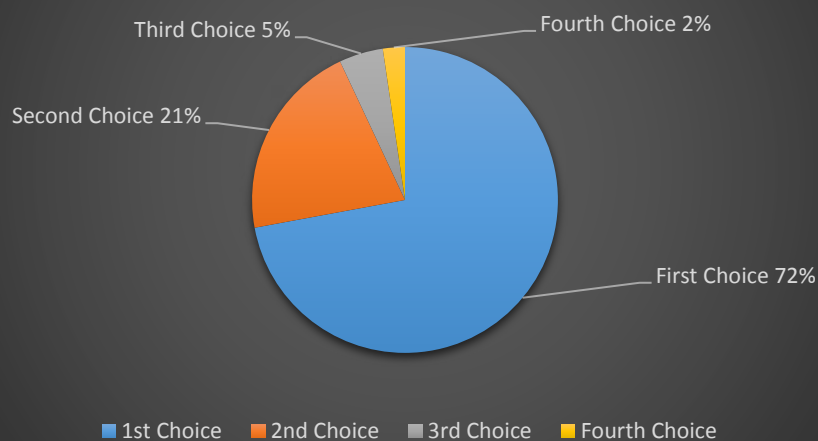
2019 Graduate Debt Responses

Of those graduating with debt, average debt load:	\$18,527
Number of students responding with debt:	14
Number of students responding with no debt:	29

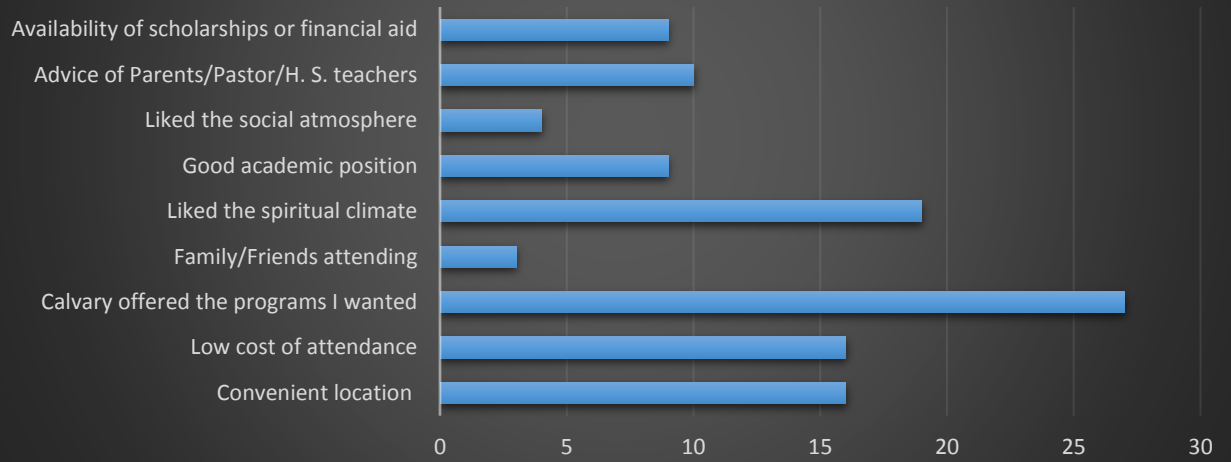
Graduates indicated they intend to pursue the following Careers:

- Pastoral/Ministry position
- Counseling
- Teaching
- Music Director
- Marketing/Business
- International Missions
- Security Officer
- Car Sales Associate
- Higher Education
- Theatre Director
- Camp Director
- No Plans

Ranking of Calvary Among College Choices at Time of Entry (43 respondents)



Reasons for Attending Calvary Respondents could choose more than one 43 responses



Graduates' Experience of Calvary's Effectiveness

Graduates were asked to evaluate and rate the effectiveness of various institutional services based upon the graduate's personal experience on a scale of 1 to 5; 1 being not satisfied and 5 being very satisfied. Graduates could also respond that they did not know about, or did not use a particular service.¹

Service or Activity	2019 B-		2018 B		2017 B		2016	2015
Admissions	4.33	B+	4.20	B	4.61	A-	4.43	4.47
Registrar	4.22	B	4.33	B+	4.68	A	4.40	4.41
Academic Advising	4.12	B-	4.33	B+	4.66	A	4.32	4.29
The Clark Academic Center	4.35	B+	4.22	B	4.62	A-	4.02	4.10
Intercollegiate Athletics Programs	3.82	C	3.8	C	4.13	B-	3.14	3.80
Recreational Activities	3.78	C+	3.72	C	3.83	C	3.53	3.39
Financial Aid Office	4.00	B	4.39	B+	4.31	B	4.27	4.20
Cashier's Office	3.83	C+	4.37	B+	4.47	B+	Cashier's Office not rated before 2016	
Billing and Payment Procedures	3.98	B	4.16	B	4.45	B+	3.98	4.23
Dining Hall	3.76	C	4	B-	4.13	B-	3.31	3.74
The Library	4.30	B	3.86	C+	4.10	B-	3.93	4.16
The Warrior Café	4.55	A-	4.54	A-	4.48	B+	4.25	4.29
Campus Security	4.31	B	4.43	B+	4.48	B+	4.18	4.40
Internet Service	3.46	D+	3.09	D-	3.19	D	3.02	2.90
Assembly	3.52	C-	4.23	B	4	B-	3.58	3.33
Student Services	3.86	C+	4.52	A-	4.13	B-	3.53	3.85
Music Programs (Choir, Evidence, etc.)	4.09	B-	4.35	B+	4.55	A-	3.64	3.96
Theatre Programs	4.38	B+	4.19	B	4.19	B	3.58	3.36

¹ Grading Scale Cutoffs: 97= A+ | 93 = A | 90 = A- | B+ = 87 | B = 83 | B- = 80 | C+ = 77 | C = 73 | C- = 70 | D+ = 67 | D = 63 | D- = 60 | F = 0

Graduates' Satisfaction with Calvary

Graduates were asked to evaluate and rate their satisfaction with various aspects of Calvary based upon the graduate's personal experience on a scale of 1 to 5; 1 being not satisfied very satisfied and 5 being very satisfied.²

Aspect of Calvary	2019		2018		2017		2016	2015
	3.84	B	4.13	B+	4.44	B+		
Testing and grading system	3.84	C+	4.13	B	4.44	B+	4.30	4.22
Quality of instruction in your major area of study	4.21	B	4.63	A	4.68	A	4.30	4.56
Out-of-class availability of your instructors	4.42	B+	4.75	A	4.59	A-	4.53	4.43
Attitude of faculty toward students	4.52	A-	4.12	B	4.74	A	4.53	4.68
Attitude of non-teaching staff toward students	4.35	B+	4.58	A-	4.59	A-	4.23	4.24
Concern for you as an individual	4.42	B+	4.54	A-	4.62	A-	4.47	4.49
Variety of courses offered	4.02	B-	4.13	B	4.38	B+	4.09	4.28
Preparation for future occupation	4.14	B	4.43	B+	4.29	B	4.00	4.17
The general registration process (including online registration)	4.26	B	4.5	A-	4.5	A-	4.15	4.21
Opportunities for student employment	4.09	B-	4.29	B	3.76	C	3.87	3.84
Claims Calvary made/makes about its program and services (i.e. did Calvary deliver what it promised?)	4.05	B-	4.42	B+	4.3	B	4.11	4.38
Theological distinctiveness of Calvary	4.30	B+	4.71	A	4.5	A-	4.19	4.45

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Preparation and Readiness

Graduates were asked to assess and rate their readiness for employment and ministry on a scale of 1 to 5, with 1 meaning they strongly disagreed and 5 meaning they strongly agreed with the statements below.³

Experience at Calvary	2019 B		2018 A-		2017 B+		2016	2015
Academic requirements for my coursework at Calvary were about right	4.19	B	4.42	B+	4.47	B+	4.15	4.26
My education and related experience (Christian Ministries and other activities) prepared me to minister in my area of study	4.30	B	4.52	A-	4.35	B+	3.91	4.12
If I could start college or graduate school over, I would choose to attend Calvary	3.90	C+	4.48	A-	4.41	B+	3.79	4.05
If I could start college or graduate school over, I would select the same major area of study	4.47	B+	4.5	A-	4.47	B+	3.94	4.31
My college education has improved my quality of life.	4.44	B+	4.79	A	4.38	B+	4.45	4.59

³ Grading Scale Cutoffs: 97 = A+ | 93 = A | 90 = A- | B+ = 87 | B = 83 | B- = 80 | C+ = 77 | C = 73 | C- = 70 | D+ = 67 | D = 63 | D- = 60 | F = 0

Calvary's Impact on Student Personal Growth

Graduates were asked to identify how much their education at Calvary contributed to their personal growth in the following on a scale of 1 to 5. One being very little and 5 being very much.⁴

Area of Personal Growth	2019 C		2018 B-		2017 C		2016	2015
Writing effectively	4.17	B-	3.88	C+	3.91	C+	4.02	3.91
Speaking effectively	3.60	C-	3.83	C+	3.71	C	3.66	3.73
Understanding written information	3.91	C+	3.88	C+	3.71	C	3.64	3.84
Working independently	4.25	B	4.38	B+	4.06	B-	3.86	3.85
Managing person/family finances	2.84	F	3.52	C-	3.12	D	3.17	2.61
Learning on my own	3.86	C+	4.29	B	3.67	C	3.7	3.77
Understanding graphic information	3.35	D+	3.30	D	3.15	D	3.13	3.19
Using the Library	3.28	D	3.43	D+	3.06	D-	3.23	2.87
Following directions	3.56	C-	3.62	C-	3.35	D+	3.38	3.33
Understanding consumer issues	3.65	C	3.13	D-	3.09	D-	2.87	2.64
Caring for my own physical health	3.00	D-	3.35	D	3.24	D	3.17	2.96
Caring for my own spiritual health	3.81	C	4.70	A	4.38	B+	4.4	4.10
Working cooperatively as a group	3.30	D	4.17	B	3.44	D+	3.3	3.51
Organizing time effectively/time management	3.77	C	4.21	B	4.09	B-	3.83	3.82
Recognizing rights and	2.98	D-	3.70	C	3.32	D	3.21	3.07

⁴ Grading Scale Cutoffs: 97= A+ | 93 = A | 90 = A- | B+ = 87 | B = 83 | B- = 80 | C+ = 77 | C = 73 | C- = 70 | D+ = 67 | D = 63 | D- = 60 | F = 0

responsibilities as a citizen								
Planning and carrying out projects	3.79	C	4.14	B-	3.91	C+	3.68	3.85
Preparedness to biblically evaluate different philosophies and cultures	4.23	B	4.54	A-	4.41	B+	4.30	4.47
Persisting at difficult tasks	4.05	B-	4.43	B+	4.24	B	3.96	4.25
Defining and solving problems	3.84	C+	4.42	B+	3.88	C+	3.81	3.84
Understanding the interaction of people and their environment	3.98	B-	4.39	B+	4.00	B-	3.77	3.71
Leading and guiding others	3.81	C	4.60	A-	4.03	B-	4.04	3.82
Recognizing assumptions, making logical inferences, and reaching the correct conclusions	4.00	B-	4.33	B	3.94	C+	3.86	3.70
Understanding and appreciating the arts	3.53	C-	3.75	C	3.47	D+	3.55	2.97
Understanding and applying the scientific principles and methods	3.12	D-	3.04	D-	3.03	D-	2.66	2.82
Living according to a biblical worldview	4.26	B	4.83	A	4.56	A-	4.3	4.42
Foundational understanding of the Holy Scripture and Calvary's Doctrinal Statement	4.30	B	4.79	A	4.62	A-	4.16	4.38

Source of Funding

Respondents were asked to indicate on a scale of 0 to 5 (0 not at all, 1 very little – 5 very much) the level of financial support they received from the categories below. *Mean* refers to the average response.

Source of Funding	2019		2018		2017		2016	
	% Indicating Support	Mean	% Indicating Support	Mean	% Indicating Support	Mean	% Indicating Support	Mean
Parents, relatives, or friends	71%	3.6	42%	3.9	55%	2.9	43%	3.0
Employment while attending school	68%	3.4	41%	4.0	73%	3.7	81%	3.9
Summer employment	78%	3.9	17%	3.5	47%	3.8	66%	3.8
Personal savings	66%	3.3	16%	3.3	50%	3.5	74%	3.5
Spouse's income	66%	3.3	41%	3.3	17%	3.4	23%	3.9
Social Security benefits	50%	2.5	20%	3.3	11%	3.5	6%	3.3
Veteran's Benefits	80%	4.0	20%	3.3	8%	4.0	2%	5.0
Educational Grants (Pell, Private, etc.)	87%	4.4	19%	4.3	44%	4.1	64%	3.9
Scholarships from Calvary	72%	3.8	17%	3.8	61%	3.0	45%	3.3
Scholarships – other sources (Private, Federal, etc.)	69%	3.5	17%	4.0	26%	3.7	30%	3.7
Loans (Students Loans, Bank Loans, etc.)	80%	4.0	32%	4.2	55%	4.6	64%	4.0
Reimbursement by employer	63%	3.2	17%	4.2	11%	4.5	6%	3.7
Other	70%	3.5	17%	3.3	8%	3	13%	3.7

Written Comments

The following comments were copied directly from the graduate survey responses and are presented in their original spelling, punctuation, and mechanics.

It would be nice to talk to someone as an advisor who knows your degree instead of someone who is just trying to sign you up for classes. I can do that online or with the registrar. Everyone is so sweet but it is hard to bounce around to people who may not understand your specific degree.

Calvary's grading scale should correspond better with other Christian colleges, Bible colleges, and seminaries. On the financial side, in recent years some of the fees have gotten excessive for a person in full-time ministry who is just taking one or two classes per semester. (I started at Calvary in 2007.)

My time here was absolutely wonderful. The professors are really great and care about their students success for the most part. I was disappointed in the fact my single class in the Masters program had an 82% and it made it a C, not a B. I really do not like the way percentages come out in the Masters program.

Academic advising was not helpful, as the advisers generally would not seek out my input or the pace I wanted to take my degree at. Because of this, I would usually plan out what I wanted to do ahead of time before going in to see the academic adviser, which worked well for me. However, often, my friends would get registered for classes without knowing all of the options they would have had with course-substitution options and the flexibility of planners and semesters or cycles.

Overall, my experience at Calvary has prepared me academically for a future ministry. I especially appreciate the time and effort that my professors made to reach out to me as an individual. While the student body and community that I received while living in the dormitory and now receive as an off campus student was not as impactful or lasting as I would have hoped, I appreciated my time spent in my classes and don't regret coming to Calvary University.

No comments

I loved my time at Calvary. Would recommend. But for crying out loud please fix philly hall. Moldy nasty, no one should have to live there. Also it would be cool to teach a broader perspective of opinions and let students reason through them. It kind of seems like there is only one approved way to think at Calvary.

Always room for improvement. And maybe we should stop believing doctrines without knowing the source text and story.

Since I have a learning disability, I struggled a lot with the 8 week classes. I think I could of done better academically in the traditional 16 week classes. I highly recommend offering all classes in 16 weeks so future students with learning disability can be successful academically at Calvary. Also if Calvary could revalue the safety of their students by always putting salt down on sidewalks for bad weather. I strongly feel this area is lacking at Calvary since I know many students who have fallen and got seriously injured because sidewalks not being salted. Also if they could salt and plow the parking-lots regularly for bad weather would make our parking-lots much safer. As a University, I believe one of their top priorities

should be the safety of their students. From my 2 1/2 years here I feel unsafe due to the icy sidewalks/parking-lots. This a simple practical area to make students feel safe. From my time living in the dorms a couple of times the water stopped working. After the water was back on, there was no explanation to why it wasn't working. If when these problems occurred if Calvary could more vocal about the problem with the students living in the dorms. An explanation of why it isn't working, how it they are fixing it, and when they think it should be fixed by would be greatly appreciated by the students. Since the students are paying room board to live in the dorms, I strongly believe they deserve an explanation to why things are not working.

Graduate level programs need scholarship opportunities.

Calvary made an incredible amount of changes while I was enrolled as an online student. I found it difficult and confusing often as online classes were changed to Canvas from the original format, I had many different advisors, department chair changed, president changed, and the class registration process was different nearly every term. I had very few professors, mostly Dr Smith for nearly all of my counseling courses, with the exception of one class with Mrs Miller before she retired, the cross culture professor (Who only teaches that class, excellent BTW) and the sexual sins professor (who was unprepared and irrelevant in current society). The Academic center was amazing, wish I would have utilized them sooner, and my on campus experience over J Term was wonderful. I am so grateful for the discount in my tuition due to my husband's full time ministry position, and I am thrilled to have earned a degree. This was one of the most difficult things I have done in my life as a full time working mom. I am grateful, however, my time in the Word and confidence in my walk has fallen away a great deal, simply because of the time required for school.

I feel like the counseling program was lacking in real life preparedness. 8 weeks is a very short amount of time to take a class, and when the classes are only 3 hours once a week, there is not a lot of time to actually learn anything because we are busy focusing on all our other assignments for different classes. I only thought about my counseling classes while I was in class, and doing the homework for them maybe once or twice a week. The classes need to be more days a week, and the amount of time and effort that a counseling major needs to put into them should be on par with the other classes the Calvary provides, such as the ones that meet several times a week during the morning. A solution to the problem of having students only be available during the evening once a week could be to offer a second class period of the same class, to offer other students who do not do well with evening class settings to take the class in a manner that they will be more likely to get something out of it.

Calvary is doing some cool stuff to improve its programs and ministries. I think though, that Calvary can and should do a better job at assessing what its students want before making changes to academic programs and structures. For example, many students have expressed complaint and concern for the new 8-week 3 hour time block structure of all Calvary's classes. They feel unprepared to adjust to this new format and as far as I'm aware, Calvary didn't poll students or create surveys to see if this is something students would like to switch too. I could be wrong; if so, forgive me. Overall though I think it's accurate to say that students feel like Calvary has made some decisions with disregard for what its own student population actually wants or needs. I understand that often things are happening behind the scenes that students are not aware of that necessitate change in structure and programs. This only underscores, though, the need for Calvary to clearly communicate with its students about their needs and concerns, and make it clear that Calvary is actually listening.

I believe that every faculty member, aside from *Faculty Name Deleted*, truly desires for their students to succeed. They care about the students personally, and want to help them achieve success. *Faculty Name Deleted* holds her own pride above the success of any student. It does not matter to us that she lived in Russia or has whatever qualification; If she does not care about her students, she will not be able to teach them at Calvary University. I still have no idea what I was supposed to have learned in her class. The rest are amazing though. Dr. Smith is the best at running an online course. He puts his slides on the same screen as his video, so they appear side by side and change online as he changes them in class. He also organizes his courses in canvas in an excellent way. He should teach all of the other professors how to teach online courses. Dr. Dodds is an excellent man. The academic advisors generally struggle to know all of the programs well because there is only one. I suggest making the departments heads the academic advisor for the students in that department. (Dr. Dodds advise all ministry studies students. He knows the department the best, he would have a much smaller number of students to remember, and he would know personally, meaning he would be able to help them much more effectively and efficiently.)

The responsibility required from students is very low. They need to be challenged more. Too much grace was given to students who did not deserve it. Most classes had policies stating late work would be penalized but rarely followed through on the policy. The level of student and minister that is produced is not aptly prepared for the rigors of "real life." I love Calvary and I want it to succeed. I feel that it is necessary to push the students harder to produce a quality minister prepared to work their job or lead churches/ministries.

Since coming to school in 2015 until now, I have seen the improvement of the KC campus get somewhat better, but mainly it has been hijacked by the delusion of building a campus in a location that is not growing and that people do not desire to go to. It is embarrassing to try to explain to people that Calvary is still a good school even though it is foolishly jeopardizing the future of Calvary by throwing money away in a crazy mess. Leadership seems all over the place and can never give us students an honest, realistic answer to if the Colorado campus is even working. The 8 week cycle system has its perks, yet has resulted in less time to learn. The traditional 16 week system allowed plenty of time to deeply study the topic, and it allowed our professors the ability to present more it seemed. I know many of my fellow students have brought these issues to leadership yet if there is even an answer it is nothing of substance. Our president us just not around enough to actually understand what is going on, and then he thinks that he has the knowledge to then changed so much of what Calvary has been. Most college presidents travel a lot, but they demonstrate a genuine love for their institution. *Deleted Comment*. Since leadership does not truly appreciate and act on the myriad of complaints many bring forth, I would honestly have to wonder if I would come here again. The trajectory for "excellence" at CU is not looking too promising. As for my professors and regular campus life, Calvary has been one of the biggest blessings in my life and I thank God that I came here. I pray for its future and that it truly can steward what God has given.

It was nice to have gone here, I wish though Chapel was a little more in depth, along with more hymns. Overall, my time at Calvary has been enjoyable. The trouble started to come towards the end of my degree. Communication was lacking extremely, as I was tossed from registrar to different advisor to different advisor, causing me to end up having to take a class during my student teaching time. I also was told that I did not have to take a certification test for teaching that I am still trying to pass now, finding out I did have to take it, three weeks before graduation. I also did not realize how much went into teaching elementary music. I feel that I was lucky enough to have a good placement for my student teaching, as my "Teaching Elementary Music Class" simply consisted of a professor sitting and reading a book to us. However, I do know the professor who is now teaching that course and do feel like that person will do a better job. I am also having a hard time finding a job, which I thought Universities were

supposed to help students get. Thankfully, I have stayed at home and been able to not fall to debt, but what happens after I graduate if there is no job office assisting? I have also lived off-campus for the last five years of my time at Calvary. Understanding that a lot of friendship-maintenance is on my own side, I still have always felt a little bit like an outsider and it was not until I joined Evidence that I began to feel included. Though, even after that, I believe student deans could have done more to make off-campus and online students feel more included. I do appreciate that they send out the Assembly Link now. I would have loved to keep Evidence, but I understood why it had to go and I love hearing Lux Voces. They rock! I also understand the changes in buildings for the cafeteria and lunchroom. Though, I stopped eating in the lunchroom because it was so big and felt totally disconnecting. Speaking of disconnecting, I would love to see Calvary EVEN MORE involved with their area. We are supposed to be a light, right? There are people in KC and Belton that could really use support. Plus, having lived here, most people have never heard of us even though they live close. The final item to address would be class schedule. I suppose after everything I don't mind the 8 week courses so much. However, I do mind all of the poor students coming after me who will have to take tons of hours of classes just to not see that professor the next week. It just does not seem logical or educationally effective, as our brains need time to process. I understand it for job purposes, but what if someone does not work? Odds are there will be some kids who are in class ALL day and not really learning anything. In general, I really have enjoyed my time at Calvary and will miss it greatly. I am actually kind of scared to leave because this place is such a safe haven. The people and the Biblical encouragement is something I crave. I have been drawn closer to God through this school and have grown in ways I never imagined. The biggest things I would say to work on would be communication, job placement, and connection. Thank you so much for listening! (Er.. reading) God bless!

I have enjoyed and learned a lot being at here at Calvary. I cannot forget to mention the valuable friendships that i have gained throughout my time at Calvary. I am grateful to God for Calvary University and its wonderful staff and faculty. Keep up the good work!

My spiritual health and development were greatly impacted by the class materials and various interactions with faculty. Dr. Skip and Dr. Washington were substantially impactful in helping me to have confidence during my program. And Dr. Skip and staff were especially gracious during my unexpected time away in light of my father's passing. As far as suggestions go, qualitative improvements are necessitated to fill gaps between the context of learning and ministry/business application. I enjoyed most of the class readings (outdated materials affected relevancy) that were made available. Yet the experience became lacking due to shallow activities of learning that sacrificed impact. More work is needed to bring distance students into the learning experience. One such suggestion is to assign a distance learning student with an in-class peer within the same program or a intern from the academic department who maintains direct contact, warning: this must be done wisely for it to work. Frankly, I have more suggestions yet this will suffice for a survey.

This is an excellent school. However I would never have known about it, if I had not moved to the KC area. We need to find ways to market to a much larger market demographic.

Thanks for the experience.

Bible college has been the ultimate testing ground for my faith. I saw so much stagnation, greed, discrimination, fearmongering, misinformation, hypocrisy, and institutionalized abuse of Calvary employees by the school that I almost gave up on both Calvary and christianity. But every time I hit that point I saw glimpses (in individual faculty and staff members) of beauty, integrity, and love that pulled

me back toward a God that endless theology classes---taught with neither empathy nor room for doubt---had almost obscured.

I cannot express my sadness at how poorly Calvary treats and compensates its adjunct faculty. Their salary is an utter disgrace. As an institution supposedly based in biblical values, I don't understand how you can so mistreat and take advantage of your devoted faculty and staff. Your first priority should be to take care of the "calvary family" (since that's the term higher administration likes to throw around). If that is how you treat family I want no part of it. I hope Calvary isn't claiming to foster academic freedom or teach critical thinking because it does neither. Years here have shown me that academic freedom and theological "correctness" are incompatible. Students have to either fall in line with the school's theological conclusions on everything or suffer penalties in grades. Questions, doubt, discussion, diverse viewpoints and differing convictions are uniformly discouraged by bible and theology professors.

The theatre department did an incredible job preparing me for real world theatre jobs. I have a working knowledge of most technical, artistic, and administrative areas, and that skill set has helped me succeed in both professional and amateur theatre settings outside of Calvary already. The theatre faculty are more than teachers---they are my mentors and trusted friends. I can never repay the love, time, and energy they invest in teaching and encouraging me, and I only hope that I can pass those same gifts on to others throughout my career and my life. *Deleted Comment about Faculty*. I appreciate the registrar, IT, and financial aid staff a lot. They have always been helpful, communicative, and respectful of me. Their consistent support has been a boon during my time here.