

**Lancaster Bible College & Graduate School**  
**Comprehensive Outcomes Assessment Plan for Academic Year: 2011-2013**  
**Department/Division: President's Office**      **Program/Unit: President's Office**

Rev.1/12

Mission Statements	Objectives / Outcomes	Means of Assessment and Criteria for Success	Summary of Data Collected or Observed	Use of Results [At right, indicate if an Action Plan (AP) or Planning Initiative (SP) is needed <sup>1</sup> ]	AP / PI
<p><b><u>College Mission:</u></b> Lancaster Bible College exists to educate Christian students to think and live a biblical worldview and to proclaim Christ by serving Him in the Church and society.</p> <p><b><u>College Vision:</u></b> Lancaster Bible College will be a premier learning community that intentionally develops the head, heart and hands of servant ministry leaders for global impact.</p> <p><b><u>Unit Mission:</u></b> The President's Office provides leadership for the administrative team of the College and is responsible to promote and maintain the spiritual, academic, social, and fundraising distinctives of the College.</p>	<p><b>Ongoing</b></p> <p>1. Spiritual</p> <p>The College community will grow spiritually due in part to the influence of the president.</p>	<p><b>Direct Evidence</b></p> <p>1a. A variety of student surveys will indicate that the president has a positive influence on the lives of the students.</p> <p>1b. Responses on the Best Christian Workplace (BCW) employee survey will indicate the president has a positive influence on the overall spiritual climate of the campus.</p>	<p><b>Direct Evidence</b></p> <p>1a1. 2008-2009 Chapel surveys administered by Student Services show that the majority of students thought these chapels were partially effective or adequately effective.</p> <p>1a2. The Spring 2008 Graduate Interviews allowed feedback regarding LBC's Administration. Over 20 positive comments were made about Dr. Teague were made with 2 of them specifically mentioning his chapel messages.</p> <p>1a3. At least two comments on the Graduate interviews stated they wished President's Chapel were every week again.</p> <p>1a4. The President was requested to meet monthly with the president of the student government to mentor him spiritually, and to speak to the RAs each fall on the subject of spiritual leadership.</p> <p>1b. In the 2011 BCW, of the 10 Most Favorable Items for LBC:          "My organization leaders are humble" ranked 7th with 87% in agreement compared to 81% for other certified BCWs and 64% for all others. [New BCW question; no historical data.]          "My organizations leaders exhibit the fruit of the Holy Spirit" ranked 8<sup>th</sup> with 91% in agreement compared to 75% for other certified BCWs and 81% for all others. This is a 5 percentage point increase for LBC over the 2005 BCW. In addition:          "Satisfied w/level of Chr. Fellowship &amp; spirituality"          LBC = 85%      Cert. BCW = 85%          All BCW = 75%    Last LBC = 79%          "Focus on Christ in daily decisions"          LBC = 86%      Cert. BCW = 80%          All BCW = 67%    Last LBC = 79%          "Organization reflects Christ"          LBC = 92%      Cert. BCW = 87%          All BCW = 81%    Last LBC = 87%</p>	<p><b>Direct Evidence</b></p> <p>The activities described below will continue with minimal adjustments.</p> <p>1a2&amp;3. Based upon the positive remarks made by students about desiring to hear from the president more often, consideration was given to increasing the number of President Chapels. However, because of the effort to institute more three-day series in chapel, and because of the President's travel schedule, the number of President's Chapels has not been significantly increased.</p> <p>1a4. The President will continue to be open to student requests for spiritual mentoring, whether formal or informal.</p> <p>1b. While the BCW responses are very positive, they are indirect evident and may not show direct correlation to the President's influence. <b>Consideration will be given to administering a faculty/staff survey to assess the President's influence, to be administered within [time frame.]</b></p>	

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	<p><b>Short-term Goals</b></p> <p>To propose for adoption a new Mission Statement that better defines who we are as a college and where we are going.</p>	<p>The acceptance of a new Mission Statement by the Board of Trustees.</p>	<p>Over the last year, input was sought from the Cabinet, the Board of Trustees, our Pastors Advisory Council, and three external experts in the field of Biblical higher education.</p> <p>A proposed revision was discussed at length during the March 2009 Board retreat.</p> <p>The Spring 2009 Echo included an article titled "What's Next for LBC?" which laid the groundwork and made a case for a revision.</p> <p>Personal feedback was received from 39 individuals (besides the Trustees). In addition, employees were invited to Listening Meetings to give feedback. Seven employees (excluding the President's Cabinet) attended the two meetings.</p>	<p>The explanation and presentation of the proposed revised statement will be made in the August 2009 Echo article, titled, "Crystallizing the Heart of Our Mission."</p> <p>The revised mission statement was approved by the Board in August of 2009.</p>	<p>AP</p>

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