HEARTLAND
CHRISTIAN • COLLEGE

Annual Institutional Effectiveness Report 2022/2023

Introduction

This report provides an overview of data in select areas of Heartland Christian College (HCC). HCC is a two-year Bible College designed to help students know God more, gain a sound biblical foundation, establish a biblical worldview, and prepare for their next step in life.

Mission: Our mission at Heartland Christian College is to equip and prepare students to be servants of Jesus Christ, lifelong learners, and effective workers in local churches and communities around the world.

Vision: Heartland Christian College is committed to providing affordable, quality biblical higher education in the context of a community of local and international learners striving for spiritual growth, discipleship, and preparation for life.

Student Information

Enrollment

Year	Headcount	Full-Time	Part-time	FTE
Fall 2018	38	23	15	27.75
Fall 2019	40	15	25	25.17
Fall 2020	25	9	16	15.92
Fall 2021	22	10	12	17
Fall 2022	30	16	14	26.91

Graduation Rate

Average GPA

Entering Cohort	Rate			Year	GPA
2018	71.4% (7/7)			2019/2020	3.07
2019	66.6% (2/3)			2020/2021	3.21
2020	100% (4/4)			2021/2022	3.34
2021	100% (2/2)			2022/2023	3.35

Cohort data is based on first-time freshmen (does not include transfer students, students who have attended a previous institution of higher learning, or students entering HCC in the previous spring semester for the first time)

Graduation rates are based on the number of students from the original cohort who graduated from HCC within three years of entry.

Faculty/Staff/Administration

Academic Year	Faculty #	Staff #		Admin. #	Teaching Admin.
2020/2021	4 Full time (1) Adjunct (3)	9 Head Librarian Part-time Lib. Aides HCC Office Registrar Enrollment Recruitment Part-time janitor	(1) (2) (1) (1) (1) (1) (2)	4 -President -Academic Dean -Dean of Admin -Assistant Dean of Students	4 -President -Academic Dean -Dean of Admin -Assistant Dean of Students

2021/2022	3
	Full time (1)
	Adjunct (3)
		11
		Head Librarian
		Part-time Lib.
		  Aides
		HCC Office
		Registrar
		Enrollment
		Recruitment
		Part-time janitor
		Part-time Front
		  Desk
			(1)
			(3)
			
			(1)
			(1)
			(1)
			(1)
			(2)
			(1)
				4
				-President
				-Academic Dean
				-Dean of Admin
				 -Assistant Dean
				 of Students
					4
					-President
					-Academic Dean
					-Dean of Admin
					-Assistant Dean
					of Students

2022/2023	3 Full Time (1) Adjunct (2)	10 Head Librarian Part-time Lib. Aides HCC Office Registrar Enrollment Recruitment Part-time janitor	(1) (3) (1) (1) (1) (1) (2)	4 -President -Academic Dean -Dean of Admin -Assistant Dean of Students	4 -President -Academic Dean -Dean of Admin -Assistant Dean of Students

Academic Programs
Associate Degree in Biblical Studies

This is a two-year academic program with an area of concentration in Education, Missions, Worship Arts, or Interdisciplinary Studies. Graduating students must successfully pass and complete all requirements for a minimum of 64 credit hours.

Overview of Program Assessment Results
- ➢ **Objective 1: Students will exhibit a general knowledge and basic understanding of the Bible**

This objective is measured by 3 tools, each with a pre-test and a post test. In 2022/2023, the objective was met for all of the tools . **Objective 1 is met.**

Tool #1: ABHE Bible Content Test

Strong/Reliable/Objective tool that has been used for many years. Online testing and data is very beneficial. Six students completed both the pre and post test. All students increased their raw score, with the average being 21.33 points. **Objective was met.**

Objective is an average increase of 15 raw score points

Academic Year	# of Students Testing	Average Increase (Pts)
2018/2019	7	21.5
2019/2020	14	16.2
2020/2021	No Data due to testing revisions	
2021/2022	6	21.33
2022/2023	3	21.33

Tool #2: New Testament Pre/Post Tests

Objective tool that has been used for several years. New Testament Pre/Post test was successfully administered to 17 students. The newly stated goal was that 80% of associate-seeking students increased their post-test score by at least 10%. **Objective was met**.

Old Objective is an average increase of 10%

Course	Academic Year	# of Students Testing	Average Increase In Raw Score
New Testament	2019/2020	9	21.66%
	2020/2021	6	65.37%
	2021/2022	3	48%

2022/23 Objective is 80% of degree-seeking students increase by 10%

Course	Academic Year	# of Students Testing	Average Increase In Raw Score
New Testament	2022/2023	17	82% (14/17) increased their raw score by at least 10%

Tool #3: Old Testament Pre/Post Test

Objective tool with revised test used for several years. Old Testament Pre/Post Test was successfully administered to 10 students. The newly stated goal was that 80% of associate-seeking students increased their post-test score by at least 10%. **Objective was met.**

Old Objective is an average increase of 10%

Course	Academic Year	# of Students Testing	Average Increase In Raw Score
Old Testament	2019/2020	4	27.67
	2020/2021	5	27.32%
	2021/2022	3	27.32%

2022/23 Objective is 80% of degree-seeking students increase by 10%

Course	Academic Year	# of Students Testing	Average Increase In Raw Score
Old Testament	2022/2023	100	80% (8/10) increased their raw score by at least 10%

Student Input: Exit Survey

In order to receive student input regarding Bible knowledge, an Exit Survey included a question regarding this topic. Students graduating with an Associate in Biblical Studies responded to this survey. Responses are on a 5-point scale from Strongly Agree to Strongly Disagree. The question that students respond to is **"**I am satisfied with my general knowledge and basic understanding of the Bible."

Objective is 80% at least "Agree"

Academic Year	# of Students Surveyed	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	% that at least "Agreed"
2017/2018	3	1	2				100%
2018/2019	8	4	4				100%
2019/2020	No data due to Covid-19 complications						
2020/2021	3	2	1				100%
2021/2022	6	3	2	1			83%
2022/2023	10	41					100%

> ➢ **Objective 2**: **Students will demonstrate college-level foundational academic skills**
> *This objective was revised for the 2022/2023 academic year. It measures demonstration of college-level foundational academic skills through three tools incorporating reading & writing, speaking, and cumulative GPA's. 2 of the 3 three tools met the objective with the third tool slightly below the expected objective. **The objective is considered met.***

Tool #1: Cumulative GPA

New measurement tool in 2022/2023. Objective assessment instrument that measures each Associate degree graduate's cumulative GPA, with the objective that 80% of these graduates have a cumulative GPA of at least 2.50 on a 4.00 scale, demonstrating successful college-level academic skills. **Objective was met.**

Academic Year	# of graduating Associate students	Cumulative GPA above 2.50	Cumulative GPA below 2.50	% that met the objective
2022/2023	3	3	0	100% (3/3)

Tool #2: Reading & Writing

Newly revised measurement tool in 2022/2023. This consists of two tools embedded in a course that requires research and paper writing. Objective assessment instrument using a final research paper scored on a rubric as well as a skills checklist for reading, incorporating, and citation. While one final paper was slightly below the stated grade objective, considering the two tools, this **Objective was met.**

Objective is 80% of students receive at least a 75% on final research paper

Academic Year	# of graduating Associate students	# receiving at least a 75% on paper	# receiving below a 75% on paper	% that met the objective
2022/2023	3	2	1	75%

Objective is 80% of students read, incorporate, & cite at least 3 college-level texts on final paper

Academic Year	# of graduating Associate students	# read, incorporated, & cited	# not read, incorporated, cited	% that met the objective
2022/2023	3	3	0	100%

Tool #3: Speech Communications Final Speech

Newly revised measurement tool in 2022/2023. This tool measures the percentage of degree-seeking students who received at least an 80% on their final speech in the Speech Communications course. The objective was that 80% of these students would receive at least an 80% on their final speech. **The objective was not met,** but 93% of students scored at least a 75% on this speech.

Objective is 80% of students receive at least an 80% grade on final speech

Academic Year	# of graduating Associate students	# that received at least an 80%	# that received at least a 75%	% that met the objective
2022/2023	15	10	14	66.6%

Student Input: Exit Survey

In order to receive student input regarding students' input regarding college-level foundational academic skills, an Exit Survey included a question regarding this topic. Students graduating with an Associate in Biblical Studies responded to this survey. Responses are on a 5-point scale from Strongly Agree to Strongly Disagree. The questions that students respond to is **"I was given the opportunity to utilize good oral communication skills, college-level writing skills, and college-level reading skills during my Bible College experience.**

2022/2023	Strongly Agree	Agree	Somewhat Agree	Disagree
Oral communication	4/5	1/5		
Writing Skills	4/5	1/5		
Reading Skills	5/5			

> ➢ **Objective 3: Students will employ critical thinking skills in order to solve problems**
> *This objective was revised for the 2022/2023 academic year. One of the measurement tools was not completed this academic year, and the other two measurement tools did not meet the objective. Having only 3 students in the group did affect percentages.* ***Objective was not met.***

Tool #1: Critical Thinking in Debate Rubric

Still a fairly new measurement tool, this tool was not used in 2022/2023. **Insufficient Data.**

Objective is that 80% successfully complete 3 of 4 skill items

Academic Year	# of Students	# Successful in at least 3 of 4 Skills	Percentage
2019/2020	12	9	75%
2020/2021	4	3	75%
2021/2022	Instrument not used in 2021/2022		
2022/2023	Instrument not used in 2021/2022		

Tool #2: Synthesizing Information (skills checklist rubric)

Newly measurement tool in 2022/2023. This consists of a tool embedded in a course that requires research and paper writing. Objective assessment instrument using a final research paper scored on a skills checklist for a good written synthesis of 3 resources. Due to the small student group, one student did not meet the objective so the percentage did not meet the desired objective. **Objective was not met.**

Objective is 80% of students accurately synthesize at least 3 college-level texts in a final research paper

Academic Year	# of graduating Associate students	# who accurately synthesized 3 texts	# who did not accurately synthesize 3 texts	% that met the objective
2022/2023	3	2	1	75%

Tool #3: Research Paper Final Grade

Newly measurement tool in 2022/2023. This consists of a tool embedded in a course that requires research and paper writing. Objective assessment instrument using a final research paper scored on rubric. The objective is that 80% of students receive at least a 75% on this paper. Due to the small student group, one student did not meet the objective so the percentage did not meet the desired objective. **Objective was not met.**

Objective is 80% of students receive at least a 75% on final research paper

Academic Year	# of graduating Associate students	# receiving at least a 75% on paper	# receiving below a 75% on paper	% that met the objective
2022/2023	3	2	1	75%

Student Input: Exit Survey

In order to receive student input regarding students' input regarding the use of critical thinking in their HCC program, an Exit Survey included a question regarding this topic. Students graduating with an Associate in Biblical Studies responded to this survey. Responses are on a 5-point scale from Strongly Agree to Strongly Disagree. The questions that students respond to is **"**I was required to use critical thinking skills in order to solve problems during my Bible College experience.

	Strongly Agree	Agree	Somewhat Agree	Disagree
2022/2023	5/5			

> **Objective 4: Students will explain their convictions regarding their faith in Christ, the inerrancy of His Word, and living with a biblical worldview**

Two tools are used to measure this objective. One measurement tool was new for the 2022/2023 academic year, and one has been used for a number of years and provides a good snapshot of student convictions. Both of these tools provide helpful input and indicate usefulness for the future. The objectives were met for both tools. **Objective Met**

Tool #1: Published Personal Creeds

Newly measurement tool in 2022/2023. Graduating Associate Degree in Biblical Studies students wrote and published a personal creed in the last semester prior to graduation. These creeds expressed their convictions regarding their faith in Christ, their belief regarding the inerrancy of the Bible, and the significance of holding a biblical worldview, in addition to other topics. Each graduating student orally presented their creed to the student body and select faculty/staff. All graduating students completed their creed and addressed each topic. **Objective was met.**

# of Graduating Associate Students	# Completing & Presenting Creed	# Not Completing & Presenting Creed	Success Rate
3	3	0	100% (3/3)

Tool #2: Graduate Interview

This is a valuable tool for determining the ability of students to reflect on and speak about their belief system. Students who graduate with an Associate Degree are interviewed by a panel of faculty/staff concerning their HCC experiences and growth. Interviews were completed with all graduating Associate degree students in 2022/2023. 100% of these students (3/3) scored a composite average of 3.0 or above out of a 5.0. **Objective was met.**

	Objective is 80% score an average of "3" out of "5"		
	# of student interviews	# scoring 3.5 or above	Success Rate
2019/2020	No data due to Covid-19 complications		
2020/2021	3	3	100% (3/3)
2021-2022	5	5	100% (5/5)
2022-2023	3	3	100% (3/3)

Student Input: Exit Survey

In order to receive student input regarding their ability to explain their convictions on these topics, an Exit Survey included a question regarding these topics. Students graduating with an Associate in Biblical Studies responded to this survey. Responses are on a 5-point scale from Strongly Agree to Strongly Disagree. The questions that students respond to were **"I feel prepared to explain my convictions regarding the Bible as the inspired and inerrant Word of God, my faith in Jesus Christ, and living life based on a biblical worldview.**

	Strongly Agree	Agree	Somewhat Agree	Disagree
2022/2023				
Bible as inspired	3/3 (100%)			
Faith in Jesus Christ	3/3 (100%)			
Biblical Worldview	3/3 (100%)			

➤ **Objective 5: Students will demonstrate growth in spirituality, character, and service**
*These three tools give a good snapshot of student demonstration of growth in these 3 areas. There is one measurement tool for each of the three areas, with two of these being new assessment tools for 2022/2023. As revisions to this objective are still being completed, **no measurement of success as a whole is provided.***

Tool #1: Chapel Speaker Roster

This new 2022/2023 measurement tool indicates students who have grown in their spirituality to the place where they are invited to give a chapel message in their last semester of study. The target is that at least 80% of graduating Associate Degree students are invited to give a chapel message. **Objective Met.**

	# of students in graduating cohort	# of students invited to give chapel message	Success rate
2022/2023	3	3	100% (3/3)

Tool #2: Servanthood Service Log

This tool was developed within the 2022/2023 academic year and will be used beginning 2023/2024. This tool indicates growth in service, and the expected outcome is that at least 80% of Associate Degree students log at least 30 service hours in their second year of studies in a combination of Servanthood III and IV. Service hour logs will be utilized to provide data. **No data for this academic year.**

Tool #3: Pre/Post Leader's Evaluation

Leaders complete a survey regarding each Associate Degree student's perceived incoming level of character, arrived at through 1.5 months of one-on-one Shepherd Group meetings and observations. The same survey is completed near the end of each student's program of study. This instrument appears to be most accurate and helpful when the same leader completes both the pre and post evaluations. Two students had significant raises in scores, and one student maintained the same score from pre to post evaluation. **Objective considered Met.**

Objective was that 80% of students show growth in all areas

Year	Student Sample	% demonstrating growth
2018/2019	9	88.9% (8/9)
2019/2020	No data due to Covid-19 complications	
2020/2021	2	100% (2/2)
2021-2022	No data due to previous Covid-19 complications	
2022-2023	3	67% (2/3); one student maintained the same score from pre/post evaluation

> **Objective 6: Apply foundational biblical teaching in future decisions and lifestyle choices**
> *Alumni self-report on an annual one-year post-graduation survey. An alumni survey, done every 3 years, was completed in summer 2022.* ***Data indicates that the objective is met.***

Tool #1: 1-year Post Graduation Survey (A)

This online tool is a useful tool for assessing graduate feedback one year after initial graduation from the Associate in Biblical Studies program or completion of a certificate in Biblical Studies. This tool was under revision in the 2022/2023 academic year. The plan is to ask alumni to indicate their present level of church attendance (Regularly/Occasionally/Rarely/Never). The objective will be that 75% of students who graduated one year previously indicate that they attend services regularly. **No data yet.**

Tool #1: 1-year Post Graduation Survey (B)

This online tool is a useful tool for assessing graduate feedback one year after initial graduation from the Associate in Biblical Studies program or completion of a certificate

in Biblical Studies. 3 alumni responded to this survey. Of that sample, 3/3 (100%) indicated that they apply foundational biblical teaching in current decisions and lifestyle choices. **Objective is Met.**

Objective is that 80% apply foundational biblical teaching in current decisions and lifestyle choices

Year	Responding Student Sample	Percentage
2018/2019	5	80%
2019/2020	7	100%
2020/2021	7	100%
2021-2022	Survey not given in 2021/2022	
2022-2023	3	100% (3/3)

Tool #2: Alumni Survey (A)

This is an online survey, given every 3 years, consisting of ten questions. 53 alumni completed this survey in summer 2022. Answer choices ranged from Strongly Agree to Strongly Disagree. For this measurement, alumni responded to the question, "I believe my Bible college experience helped provide a biblical foundation from which I now make decisions and lifestyle choices." The objective is that 60% of responding alumni at least "agreed", which is the objective. **Objective is Met.**

Objective is that 60% at least agree

Academic Year	# of Students Surveyed	Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree	% that at least "Agreed"
2019/2020	30	46%	34%	14%	**6%**		80%
Summer 2022	53	32 (60%)	12 (23%)	9 (17%)			44/53 (83%)

Tool #3: Alumni Survey (B)

This is an online survey, given every 3 years, consisting of ten questions. 53 alumni completed this survey in summer 2022. Answer choices ranged from Strongly Agree to Strongly Disagree. For this measurement, new in summer 2022, alumni indicated if they hold a staff position or a volunteer position in a local church, as well as what area of service they are in. The objective is that 35% of alumni will hold a paid or volunteer position in a local church. **Objective is Met.**

Objective is that 35% serve as staff or volunteer in a local church

Academic Year	# of Alumni Surveyed	# serving in a paid staff position	# serving in a volunteer position	Success Rate
Summer 2022	53	6 (11%)	46 (87%)	98%

Academic Programs

Areas of Concentration

The four Areas of Concentration (Education, Missions, Worship Arts, Interdisciplinary) consist of 9 hours in each specific area, plus an additional 3 credit hours from any other concentration. For this academic year, HCC graduated 3 students with areas of concentration. Areas of Concentration were as follows: 2 in Missions and 1 in Education. The remaining 2 graduates were Certificate In Biblical Studies which does not include an area of concentration. Student samples continue to be very small which easily effects results.

Area of Concentration assessments are under revision for the next two years, so narrative information is presented here.

Missions

- 2/2 (100%) of students took part in a short-term missions trip to Oaxaca, Mexico where they served in mountain villages and visited churches in the city.
- 2/2 (100%) of students completed a pre-trip checklist and a post-trip feedback form
- 2/2 (100%) of students indicated on a mission survey that this concentration provided practical experience in short-term mission work
- Students identified the following as concepts to which they were introduced: biblical principles of mission work, history of world missions, spiritual and cultural tasks of missionaries, information regarding specific people groups, personal adaptations for successful interaction on mission trips

Education

- 1/1 (100%) student indicated that they had practical hands-on experiences working with students
- 1/1 (100%) student logged at least 2 hours per week for three semesters in working classrooms in either a school or church setting
- 1/1 (100%) student identified the following as concepts to which they were introduced: Student learning, writing lesson aims, lesson planning, variety of teaching methods, reflection and evaluation of teaching, classroom management

Certificate in Biblical Studies

This non-accredited program is primarily designed to meet the needs of adult learners completing the certificate over a period of time or for traditional students desiring only one year of biblical study. It provides a biblical foundation and an introduction to the work of Christian ministry.

Two traditional students completed the Certificate in Biblical Studies program in spring 2023. They each completed at least 30 hours of specific biblical/theological courses over a period of 1 - year. They each graduated with a GPA above 3.50 and identified personal growth in their biblical understanding.

Certificate of Completion

This non-accredited program is available for students with special needs including academic, social, or specific life circumstances. Students are recommended for this certificate of completion by the Academic Dean and/or the Dean of Students.

No students received a Certificate of Completion in the 2022/2023 academic year.

Senior Bridge

This program allows qualified Heartland Christian Academy (HCA) seniors to take part in and receive college credit for college courses while still in high school. This is also a dual enrollment, and HCA students receive high school credit for the college course(s) taken.

4 students enrolled in this program in the 2022/2023 academic year and were granted credit at both HCA and HCC. All students successfully completed the courses in which they were enrolled.

Institutional Effectiveness

Institutional Units Assessment Results

The following institutional units structured plans and analyzed results for the 2022-2023 academic year. Each unit used the results to formulate recommendations or actions to be taken which are tied to the results.

- **President's Office**
  Office Assessment Plan: Two methods of assessment were planned to measure the success of communication from the President's Office to faculty/staff and students. First, the President would meet in-person with each student, staff, and faculty member by the end of April 2023. Secondly, a Note from the President's Desk" would be sent via email to faculty/staff monthly from October to May. The goal was that each of these would be completed with 100% success.
  Results: Visits were completed with 100% of faculty/staff, although not all of these visits were sit-down office visits. 80% of traditional students had specific individual office visits with the president.
  Notes from the President's Desk were sent 4 of the 6 months – November and January notes were not sent. This was a 67% success rate.
  Actions: The president will continue to strive to have regular purposeful contacts with HCC faculty, staff, and students
  Objective partially Met

- **Office of the Academic Dean**
  Office Assessment Plan: Two methods of assessment were planned to measure student understanding of specific academic policies: Dean's List & Graduating with Honors, Grade Forgiveness, and Graduation Requirements. First, specific trainings on these

policies will be presented in Thrive, with at least 80% of students attending. Secondly, students will take a short survey after the training, and at least 80% will correctly identify main details of each of the policies.

Results: Due to the change in format of Thrive times, this was not a good vehicle for training or surveying. While some of these policies were discussed with individual students, a group training was not carried out.

Actions: Find a new venue and carry out this training in the 2023/2024 academic year. **Objective not met**

- **Recruitment Office**
  Office Assessment Plan: Two methods of assessment were developed to measure the success of hosting at least 6 on-campus visits throughout the academic year. First, the Populi database will be updated to indicate where/when/who was hosted at a campus visit. Secondly, a form entitled "Campus Visit Assessment" will be completed by the enrollment team for review of the success of each visit. The goal is that these will be completed for 100% of on-campus visits.
  Results: Each campus visit was successfully recorded in the Populi database. While the Campus Visit Assessment form was created, more diligence is needed in the completion of these forms.
  Actions: Revise the form to make it more user-friendly, but continue this plan.
  Objective partially met

- **HCC Library**
  Office Assessment Plan: Two assessments were planned to measure student use of information literacy that is received during library orientation. First, students will show the Librarian a completed search on their phone, laptop, or tablet during a Thrive meeting. Secondly, students will use library resources and complete a Works Cited page in both a first-year and second-year course (College Composition & Bible Research). The goal is that 100% of traditional students accomplish these.
  Results: 100% of traditional students successfully showed the librarian a completed search. 87% of traditional students demonstrated satisfactory ability to use library resources in a research paper as indicated by a Works Cited page.
  Actions: Continue library training sessions/refresher courses during Fall &Spring Orientation and College Composition class. **Objective partially met.**

Institutional Survey Results

- **Admissions/Recruitment Survey**
  This survey reflects that incoming students continue to be generally satisfied with the admissions and enrollment services. Twelve fall enrollees were surveyed. Students responded to factors for enrolling at HCC as follows:

Reflects percentage who identified item as a factor in enrollment at HCC

Enrollment Factor	Fall 2019	Fall 2020	Fall 2021	Fall 2022
Desire for Spiritual Growth	100%	100%	100%	83% (10/12)
Cost (tuition & board)	100%	80%	66.67%	75% (9/12)
Size of Institution	0%	60%	66.67%	33% (4/12)
Future Employment Opportunities	33%	40%	33.33%	25% (3/12)
Geographic Setting	0%	40%	33.33%	25% (3/12)
Appearance of School	33%	20%	33.33%	33% (4/12)

Reflects student responses to items regarding admissions/enrollment fall 2022

Items	Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree
Recruiting & admissions staff accurately portray the school	75% (9/12)	17% 2/12	8% 1/12		
Requested college materials were received in a timely manner	58% (7/12)	25% (3/12)	17% (2/12)		
Personalized attention prior to enrollment was received	75% (9/12)	8% (1/12)	17% (2/12)		
The admissions office is responsive to prospective students' unique needs and requests	67% (8/12)	25% (3/12)		8% (1/12)	
Personnel involved in enrollment are helpful	83% (10/12)	8% (1/12)			8% (1/12)
Administrative offices are open during hours which are convenient for most students	83% (10/12)		17% (2/12)		
Enrollment procedures are clear and effective	67% (8/12)	16.5% (2/12)	16.5% (2/12)		
Program requirements are clear and reasonable	75% (9/12)	17% (2/12)	8% (1/12)		
Class change, add and drop policies are reasonable	75% (9/12)	17% (2/12)		8% (1/12)	

- **Institutional Integrity Survey**
  Students, faculty, and staff completed this survey in an online format which worked well (results were combined for the purposes of this report). Percentage reflects entities who at least "agreed" with each statement. There were a few responses that "somewhat agreed." There were no "disagree or strongly disagree" responses.

Reflects the percentage of respondents that at least agreed with each statement

Integrity Statement	Spring 2020	Spring 2021	Spring 2022	Spring 2023
HCC publications, statements, and advertising give accurate and fair descriptions	94% (17/18)	90% (18/20)	95% (18/19)	100% (21/21)

HCC encourages respect for Heartland and surrounding communities	100% (17/18)	100% (20/20)	95% (18/19)	95% (20/21)
HCC appears to work with integrity in all financial matters	100% (17/18)	100% (20/20)	100% (19/19)	100% (21/21)
HCC consistently treats all students as equal	89% (16/18)	90% (18/20)	89% (17/19)	95% (20/21)
HCC encourages respect for diverse backgrounds and perspectives	100% (18/18)	100% (20/20)	95% (18/19)	100% (21/21)

- **Student Satisfaction Survey**

  Students completed online surveys regarding satisfaction with 5 general areas of the including areas of contracted services. Students rated several statements within each area and the area received a total score based up to 5.0. Overall, students indicate high satisfaction with the institution. Overall student satisfaction was 4.54.

Area of Institution	2019/2020	2020/2021	2021/2022	2022/2023
Campus Climate	4.39	4.69	4.65	4.64
Concern for the Individual	4.42	4.60	4.61	4.70
Course Effectiveness	4.42	4.50	4.52	4.58
General Campus, Housing and Student Life	4.45	4.49	4.49	4.38
Contracted Services		4.43	4.53	4.58
Food Services			4.33	4.36

Institutional Advancement

Institutional Advancement continues to be an ongoing work. The College has several consistent donors, but continues to look for ways to make even greater connections. Once again, in 2021/2022, due to lingering Covid-19 constraints, HCC held a small annual Friends of the College event, which is normally the main fundraiser each year.

Donor Base

Timeframe	# Monthly Donors	# Total Donors	# Major Donors ($1000 +)	Total Donations	
August 2019-July 2020	20	34	2	CNSIMI: Other: Total:	$819,098 $ 11,463 $ 830,561
August 2020 – July 2021	11		4	CNSIMI: Other: Total:	$630,345 $ 15,450 $ 645,795
August 2021 – July 2022	9	28	3	CNSIMI: Other: Total:	$471,442 $ 12,180 $ 483,622
August 2022 – July 2023	10	28	6	CNSIMI: Other: Total:	$707,462 $30,731 $738,193

Student Services
Library

- **Library Statistics**

	Fall 2019	Fall 2020	Fall 2021	Fall 2022
Catalogued Volumes	11,741	12,147	12,375	12,628
Catalogued Titles	11,566	12,147	12,200	12,453
Periodical Subscriptions	5	3	3	0
Average Monthly Circulation	2018/2019 183	2019/2020 144	2020/2021 78 (down due to covid)	2021/2022 90
Staffing: 1. Librarians 2. Support Staff	2018/2019 1 2	2019/2020 1 2	2020/2021 1 2	2021/2022 1 3
Budget for Information Resources	2018/2019 $64,447	2019/2020 $78,633	2020/2021 $78,633	2021/2022
Expended for Information Resources	2018/2019 $51,244.69	2019/2020 $57,358.11	2020/2021 $51,972.96	2021/2022 $51,351.44

Budget & Expenses include salaries

- **Library Student Satisfaction**

	2019/2020	2020/2021	2021/2022	2022/2023
Frequency				
Daily	37.5%	31%	21.43%	21.43 (3/14)
1/week	37.5%	23%	50%	14.29% (2/14)
1/month	25%	38%	28.57%	57.14% (8/14)
1/year		8%	0	7.14% (1/14)
Never			0	0
Type				
Audio/Visual	0	8%	0	0
Reference	100%	100%	100%	92.86% (13/14)
Non-Fiction	37.5%	15%	42.86%	14.29% (2/14)
Magazines	25%	15%	7.14%	7.14% (1/14)
Fiction	25%	46%	14.29%	0
Journals	0	31%	21.43%	21.43% (3/14)
Satisfaction				
Very Satisfied	75%	77%	85.71%	71.43% (10/14)
Satisfied	25%	23%	14.29%	28.57% (4/14)

Data indicates that class-driven usage of the Library remains strong as indicated by 92% of student respondents having used reference materials, which students would not normally use on their own initiative. While electronic journals are introduced in select courses, few courses in this 2-year program require the use of such journals.

Fun Nights

- 2022/2023 Roster:
  Karaoke Night
  Movie Night
  Worship Night

- **Student Satisfaction**

Category	Agree or Strongly Agree	Neutral/Some-what Agree	Disagree Or Strongly Disagree
Looked forward to Fun Nights	85.71% (12/14)	14.29% (2/14)	
Adequate number of Fun Nights	50% (7/14)	35.71% (5/14)	14.29% (2/14)
Centered around relational activities	85.71% (12/14)	14.29% (2/14)	

- **Objectives**
  Objective 1: At least 1 Fun Night in each month not containing a College Meeting Day:
  Objective partially Met (one eligible month did not contain a Fun Night**)**
  Objective 2: Engage students in a variety of social activities throughout the academic year:
  Objective Met (roster indicates variety)
  Objective 3: Provide a setting in which students can build relationships with peers and leaders:
  Objective Met

Fun Nights were well-received by students, with some expressing a desire for more Fun Night opportunities. The Student Council scheduled and planned all Fun Nights for the academic year.

Shepherd Groups

- **Assigned Groups**
  D. Rihanek: N. Short, S. Peresich, T. Newton
  N Mayes: J. Wood, J. Wade
  Melton: Kawblute, Wah
  R. Morrow: E. Reed
  J Barton: K. Ehlers, M. Osborn, Mahima, J. Karyl
  C. Rihanek: B. Brown, A. Prosser, M. Berry
  M. Nickerson: K. Patton, T. Rihanek, S. Rodriguez
  M. Palmer: S. Bain

- **Student Satisfaction: Shepherd Groups**

Category	Strongly Agree/Agree	Somewhat Agree	Disagree	Strongly Disagree

Personal contact on a regular basis	85.72% (12/14	14.29% (2/14)		
Received helpful guidance	100% (14/14)			
Each traditional student is paired with a seasoned leader each semester	Roster indicates this was achieved @ 100% (14/14)			

In the areas of helpful guidance around specific issues, the three leading areas were as follows: 85.7% received help with personal issues. 85.7% received help in relational issues, 78.6% students received help in spiritual issues

- **Objectives** *(goal is 85% achievement of each)*
  Objective 1: Each traditional student is paired with a seasoned leader each semester they are enrolled: **objective met**
  Objective 2: Each traditional student has personal contact with their leader on a consistent basis while college is in session: **objective met**
  Objective 3: Each traditional student receives helpful guidance within each semester they are enrolled: **objective met**

Servanthood

- **Student Satisfaction (graduating students only)**

Category	Agree or Strongly Agree	Neutral	Disagree or Strongly Disagree
Can explain biblical basis for serving others	100% 5/5		
Developed a desire to find ways to serve others	100% 5/5		
Was involved in hand-on serving projects	100% 5/5		
Can identify ways communities were benefited by servanthood	100% 5/5		
I see graduates continuing to serve	100% 5/5		

- **Objectives**

Objective 1: Students will develop a biblical understanding of the need for a lifestyle of service: **objective met**
Objective 2: Students will develop a desire to serve others: **objective met**
Objective 3: Students will gain practical experience in serving others: **objective met**

Graduating students completed this survey, having completed all four sections of Servanthood. These students indicated strong satisfaction with the Christian Service area.

College Meeting Days

- **Schedule**

Date	Activity
Oct	International Lunch & Scotties field trip
Nov	Thanksgiving Feast & Escape Room Group Game
April	FOC Banquet Prep
May	Graduate Speakers

- **Student Satisfaction**

Category	Agree/Strongly Agree	Somewhat Agree	Disagree
Offered enjoyable experiences	100% (15/15)		
Offered opportunities for faculty, staff, & students to worship God together	100% (15/15)		
Offered opportunities for meaningful discussion	100% (15/15)		
Beneficial for the future	100% (15/15)		

- **Objectives (goal is 80% agreement of each)**

Objective 1: Students will identify College Meeting Days as meaningful, enjoyable times:
objective met
Objective 2: College Meeting Days will provide opportunities for faculty, staff, and students to worship God together and discuss issues pertaining to college life
objective met

College Meeting Days continue to be popular with students and have strong satisfaction

Chapel

- **Speaker Overview**

Category	#
Guests	3
Student Speakers	19
HCC Adults	9

- **Student Satisfaction**

Category	Strongly Agree/Agree	Somewhat Agree	Disagree

Chapels featured worship time	100% (16/16)		
Chapel worship times meaningful	100% (16/16)		
I was normally engaged in chapel worship times	100% (16/16)		
Chapel speakers challenged me in my walk with God	100% (16/16)		
Adequate variety of chapel speakers	100% (16/16)		
Opportunity to hold a leadership position	100% (16/16)		
Opportunity to practice a new leadership skill	100% (16/16)		

- **Objectives (goal is 85% agreement of each)**

Objective 1: Engage students in meaningful worship: **objective met**

Objective 2: Provide guest and faculty/staff speakers who bring biblical understanding to help students to grow in their walk with God: **objective met**

Objective 3: Provide a platform for students to experience leadership responsibilities in meetings: **objective met**

Students are well-satisfied with the chapel program this academic year.

Resident Assistants

- **Student Satisfaction with RAs**

Residential Assistant student surveys were not completed for the 2022/2023 academic year

Non-Traditional Students

- **Student Satisfaction:**

	Highest Score	**Lowest Scores**
2020/2021	6/10 survey items received 100% "agree or strongly agree" responses 100% strongly agreed that non-traditional students are well received as a part of HCC	2/6 were neutral or disagreed that classes are scheduled at times that are convenient, and 1/6 was neutral that the library is open at convenient times
2021/2022	I find the concepts taught in classes aid me in my walk with God (83% strongly agree/17% agree)	2/6 students were neutral that the library is open at convenient times and 2/6 students were neutral that Instructors were available outside of classroom time

2022/2023	Every criteria received 100% (8/8) satisfaction either strongly agreeing or agreeing	

Exit Survey

Five traditional students graduated and took the survey.

Item	Strongly Agree	Agree	Somewhat Agree	C.S.
I believe that the Bible is the inspired and inerrant Word of God	100% (5/5)			**5.00**
I feel prepared to explain my convictions regarding the Bible as the inspired Word of God	100% (5/5)			**5.00**
I feel prepared to explain my convictions regarding my faith in Jesus Christ	80% (4/5)	20% (1/5)		**4.80**
I feel prepared to explain my convictions regarding living life based on a biblical worldview	80% (4/5)	20% (1/5)		**4.80**
I believe that my experiences at HCC helped me grow in my walk with God	100% (5/5)			**5.00**
I understand a life of discipleship better as a result of my experiences at HCC	80% (4/5)	20% (1/5)		**4.80**
I have a desire to continue serving others as a result of my experiences at HCC	80% (4/5)	20% (1/5)		**4.80**
I am satisfied with my general knowledge and basic understanding of the Bible	80% (4/5)	20% (1/5)		**4.80**
I was required to use critical thinking skills in order to solve problems during my Bible College experience	100% (5/5)			**5.00**
I was given opportunity to utilize good oral communication skills during my Bible College experience	80% (4/5)	20% (1/5)		**4.80**
I was given opportunity to utilize college-level writing skills during my Bible College experience	80% (4/5)	20% (1/5)		**4.80**
I was given opportunity to utilize college-level reading skills during my Bible College experience	100% (5/5)			**5.00**
I was given opportunity to utilize sound financial stewardship skills during my Bible College experience	80% (4/5)		20% (1/5)	**4.60**
I feel prepared for my next step in life as a result of my experiences at HCC.	60% (3/5)	40% (2/5)		**4.80**
I would recommend attending HCC to others.	100% (5/5)			**5.00**
Composite Score Average Total				**4.87**