

NDS Statement of Institutional Effectiveness

Notre Dame Seminary Graduate School of Theology (NDS) measures its effectiveness through the use of sustainable, institution-wide assessment processes which measure the extent to which each program is achieving its stated outcomes. In accordance with its mission, NDS offers four graduate degree programs: the Master of Divinity; Master of Arts (Theological Studies); Master of Arts (Philosophy for Theological Studies); and the Master of Arts in Pastoral Leadership. In addition to these graduate programs, NDS offers a post-baccalaureate Bachelor of Philosophy (Philosophy for Theological Studies) degree program. NDS is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), and the Association of Theological Schools (ATS). In addition, all master’s degree programs at NDS are approved by ATS.

Each NDS degree program must complete annual Institutional Effectiveness Plans which show how the student learning outcomes are being met using both direct and indirect data. This annual review of data allows the faculty to examine the effectiveness of the individual programs and develop program improvements based on the data. To document the institution’s success with respect to student achievement, the NDS mission and the specific goals of each program must be taken into consideration.

Master of Divinity Degree

As the primary mission of Notre Dame Seminary is the preparation of men for ministerial priesthood in the Roman Catholic Church, the seminary offers those preparing for the priesthood the Master of Divinity degree program of study. The four measures used to document the program’s success with respect to student achievement are: graduation rates (6 years); enrollment numbers and number of program completers (≥ the average of peer seminaries); percent of graduates who are recommended for ordination; and, grades on theological reflection papers.

Master of Divinity		
Measure	Goal	Aggregated Data (#grads)
Graduation Rate (6 yrs)	63.4% (baseline from Spring 2018)	2015 – 2021 65.4% (17) 2016 – 2022 46.1% (12) 2017 – 2023 65.2% (15) 2018 – 2024 44.1% (15) 2019 – 2024* 40.0% (14)
Enrollment Numbers (headcount)	≥71 ≥65 ≥61 ≥64 ≥64 ≥59	2019 – 103 2020 – 98 2021 – 86 2022 – 98 2023 – 85 2024 – 92 2025 – 87
Number of Program Completers	≥14 ≥13 ≥13 ≥ 9 ≥12 ≥15	2019 – 14 2020 – 11 2021 – 17 2022 – 12 2023 – 15 2024 – 15 2024* - 14

Recommended for Ordination	85%	2015 – 2021 (17) 100% 2016 – 2022 (12) 100% 2017 – 2023 (15) 100% 2018 – 2024 (15) 100.0%
Capstone Theological Reflection Paper	85 pts.	Spring 2019 87.06 Spring 2020 92.57 Spring 2021 81.00 Spring 2022 87.54 Spring 2023 92.13 Spring 2024 90.70 Fall 2024* 91.14
* Denotes the new Fall graduation from the revised 3.5-year MDiv program. The next MDiv graduation will be in Fall 2025.		

Master of Arts (Philosophy for Theological Studies)

The Master of Arts (Philosophy for Theological Studies) program is offered to give more academically oriented seminarians in the Pre-theology program a deeper exposure to philosophy in preparation for graduate theology studies. Three criteria are used to measure the success of this two-year program are: graduation rates (2 years); retention rates; and, the percent of graduates that are retained for further study at NDS.

Master of Arts (Philosophy for Theological Studies)		
Measure	Goal	Aggregated Data (#grads)
Graduation Rate (2yrs)	100.0% (grad rate for Spring 2018)	2017 – 2019 100.0% (3) 2018 – 2020 100.0% (4) 2019 – 2021 no enrollment 2020 – 2022 100.0% (4) 2021 – 2023 100.0% (2) 2022 – 2024 100.0% (2) 2023 – 2025 100.0% (2)
Retention of M.A.Phil. seminarians who progress to PT2 (retention rate)	85.0%	2017 – 2018 100.0% (3) 2018 – 2019 100.0% (4) 2019 – 2020 no enrollment 2020 – 2021 100.0% (4) 2021 – 2022 100.0% (2) 2022 – 2024 100.0% (2) 2023 – 2025 100.0% (2)
Graduates who enter NDS for M.Div.	60.0%	Entered 2019 – 100.0% (3) Entered 2020 – 75.0% (3) Entered 2021 – no enroll. Entered 2022 – 75.0% (3) Entered 2023 – 50.0% (1) Entered 2024 – 50.0% (1) Entered 2025 – 100.0% (2)

Bachelor of Philosophy (Philosophy for Theological Studies)

The Bachelor of Philosophy (Philosophy for Theological Studies) program is offered to college graduates who need to transition into seminary life and complete the undergraduate academic courses in philosophy, theology, and Latin required by the USCCB's Program for Priestly Formation. This program, therefore, aims to prepare men to study theology at the graduate level

in preparation for ordination. Three measures for assessing student success for this program are: graduation rates (2 years); retention rate; and, the percentage of men who continue priestly formation at NDS.

Bachelor of Philosophy (Philosophy for Theological Studies)		
Measure	Goal	Aggregated Data (# grads)
Graduation Rates (2 yrs.)	80.0% (grad rate for Spring 2018)	2017 – 2019 83.3% (5) 2018 – 2020 75.0% (5) 2019 – 2021 50.0% (6) 2020 – 2022 62.5% (5) 2021 – 2023 68.4% (13) 2022 – 2024 80.0% (8) 2023 – 2025 100.0% (4)
Retention of B.Phil. seminarians who progress to PT2 (retention rate)	65.0%	2017 – 2018 83.3% (5) 2018 – 2019 75.0% (6) 2019 – 2020 50.0% (5) 2020 – 2021 62.5% (5) 2021 – 2022 78.95% (15) 2022 – 2023 90.0 % (9) 2023 – 2024 80.0% (4) 2024 – 2025 100.0% (4)
Graduates who enter NDS for M.Div.	60.0%	Entered 2019 – 50.0% (3) Entered 2020 – 62.5% (5) Entered 2021 – 40.0% (4) Entered 2022 – 62.5% (5) Entered 2023 – 69.2% (9) Entered 2024 – 100.0% (4) Entered 2025 – 87.5% (7)

Master of Arts (Theological Studies)

The Master of Arts (Theological Studies) degree is offered to seminarians choosing to receive an academic degree and to non-seminarian applicants seeking to deepen his or her understanding of Catholic theology and/or preparing for leadership and catechetical roles in the Church. Three measures used to measure the student achievement in this program are: graduation rates (6 years); percentage of students who gain employment in fields related to the degree; and, grades on the comps or thesis.

Master of Arts (Theological Studies)		
Measure	Goal	Aggregated Data (# grads)
Graduation Rate (6 yrs)	54.2% (baseline from Sp. 2018)	2013 – 2019 50.0% (10) 2014 – 2020 57.1% (7) 2015 – 2021 50.0% (4) 2016 – 2022 75.0% (4) 2017 – 2023 75.0% (3) 2018 – 2024 100.0% (1) 2019 – 2024* 100.0% (1)
Employment in Vocation	80%	2013 – 2019 80.0% (10) 2014 – 2020 50.0% (7) 2015 – 2021 100.0% (4)

		2016 – 2022 66.7% (4) 2017 – 2023 100.0% (3) 2018 – 2024 100.0% (1) 2019 – 2025 100.0% (1)
Grade of “A” on Comps or Thesis	80%	2013 – 2019 80.0% 2014 – 2020 25.0% 2015 – 2021 0.0% 2016 – 2022 100.0% 2017 – 2023 66.7% 2018 – 2024 100.0% 2019 – 2024* 100.0%

Master of Arts in Pastoral Leadership

The Master of Arts in Pastoral Leadership degree program is composed of students who have completed the Institute for Lay Ecclesial Ministry (ILEM) Commissioning program and wish to take additional theology courses to earn a master’s degree. ILEM is committed to educating and forming men and women in the human, spiritual, intellectual and pastoral dimensions of lay ecclesial ministry. Candidates who successfully complete the ILEM program are commissioned by their bishop as lay ecclesial ministers. The MAPL degree program is available to those participants, who by taking on additional courses and assignments, wish to receive such a degree. This degree would then serve to provide additional graduate-level competence for future lay ecclesial ministers. Although approved to begin accepting students in the Fall 2014 semester, the program did not actually begin to accept students until the Fall 2015 semester. Three criteria used to measure student achievement in this program are: graduation rates (6 years); percentage of students who gain or maintain employment in fields related to the degree; and, grades on the Capstone Project.

Program Name: Master of Arts in Pastoral Leadership			
Measure	Threshold	Goal	Evaluate
Graduation Rate (6yrs)	90.0%	100% (2021 rate)	2015 – 2021 100% (8) 2016 – 2022 90.0% (9) 2017 – 2023 90.0% (9) 2018 – 2024 88.9% (8) 2019 – 2025 100.0% (8)
Job in Pastoral Ministry	90.0%	95.0%	2015 – 2021 100.0% (8) 2016 – 2022 100.0% (9) 2017 – 2023 100.0% (9) 2018 – 2024 100.0% (8) 2019 – 2025 100.0% (8)
Grade of “A” on Capstone Project	75.0%	80.0%	2015 – 2021 100.0% 2016 – 2022 66.7% 2017 – 2023 77.8% 2018 – 2024 87.5% 2019 – 2025 62.5%