"In compliance with DOE and ATS requirements, WSC is pleased to provide information on certain areas of educational effectiveness. The data provided below covers eight areas (Graduates Satisfaction with General Program, Program, Ministry Skills, GPA Trends, Graduation Percentage Rates within 4 years, Retention Rates by Degree, Retention Rates for All Programs, and Placement Rates) and are based on the ATS Graduate Survey Questionnaire and WSC’s institutional internal tracking and is updated annually.

Of course there are other metrics for Westminster’s educational effectiveness, some of which cannot be captured by the data sought by the DOE and ATS. Consistent with our founding principles, Westminster Seminary ultimately judges itself with regard to whether it provides a Reformed, rigorous study of God’s Word for the sake of Christ and His Church. The metrics set forth below are some of the ways we assess our performance in pursuit of that goal."

![Graduates' Satisfaction with General Program](chart.png)
Westminster Seminary California
Educational Effectiveness Dashboard - 2015

Graduates' Satisfaction with Program
(Educational Effectiveness & Personal growth)

- Strength of spiritual life
- Clarity of Vocational Goals
- Ability to live my faith in daily life
- Trust in God
- Desire to become an authority in my field
- Enthusiasm for learning
- Empathy for the poor and oppressed

1 = not at all effective  2 = not very effective  3 = somewhat effective  4 = effective  5 = very effective
Graduates' Satisfaction in Ministry Skills - M.Div.

- Ability to think theologically
- Ability in pastoral counseling
- Ability to conduct worship/liturgy
- Ability to lead others
- Ability to give spiritual direction
- Ability to use and interpret scripture
- Ability to preach well

1 = not at all effective, 2 = not very effective, 3 = somewhat effective, 4 = effective, 5 = very effective
Westminster Seminary California
Educational Effectiveness Dashboard - 2015

GPA Trend of Graduating Class 2011-2015

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average</td>
<td>3.25</td>
<td>3.24</td>
<td>3.32</td>
<td>3.22</td>
<td>3.26</td>
</tr>
<tr>
<td>Median</td>
<td>3.23</td>
<td>3.24</td>
<td>3.52</td>
<td>3.32</td>
<td>3.35</td>
</tr>
<tr>
<td>Highest</td>
<td>3.99</td>
<td>3.95</td>
<td>3.98</td>
<td>3.94</td>
<td>4.0</td>
</tr>
</tbody>
</table>

MDIV Graduation Rate within 4 years

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>86%</td>
<td>99%</td>
<td>92%</td>
<td>82%</td>
<td>88%</td>
<td>88%</td>
</tr>
</tbody>
</table>
Westminster Seminary California
Educational Effectiveness Dashboard - 2015

Retention Rates by Degree Programs
(by Academic Year)

<table>
<thead>
<tr>
<th>Year</th>
<th>M.Div</th>
<th>M.A.</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>68%</td>
<td>65%</td>
</tr>
<tr>
<td>2011</td>
<td>73%</td>
<td>63%</td>
</tr>
<tr>
<td>2012</td>
<td>77%</td>
<td>64%</td>
</tr>
<tr>
<td>2013</td>
<td>88%</td>
<td>86%</td>
</tr>
<tr>
<td>2014</td>
<td>87%</td>
<td>88%</td>
</tr>
<tr>
<td>2015</td>
<td>92%</td>
<td>92%</td>
</tr>
</tbody>
</table>

Retention Rate for All Programs Combined

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>68%</td>
</tr>
<tr>
<td>2011</td>
<td>73%</td>
</tr>
<tr>
<td>2012</td>
<td>77%</td>
</tr>
<tr>
<td>2013</td>
<td>86%</td>
</tr>
<tr>
<td>2014</td>
<td>88%</td>
</tr>
<tr>
<td>2015</td>
<td>92%</td>
</tr>
</tbody>
</table>
Westminster Seminary California
Educational Effectiveness Dashboard - 2015

2010 MA Graduating Class Placement

- Placed: 18%
- No Response: 27%
- Placed & Post-WSC Education: 27%
- Post-WSC Education: 28%

"Placed" includes ordination, licensure, theological professional or other vocational employment

2011 MA Graduating Class Placement

- Placed: 66%
- No Response: 20%
- Placed & Post-WSC Education: 7%
- Post-WSC Education: 7%

"Placed" includes ordination, licensure, theological professional or other vocational employment
Westminster Seminary California
Educational Effectiveness Dashboard - 2015

2012 MA Graduating Class Placement

- Placed: 50%
- No Response: 13%
- Placed & Post-WSC Education: 37%

"Placed" includes ordination, licensure, theological professional or other vocational employment

2013 MA Graduating Class Placement

- Placed: 55%
- No Response: 35%
- Placed & Post-WSC Education: 10%

"Placed" includes ordination, licensure, theological professional or other vocational employment
**2014 MA Graduating Class Placement**

- Placed: 64%
- Post-WSC Education: 9%
- Placed & Post-WSC Education: 0%
- No Response: 27%

"Placed" includes ordination, licensure, theological professional or other vocational employment

**2015 MA Graduating Class Placement**

- Placed: 80%
- Post-WSC Education: 20%
- Placed & Post-WSC Education: 0%
- No Response: 0%

"Placed" includes ordination, licensure, theological professional or other vocational employment
Westminster Seminary California
Educational Effectiveness Dashboard - 2015

2010 MDIV Graduating Class Placement

- Placed: 79%
- No Response: 21%

"Placed" includes ordination, licensure, theological professional or other vocational employment

2011 MDIV Graduating Class Placement

- Placed: 67%
- No Response: 12%
- Placed & Post-WSC Education: 17%
- Post-WSC Education: 4%

"Placed" includes ordination, licensure, theological professional or other vocational employment
"Placed" includes ordination, licensure, theological professional or other vocational employment.
Westminster Seminary California
Educational Effectiveness Dashboard - 2015

2014 MDIV Graduating Class Placement

- Placed 84%
- Placed & Post-WSC Education 4%
- Post-WSC Education 8%
- No Response 4%

"Placed" includes ordination, licensure, theological professional or other vocational employment

2015 MDIV Graduating Class Placement

- Placed 81%
- Post-WSC Education 11%
- No Response 8%
- Placed & Post-WSC Education 0%

"Placed" includes ordination, licensure, theological professional or other vocational employment