**2024 EMMANUEL COLLEGE STATEMENT OF INSTITUTIONAL EFFECTIVENESS**

Emmanuel College’s curriculum is guided by its Vision, Mission, and Values, which shape its degree program learning outcomes. These goals are developed in collaboration with various academic, religious, and professional accrediting bodies. The College regularly assesses the effectiveness of its educational programs in helping students achieve these goals, in alignment with partners such as The Association of Theological Schools (ATS), the University of Toronto Quality Assurance Process (UTQAP), The United Church of Canada (UCC), the Canadian Association for Spiritual Care (CASC), and the College of Registered Psychotherapists of Ontario (CRPO). Program assessments include both direct (performance-based) and indirect (perception-based) data. This Statement of Institutional Effectiveness evaluates student work and feedback from continuing and graduating students to highlight educational outcomes, institutional effectiveness, and graduation and placement rates.

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| **Emmanuel College Vision, Mission, and Values** *Adopted by EC Council, April 30, 2019*  **Vision**To be a leading theological school  where students become more deeply rooted in their own religious or spiritual traditions  while engaging the beliefs and practices of people of other traditions.  **Mission**  Rooted in the ecumenical heritage of the United Church of Canada,  shaped by its context in Victoria University  and in relationship with Christian, Muslim, Buddhist and other religious communities,  Emmanuel College equips leaders and scholars for rigorous theological inquiry  and for inclusive practices of justice and care, contextual analysis, creative activity,  and interfaith engagement.  **Values** Emmanuel College values a collegial environment for  • inclusive and respectful dialogue  • intellectual curiosity  • academic excellence  • public engagement  • artistic, musical, and liturgical creativity  • innovation in interfaith learning  • the search for justice and right relations |

**1. INSTITUTIONAL EFFECTIVENESS**

In 2019, Emmanuel College adopted a revised statement of **Vision, Mission, and Values (VMV)** and related learning outcomes for all its programs, bringing greater clarity and focus to theological education in an interreligious context. In 2020, a new **Basic Degree Programs Survey** was developed to support the ATS accreditation process and explicitly assess educational effectiveness in relation to the VMV.

Data from these surveys demonstrate a high degree of educational effectiveness across all programs and strong support for the dynamic ethos and VMV of Emmanuel College.

**1.1 Vision, Mission, and Values**

* **Survey Feedback (2024):**
  + **85%** of students agreed or strongly agreed that their education at Emmanuel College rooted them more deeply in their own religious or spiritual tradition while engaging the beliefs and practices of others.
  + **87%** rated the goal of rigorous theological inquiry as "effective" or "very effective."
* **Values Feedback:** Students indicated strong agreement with Emmanuel College’s values:
  + Inclusive and respectful dialogue: **82%**
  + Intellectual curiosity: **90%**
  + Academic excellence: **87%**
  + Innovation in interfaith learning: **87%**

**1.2 The Emmanuel Experience**

* **Student Satisfaction (2024):**  
  Students expressed high satisfaction with aspects of their experience, including:
  + Class size
  + Faculty accessibility
  + Library collection
  + Administrative support
  + Spiritual Life
  + Admissions Office
* **Key Highlights:**  
  Over 90% of students found the following elements helpful or very helpful:
  + **Cultural diversity:** **95%**
  + **Religious diversity:** **92%**

Over 80% of students found these helpful or very helpful:

* + **Age range:** **87%**
  + **Openness to diverse theological perspectives:** **85%**
  + **Openness to diverse sexual identities and orientations:** **82%**
* **Graduating Student Feedback (GSQ 2023-24):**  
  Graduates rated the curriculum as "effective" to "very effective" in fostering personal growth in areas such as:
  + Empathy for the poor and oppressed
  + Concern about social justice
  + Respect for religious traditions (own and others)
  + Enthusiasm for learning
  + Self-confidence and self-knowledge
  + Insight into the troubles of others
  + Ability to live my faith in daily life

**2. EDUCATIONAL EFFECTIVENESS**

**2.1 Program Outcomes**

Students in Emmanuel College programs demonstrated proficiency in key subject areas in each Basic Degree program. Data from the 2023-24 Academic Program Evaluation Reports (APERs) entailed direct evaluation of MDiv & MPS program learning outcomes through student portfolios (e.g., integration papers, theses, and other student artifacts). Data from the MSMus & MTS is from 21-22 due to a limited number of graduates in 2023 & 2024.

Key: 3 = Superior, **2 = Proficient**, 1 = Inadequate

Student responses to the 2024 Emmanuel College Basic Degree Survey demonstrate the **distinctive strengths** of each of the College’s academic programs.

**Master of Divinity (MDiv)**

* 100% of respondents emphasized strong knowledge in:
  + Christian scripture, history, ethics, and theology (systematic, constructive, contextual, and pastoral).
  + Intercultural contextual issues impacting ministry and leadership in diverse communities.
* 88% rated the program as “effective” or “very effective” in addressing these distinctive strengths.

**Master of Pastoral Studies (MPS)**

* Students from Buddhist, Christian, Muslim, and other traditions (including Certificate in Spiritual Care & Psychotherapy students) highlighted:
  + “Sustained reflection on spiritual and professional identity formation in intercultural and interfaith contexts, in relation to specialized practice.”
* 86% identified this as an area of particular effectiveness.

**Master of Sacred Music (MSMus)**

* 100% of respondents rated the program as “effective” or “very effective” in achieving its three core outcomes:
  + An informed musical sensibility in performance practice.
  + Basic knowledge of Christian scripture, history, and theology.
  + Competency in ministry skills, gifts, and arts for leadership in congregations and other settings.

**Master of Theological Studies (MTS)**

* 100% of respondents rated the program as “effective” or “very effective” in achieving its three core outcomes:
  + Substantial and relevant knowledge of scripture, history, ethics, and theology.
  + Comprehension of intercultural, interreligious, and contextual issues relevant to theological scholarship.
  + Skills and practices essential for theological scholarship.

**2.2 Other Markers of Educational Effectiveness**

Feedback from the 2023-24 Graduating Student Questionnaire (GSQ), administered by the Association of Theological Schools (ATS), is one significant means by which to judge the effectiveness of Emmanuel College programs. The GSQ shows that graduatesregard their learning at Emmanuel to be of a consistently high quality overall.

Across all programs, on average, graduates rated the Emmanuel curriculum as “effective” to “very effective” in teaching the following ministry skills (GSQ #15):

* ability to conduct worship/liturgy
* ability to interact effectively with those of religious traditions other than my own
* ability to work effectively within my own religious tradition
* ability to interact effectively with those from cultural and racial/ethnic contexts other than my own
* awareness and appreciation of the globalized context in which ministry is practiced
* ability to work effectively with all genders
* ability to relate social issues to faith
* ability in pastoral counseling
* ability to think theologically
* ability to integrate ecological concerns into theology and ministry

**3. PLACEMENT RATES**

**3.1 Placement Rates**

Emmanuel College’s placement rate has consistently outperformed other schools and is showing signs of recovery after being impacted by the pandemic. The placement rate represents the percentage of graduates securing vocational or professional placements within one year of graduation. \*

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|  | **Emmanuel College placement rate *(all programs)*** | Average placement rate of all other ATS schools *(all programs)* |
| 2023  2022  2021  2020  2019 | **83%**  **79%**  **72%**  **87%**  **93%** | 90%  91%  90%  74%  75% |

\* Definition and data from *Strategic Information Reports*, provided annually by ATS.