



American Baptist College

Institutional Effectiveness Report 2025-2026—Consumer Information

Mission Statement

The mission of American Baptist College, a Historically Black College with a liberal arts emphasis, is to educate, graduate, and prepare diverse students for Christian leadership, service, and social justice in the world.

Teaching Philosophy

The teaching philosophy at American Baptist College will help students develop a rigorous spirit of curiosity that connects theory to praxis, promotes community and inclusion as well as cultivates habits of life-long learning through continuous self-reflection and self-evaluation. To accomplish these aims we will teach our students to grow ethically and spiritually by expanding their vision to include the principles of social justice, equity, advocacy, and leadership in order to build their analytical and interpretative skills in both faith communities and the broader society.

Accreditation Statement

American Baptist College is accredited by the Association for Biblical Higher Education (ABHE) Commission on Accreditation (5850 T. G. Lee Blvd., Ste. 130, Orlando, FL 32822, 407.207.0808) to grant certificates and degrees at the Associate and Baccalaureate levels. ABHE is a nationally approved agency by the U.S. Department of Education and is a recognized agency of the Council on Higher Education Accreditation (CHEA), a private, nonprofit “umbrella organization” that coordinates accreditation activity of the voluntary accrediting agencies in the United States.

Institutional Assessment/Effectiveness Data

(Source: As reported to the Federal [Integrated Postsecondary Education Data System \(IPEDS\)](#)):

Enrollment Rates

Category	2024-2025	2023-2024	2022-2023
12 month unduplicated student head count	45	49	51
Traditional (18-24)	35%	31%	22%
Male	62%	61%	68%
Female	38%	39%	32%

American Baptist College
Consumer Information and Institutional Effectiveness Statement

Fall enrollment is a measure of student access to higher education at traditional institutions. Data are collected for all students enrolled in credit-bearing courses/programs which could potentially lead to awards ranging from postsecondary certificates of less than one year to doctoral degrees.

Graduation Rates

American Baptist College calculates and reports graduation rates as required by the Federal [Integrated Postsecondary Education Data System \(IPEDS\)](#). IPEDS graduation rates (GR) are reflective of full-time, first-time, degree-/certificate-seeking students who started and finished at the same institution.

2024-2025	2023-2024	2022 - 2023
3/10	4/22	4/25
33%	18%	16%

For Academic Year 2024-2025 graduates, rates reflect the 2018 cohort of entering first year undergraduate students (n=10) with 3 graduating.

For Academic Year 2023-2024 graduates, rates reflect the 2017 cohort of entering first year undergraduate students (n=22) with 4 graduating.

For Academic Year 2022-2023 graduates, rates reflect the 2016 cohort of entering first year undergraduate students (n=25), with 4 graduating.

Retention Rates

2024-2025	2023-2024	2022 - 2023
37/45	36/49	33/51
82%	73%	64%

The IPEDS retention rate for four-year institutions is designed to identify the percentage of first-time bachelor's degree-seeking students beginning in the Fall that are still enrolled for credit in that same institution the following Fall. Retention rates are calculated separately for full-time and part-time students. [IPEDS Retention Rates](#)

Transfer Credit Procedure

Transferring credits refers to the practice of applying credit hours earned at one educational institution toward the completion of an academic program at another institution. The Office of the Registrar will evaluate all college transcripts for transferable credit based on an American Baptist College degree plan in a declared or intended major in the first Semester of enrollment. Upon completion of this review, the student will be notified of transferable credit. Assessment of potential credit hours awarded is provisional until the student enrolls and presents Official transcripts from all Institutions previously attended. The transfer must equate to a similar course where the student earned at least a grade of "C". A Maximum of 30 credit hours may be transferred for an Associate of Arts degree, a maximum of 60 credit hours may be transferred for a Bachelor of Arts degree, depending on degree program. The College reserves the right to accept or deny any or all credits from another institution.

ABC accepts transfer credit from institutions accredited by an agency approved by the United States Department of Education. Credits from other institutions are subject to the College's Transfer Credit Procedure. Transfer decisions are applied consistently. Decisions are not made solely on the source of accreditation of a sending program or institution.

If ABC offers an equivalent course to one taken at another institution, the transfer credit may be substituted for the ABC course requirement. Lower division transfer credits will not satisfy upper division course requirements. Students may be required to submit documentation as to course content and duration of course prior to transfer credit being approved.

Undergraduate Students

- o American Baptist College requires undergraduate students to complete all courses required by their selected program. ABC may allow for substitution of up to 9 credit hours in the major at the time of admission. Any student receiving a bachelor's degree from American Baptist College must earn a minimum of 30 semester credit hours at this institution.
- o Transfer credit is only granted for courses in which a grade of "C" or better was earned. Courses not repeated at the same institution will be calculated in the overall GPA for admission. Transfer credit is not granted for developmental courses or for continuing education units.
- o International transcripts must be in English or be accompanied by an acceptable English translation. If you need translation services, contact World Education Services (WES) at <http://www.wes.org>.

Student Complaint Procedures for ABC Online Academic and Administrative Matters

Overview

American Baptist College has established a clear process for students to address academic and administrative concerns. These procedures help handle complaints in a fair and organized way, providing several opportunities for resolution.

Initial Steps for Addressing Complaints

Before escalating complaints to higher authorities within the College, students are expected to utilize and complete the College's established procedures for resolving concerns. This process ensures that all issues are addressed appropriately at the earliest and most relevant level, allowing staff and supervisors the opportunity to resolve matters internally before formal appeals are made. Following these procedures promotes fairness and efficiency in addressing administrative complaints.

Academic Complaint Procedure

To submit a complaint about an academic issue, a student should follow these steps:

1. Consult with the Course Instructor:
The student should first attempt to resolve the issue by discussing it directly with the instructor of the course in question. If an understanding or resolution cannot be reached, or if it is not feasible to consult the instructor, the student may proceed to the next step.
2. Consult with the Dean of Academic Services:
If the matter remains unresolved, the student should consult with the Dean of Academic Services. The Dean will engage both the student and the instructor involved to reach a mutually agreeable resolution. If no resolution is achieved, the student may move to the final step.
3. Appeal to the Vice President of Academic Affairs:
The student may submit a written appeal to the Vice President of Academic Affairs. This appeal should detail both the nature of the complaint and the outcomes of prior consultations with the instructor and the Dean.

The written appeal should be submitted to the Office of the Vice President of Academic Affairs, and an appointment may be scheduled for further consultation. The instructor involved will be notified of the appeal and provided with a copy of the student's written complaint.

Administrative Complaint Procedure

For complaints regarding administrative matters, students should follow these steps:

1. Consult with the Responsible Staff Member:
The student should first discuss the issue with the staff member who is responsible for the matter in question. If a resolution is not reached, the student may proceed to the next step.
2. Consult with the Supervisor:
If the issue remains unresolved, the student should consult with the supervisor of the office or unit. If a satisfactory resolution is still not achieved, the student may appeal further.
3. Appeal to the Administrative Department Director:
The student may submit a written appeal to the Administrative Department Director for the relevant office or unit. The appeal should include the complaint and details of previous consultations with the staff member and supervisor. The written appeal must be submitted to the Director of the Administrative Department, who may then arrange a consultation appointment.

Determination and Disposition of Complaints

The Vice President of Academic Affairs or the Administrative Department Director will respond to any written complaint within 10 days of its receipt. After reviewing the complaint, the Vice President or Director will consult with and notify the President about the determination and disposition of the matter. The student will receive the decision in written form.

Complaint Resolution for Online Students

Online students should follow the academic and administrative complaint procedures outlined above when filing a complaint with American Baptist College. Before taking complaints to the next level, they should initially be managed using the College's established procedures.

American Baptist College is a member of the National Council for State Authorization Reciprocity Agreements (NC-SARA) and adheres to the complaint resolution policies and procedures described in the SARA Policy Manual the [complaint resolution policies](#) and procedures outlined within the [SARA Policy Manual](#) and [summarized here](#). Concerns regarding distance education courses, activities, or operations should be reported to Dr. Febbie C. Dickerson, Vice President of Academic Affairs, at fdickerson@abcnash.edu for investigation and resolution.

Institutional Goals

The College's Institutional Goals align with the College's Mission Statement and College's SEAL vision. The College promotes SEAL as a theologically grounded vision for civic engagement and learning opportunities for students to

connect understandings of the justice of God to transformation of community social problems and quality of public life. It inextricably connects academics, Christian leadership, ministry and preaching to the core meaning of the justice of God in the world. Its goal is to teach individuals how to become advocates for justice in society through collaborative leadership and civic learning and social justice projects for the well-being of vulnerable communities. (Revised October 2022).

1. Academic and Scholarship: Excellence in Education

Maintain a high quality collegial, supportive, and educational environment to motivate and engage faculty, administration, staff, and students to achieve their personal and professional goals and the expected institutional outcomes.

2. Student Engagement and Success: Excellence in Christian and Ethical Leadership

Developing practices to support a student-centered and justice-oriented culture of Christian vocation rooted in leadership, service, and ethical living.

3. Institutional Advancement: Excellence in Data and Resource Management

Utilize best practices in resource management and allocation to support American Baptist College's commitment to sound stewardship. (Includes continuous institutional strategic planning)

4. Strategic Partnerships and Alliances: Excellence in Community Partnerships

Pursue alignments with business, industry, government, religious and civic organizations to create experiential education to facilitate a pathway to economic, social, and educational success for our students and the advancement of the College.

5. Institutional Sustainability: Excellence in Organizational Rightsizing and Leadership Responsibility

Incorporate sustainability into business model and institutional decisions by developing an institutional sustainability matrix to monitor and improve institutional performance, and leadership alignment for institutional effectiveness and success.

6. Cyberspace Infrastructure for Digital Humanities: Excellence in digital technologies for archives and disciplines of the humanities.

Prepare students to hone their content knowledge in particular fields of study and to use and design digital tools in areas of history, theology, philosophy, and English.

7. Justice Education: Excellence in Student Civic engagement

Develop an interdisciplinary program to weave applied scholarship, biblical liberation ethics and theology for student's civic engagement, leadership and Christian service.

Academic Assessment Indicators

American Baptist College offers five degree programs: General Studies (Associate), Bible and Theology (Bachelor), Behavioral Studies (Bachelor), Entrepreneurial Leadership Studies (Bachelor), and Music and Arts (Associate). The following tables depict both the mission and goals of each degree program.

General Studies Program

Academic Program Mission Statement	Goals
The General Studies program is the foundation for all American Baptist College degree programs and creates learning opportunities across liberal arts as well as natural and social science disciplines to encourage lifelong learning. Students will develop thinking, reasoning, and communication skills while discovering new ideas and expanding their views for Christian leadership and social justice.	1. Students will learn to analyze and interpret concepts, contexts, and theories across natural science, social science and the humanities.
	2. Students will learn to communicate discipline-specific information and concepts, analyze texts, and use credible sources to support a topic or argument orally or in writing.
	3. Introduce students to Black religious and Black critical thought.

Bible and Theology Program

Academic Program Mission Statement	Goals
The Bible and Theology degree program prepares students to build a solid biblical and theological framework through in-depth study and analysis of the biblical text and practical experiences for vocational or academic opportunities within or outside of the church.	1. Identify and apply biblical and theological concepts and reasoning to analyze historical, social and ecclesiastical issues.
	2. Synthesize and differentiate between historical and contemporary contexts when interpreting the Bible.
	3. Develop leadership praxis and fiscal responsibility with various audiences in ecclesial and community settings.

Human Services Program

Academic Program Mission Statement	Goals
The Bachelor of Arts in Human Services at American Baptist College prepares students for ethical, compassionate, and effective human services delivery to individuals, families, and communities. Rooted in Christian values and leadership, the program integrates social and psychological theories with applied learning to equip students to serve and help others with integrity and purpose. Our human services program emphasizes critical thinking.	1. Compare and contrast theoretical frameworks of human services utilizing evidence-based methods.
	2. Analyze and examine the influence of values, ethics, and culture on human behavior and service delivery.
	3. Demonstrate effective written, oral, and interpersonal communication skills appropriate to professional human services contexts.

Entrepreneurship Studies Program

Academic Program Mission Statement	Goals
The Entrepreneurship Studies degree program prepares students to be ethical and effective problem-solvers and value-creators in a world of churn and uncertainty by providing the opportunity to explore entrepreneurial leadership potential and to develop an entrepreneurial mindset within a Christian ministry framework.	1. Apply ethical leadership principles and values for community and business leadership.
	2. Strategic leadership training for solving problems collaboratively through critical thinking, creativity, and innovation to meet consumer and organizational needs.
	3. Provide biblical and theological foundation for all aspects of leadership independent of the setting in which it is exercised.

Music and Arts Program

Academic Program Mission Statement	Goals
The Music and Arts degree program prepares students to deepen their understanding of music theory, music history, music performance, and visual arts while developing Christian leadership skills through the required biblical, theological, and leadership development courses.	1. Learn music history and its cultural sources and fundamental music concepts and terms or introductory visual arts.
	2. Identify sub-genres of visual arts and characteristics of church music such as anthems, hymns, and gospel music.
	3. Utilize technology to support composition and performance and visual arts.

Academic Program Outcomes

Effective Academic Year 2024-2025, graduating seniors may elect to submit up to three indicators of academic achievement for their Senior Portfolio. These multi-modal indicators include:

- Standardized exam results (e.g. GRE, GMAT, LSAT, ASVAB)
- Admission to graduate school
- Publication in an edited journal, literary magazine, newspaper or news website
- Practicum or internship with an expert in the student's chosen field
- Participation in an undergraduate research project under faculty leadership with presentation as a poster or in a program or conference
- Leadership of a community-based project in a public setting, signed off on by a public official (judge, elected official, appointed government official, etc.)
- Presentation of research project online (created website, public webinar) or in an in-person public setting.

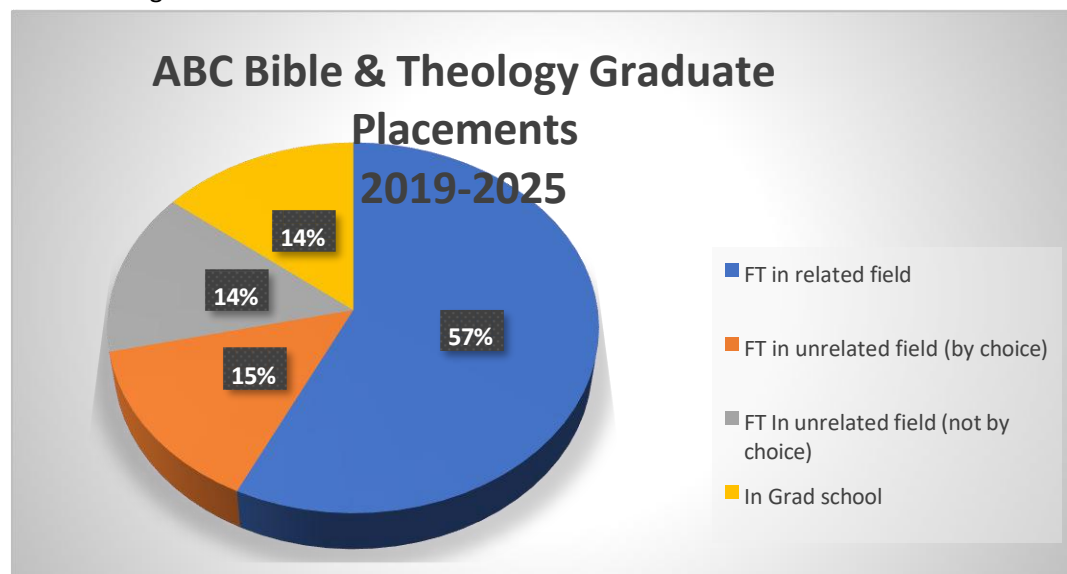
As of Fall 2025 the academic outcomes include the number of students

- who have applied or intend to apply to graduate school (8);
- published work (1);
- served as interns (2);
- engaged in significant public service (4).

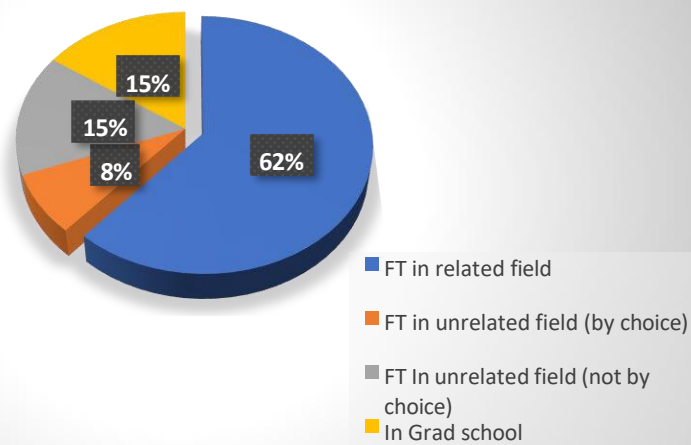
Employment and Placement Outcomes

American Baptist College does not track employment of all students because the school does not offer professional placement programs. However, beginning with the Academic Year 2023-2024, the College will begin offering students and recent graduates the opportunity to engage, track, and report post-graduation employment, graduate school enrollment, and accumulated hours of mission-driven community, congregational, and civic service hours.

Since August 2023, Alumni Affairs has surveyed students (n=92) who have graduated between 2019-2025 with the following results:



ABC Graduates Placements 2019-2025



In a parallel survey, ABC alumni who graduated more than five years ago report that over 75% graduated from the Bible and Theology programs, 80% were employed full-time within one year of graduation, and 40% were employed within their field of study. ABC alumni reported working within the following sectors:

ANSWER CHOICES	RESPONSES
Church	36.00%
Education	28.00%
Government	32.00%
Private Sector	16.00%
Self Employment	12.00%
I am currently not working	8.00%
Total Respondents: 25	

Further, ABC alumni report pursuing further studies and graduate degrees at the following institutions: Colgate

- Rochester Crozer Divinity School
- Cumberland University Fisk
- University
- Howard University
- Interdenominational Theological Center
- Lipscomb University
- Loyola Marymount University Morehouse
- School of Religion

Samford University
South Carolina State College
Southern Baptist Theological Seminary
Tennessee State University
Trevecca Nazarene University
University of Georgia
Vanderbilt University Divinity School Virginia
Union University
Wesley Theological Seminary