EDUCATION FOR COMMITTED LEADERSHIP: THE CORRELATION BETWEEN BIBLE COLLEGE INSTITUTIONAL CULTURE AND STUDENT COMMITMENT TO THE RELIGIOUS ORGANIZATION

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ABSTRACT

The purpose of this study is to confirm the belief that differences in the institutional culture of United Pentecostal Church International (UPCI) endorsed Bible colleges correlate with changes in the level of identification with the UPCI experienced by students who complete a program of study at these institutions. Because adherents of the UPCI who attend an endorsed Bible college are disproportionately represented in the denomination’s leadership, one cannot ignore the continuing role that Bible colleges play in educating future members of the UPCI leadership. The data for identification research for this modified longitudinal study was acquired from the student bodies of four UPCI endorsed Bible colleges, and the data for institutional culture research was acquired from the administrations and faculty of those same Bible colleges. Entering freshmen and graduating seniors of the participating Bible colleges were asked to complete the Denomination Identity Survey (DIS) designed to assess the level of identification they feel with Oneness Pentecostalism in general and the UPCI specifically. The institutional cultures of the colleges were assessed using a modified version of the Organizational Culture Assessment Instrument (OCAI). The results of this study support the hypothesis that the institutional culture of a Bible college does correlate to changes in students’ strength of identification with their denomination and one institutional culture can effect a more positive change in its students’ strength of identification with their denomination than another.