

Overview of the Process Used to Propose changes to the General Education Outcomes

In fall of 2022, the chair of the Think Civically Resource Group proposed changes to the General Education Learning Outcomes (GELOs); specifically rewording the Think Civically outcome and adding an Understand Diversity outcome. The Think Civically Resource Group first proposed changing the wording of the Think Civically outcome after the Winter 2020 assessment. The proposed wording was presented at the March 2021 GECAC meeting as part of the Think Civically assessment report. Since the second assessment cycle was not completed, no changes were made at that time but the wording of the GELOs was revisited at the end of the second assessment cycle. The wording for all six GELOs has remained unchanged since revisions were approved in 2016.

The Think Civically Resource Group chair along with one of the GECAC co-chairs constructed proposed outcomes as follows during the Fall 2022 semester:

Think Civically:

Current Outcome: Demonstrate an understanding of diverse societies, ranging from local to global, in order to engage effectively in civic life.

Proposed Outcome: Demonstrate a capacity to engage effectively in civic life in a diverse society.

Understand Diversity:

Current Outcome: None

Proposed Outcome: Demonstrate an understanding of how variables of diversity affect society at a personal, interpersonal, institutional, or global level.

These changes were intended to emphasize engagement of students in civic life for the Think Civically outcome, while adding a diversity outcome to better align our GELOs with the college mission, vision, and values. A diversity outcome existed prior to the 2016 revision from 38 outcomes to 6, so this is not new to Delta. Another goal of these changes was to help faculty find assignments that assessed Think Civically in their courses. Over the first two cycles of assessment, Think Civically has had one of the lowest return rates (51% and 58% respectively). The hope was that by rewording the Think Civically outcome, this rate of return would increase.

In November 2022, the Think Civically Resource Group chair and one of the GECAC co-chairs met with the college President and Vice President of Instruction and Learning Services (VPILS) and got their approval to make changes to the GELOs if faculty supported those changes.

The Think Civically Resource Group chair, GECAC past chair, GECAC chair, and two GECAC members presented the proposed changes to faculty during two break-out sessions at Winter Learning Days in January 2023. The GECAC chair and past chair then presented these proposed changes to the CIBE Academic and Unit Assessment Subcommittee as well as the CIBE Diversity and Equity Education Subcommittee. Finally, GECAC division reps presented these changes at all five February division meetings. There were discussions and suggestions made at the end of

each of these presentations that were considered. Plans were also in place to present at the CIBE college-wide committee meeting in February, but that meeting had to be canceled.

Concerns that were raised by faculty during these presentations and discussions include:

- 1) The potential for fewer classes to mark “M” for mastery on the gen ed audit for Think Civically.
- 2) The potential for some graduates to satisfy their degree requirements without taking a class in which Think Civically or Understand Diversity are mastered (holes in curriculum).
- 3) Additional workload to assess 7 outcomes instead of 6.
- 4) Process for approving these changes is unclear under the new shared governance structure.
- 5) The need to update entire curriculum map is unwanted.
- 6) There were several suggested wording changes for clarity.
- 7) Think Civically wording seems to imply students must “do” something civically rather than “demonstrate an understanding”. This may severely limit the courses in which Think Civically is assessed.

After considering suggestions made by faculty at these presentations, wording changes were proposed at the February GECAC meeting. The wording changes that were agreed upon at that meeting are as follows:

Think Civically: Demonstrate an understanding of effective engagement in civic life.

Understand Diversity: Demonstrate an understanding of how diversity affects society at a personal, interpersonal, institutional, or global level.

An electronic vote was taken following that GECAC meeting and passed in favor of moving forward with the changes to the wording. After further informal discussions, the Think Civically Resource Group chair decided to withdraw the request to change the outcomes with the approval of the GECAC chair and past chair due to the wording changes and other concerns raised by faculty. The GECAC committee members were updated at the March meeting.

Summary of process:

- Resource group chair proposed changes to the GELOs.
- Meeting with college President and VPILS in November 2022.
- Presentation made at Winter Learning Days in January 2023.
- Presentation made at CIBE Academic and Unit Assessment Subcommittee in January 2023.
- Presentation made at CIBE Diversity and Equity Education Subcommittee in January 2023.
- Presentation made at all five division meetings in February 2023.
- Attempted to present at CIBE college-wide meeting in February 2023.
- Changes made to proposal at GECAC February meeting based upon feedback.
- GECAC members vote to move forward with changes after February meeting.
- Continued discussions in informal settings and at March assessment leadership meeting.

- Resource group chair withdraws proposal to change GELOs with approval of GECAC chair and past chair in March 2023.
- Update provided to GECAC at March 2023 meeting.