GENERAL EDUCATION: SIZE AND PURPOSE

GENERAL EDUCATION COMMITTEE, SPRING 2017

SCOPE

For the 2016-2017 academic year, Faculty Senate charged the General Education committee to "Review the size and purpose of the Gen Ed Program in the context of assessment data mined and analyzed by Patrick Barlow and Natailie Solverson." This document describes the review performed by the General Education Committee in response to this charge.

ASSESSMENT DATA

COVERAGE OF OUTCOMES AND COURSE ENROLLMENT PATTERNS

In the spring of 2016, General Education sought data from IR related to the question of whether the General Education program was actually achieving its purpose as enumerated by the student learning outcomes. One of the primary concerns was the possibility that students could take a pattern of courses that both satisfied the program requirements but also failed to expose them to some subset of the student learning outcomes.

General Education specifically requested the data related to courses that a particular student body *actually took* to complete their undergraduate degree. IR then gathered data on the group of students who a) enrolled as first-year students in the Fall of 2011 and b) who graduated with an undergraduate degree between July 1, 2014 and June 30, 2015. This group included 723 students. IR compiled data on all General Education courses actually taken by these students (numeric results available online¹) with a focus on answering the question of "what percent of these students took a course in which a GE SLO was *actually assessed*".

There are six GE SLOs, and the data suggests that the program is, in fact, exposing students to each of the six student learning outcomes. The IR data is summarized below

- 1) 65% of students took at least one class that assessed "Knowledge of Human Cultures and the Natural World"
- 2) 100% of students took at least one class that assessed "Creative and Critical Thinking"
- 3) 100% of students took at least one class that assessed "Aesthetic Perspectives and Meaning"
- 4) 99% of students took at least one class that assessed "Effective Communication"
- 5) 90% of students took at least one class that assessed "Interaction in Intercultural Contexts"
- 6) 99% of students took at least one class that assessed "Individual, Social, and Environmental Responsibility"

The committee notes that this data provides a narrow but quantifiable view of the SLO coverage provided by the program. It is highly likely that the actual exposure to GE SLOs is much higher than what this data suggests, since most courses cover multiple SLOs but are assessed a) only every 2 years and b) assess only a single SLO even if the course covers multiple SLOS.

¹ https://public.tableau.com/profile/graceengen#!/vizhome/UW-LGENERALEDUCATIONCLASSCREDITTABLES/EnrollmentinGeneralEducationCourses

INDICATORS THAT THE GENERAL EDUCATION PROGRAM IS ACHIEVING ITS STATED PURPOSE

GE uses course-embedded assessment to measure whether the program is meeting its stated purpose as defined by the six student learning outcomes (SLO). Each General Education course is required to assess at least one SLO every two years. Each of these course-embedded assessments requires that each student be assigned a task and that, using a rubric approved by GEAC, each student's performance is classified as one of the following: exemplary, proficient/more than satisfactory, competent/satisfactory, under-developed/less than satisfactory and unsatisfactory.

This course embedded assessment is one of the primary mechanisms, along with the NSSE and CLA instruments, for measuring the success of the program. In the 2015-2016 academic year, the UW-L Assurance Argument document included that fact that "from 2010 to 2015, 83 percent of student works assessed were rated competent or above" as a means of advancing the argument that the program is achieving its purpose. Note that while GE understands that this argument may have merit, it nonetheless cautions against drawing conclusions from aggregating the competence categories across assessments due to a) large variance in assessment tasks, b) large variance in rubrics and c) the lack of standardized definitions for the levels of competence themselves.

Additionally, the HLC Final Report of 5/16/2016 includes the following observation: "In summary, UWL meets all the requirements of this core component and in many areas, UWL excels in providing needed services and required facilities to assure a good learning experience for its students."

SURVEY OF PERCEPTIONS RELATED TO THE GENERAL EDUCATION PROGRAM

In the spring of 2017, GE distributed a survey to all faculty and IAS as well as college advisors. The survey focused directly on perceptions related to the size and scope of the GE program. The survey data are summarized below and the raw survey data is publicly available at https://ql.tc/lK07vw.

DEMOGRAPHICS

The survey was distributed via email to 599 individuals. A total of 207 individuals completed the survey for a response rate of 35%. The following tables give demographic distributions of respondents.

Classification	Count	Percent
Faculty	164	79%
IAS	36	17%
Non-Instructional AS	6	3%
Administration	1	0%

Table 1: Demographic breakdown by employment classification

Years	Count	Percent
None/NA	5	2.5%
First year	4	2%
2-5 years	40	19%
6-10 years	48	23%

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11-15 years	35	17%
16-20 years	35	17%
More than 20 years	40	19%

Table 2: Demographics breakdown by years of college-level teaching experience

Years	Count	Percent
Never	53	26%
Infrequently: About every 6 th semester	21	10%
Occasionally: About very other semester	21	10%
Regularly: About every semester	112	54%

Table 3: Demographics breakdown by the frequency of teaching courses in GE

Level of Knowledge	Count	Percent
Not at all knowledgeable	6	3%
Slightly knowledgeable	24	12%
Moderately knowledgeable	75	36%
Very knowledgeable	67	32%
Extremely knowledgeable	35	17%

Table 4: Demographic breakdown by self-reported levels of knowledge of the GE program

PERCEPTIONS OF THE GENERAL EDUCATION PROGRAM

Table 5 shows the responses to the question: 'Do you agree with the stated purpose of the UW-L General Education program that "The primary purpose of general education is to cultivate knowledge, skills, and dispositions essential for independent learning and thinking"?'

Level of agreement with purpose	Count	Percent
Strongly disagree	20	10%
Somewhat disagree	11	5%
Neither agree not disagree	8	4%
Somewhat agree	69	34%
Strongly agree	97	47%

Table 5: Level of agreement with the stated purpose of the GE program

Table 6 shows the responses to the question: 'Do you agree that the current structure (categories, student learning outcomes, and goals) of the UW-L General Education program achieves this purpose?'

Level of agreement with program structure	Count	Percent
Strongly disagree	15	7%
Somewhat disagree	44	21%
Neither agree not disagree	43	21%
Somewhat agree	76	37%
Strongly agree	27	13%

Table 6: Level of agreement with program structure

Table 7 shows the responses to the question: 'The stated purpose of the General Education program is "to cultivate knowledge, skills, and dispositions essential for independent learning and thinking". The UW-L General Education program requires 48 credits. In your opinion, is this credit load sufficient to achieve the stated purpose of the General Education program?'

Credit load	Count	Percent
The credit load is far too large	44	22%
The credit load is somewhat too large	60	30%
The credit load is neither too large nor too small	78	39%
The credit load is somewhat too small	11	6%
The credit load is far too small	0	0%
No opinion	7	4%

Table 7: Perceptions of the credit-load of the GE program

Reponses to this question showed variance by college as illustrated in Figure 1.

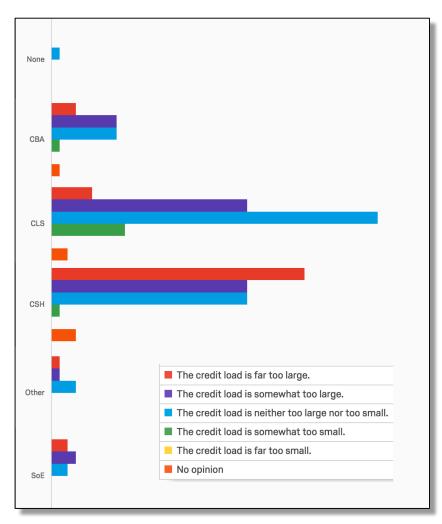


Figure 1: Response to credit load by college affiliation

Table 8 shows the responses to the question: 'The stated purpose of the General Education program is "to cultivate knowledge, skills, and dispositions essential for independent learning and thinking". The UW-L General Education program includes approximately 165 courses distributed over 10 categories (including an elective category). In your opinion, does the General Education program include a sufficient number of courses to achieve the stated purpose?'

Number of courses	Count	Percent
The program includes far too many courses	28	14%
The program includes somewhat too many courses	41	20%
The program includes neither too few nor too many courses	95	47%
The program includes somewhat too few courses	11	5%
The program includes far too few courses	6	3%
No opinion	21	10%

Table 8: Perceptions of the number of courses in the GE program

Table 9 shows the responses to the question: 'The UW-L General Education program includes approximately 165 courses distributed over 10 categories (this includes an elective category). The UW-L General Education program has arranged courses into the following 10 categories: literacy (6 credits plus 2 writing emphasis courses OR writing in the major) mathematics/logical systems and modern languages (7 credits) minority cultures or multiracial women's studies (3 credits) international and multicultural studies (6 credits) science (4 credits) self and society (3 credits) humanistic studies (3 credits) arts (4 credits (i.e. 2 courses from 2 different departments)) health and physical well-being (3 credits) electives (9 credits) In your opinion, is the credit load associated with each category sufficient to achieve the stated purpose of the General Education program?'

	Fa too s		Somewhat Neither too small too small small nor too large		too small too too large large small nor		too too large all nor					
Category	%	#	%	#	%	#	%	#	%	#	%	#
literacy	3%	5	16%	31	66%	127	9%	17	2%	3	4%	8
math/logical systems and modern languages	2%	4	10%	20	61%	117	19%	36	4%	7	4%	7
minority cultures or multiracial women's studies	6%	12	14%	27	60%	115	9%	18	5%	9	5%	10
international and multicultural studies	3%	5	8%	16	49%	93	26%	49	10%	19	5%	9
science	3%	6	17%	32	69%	131	6%	11	1%	2	5%	9
self and society	4%	8	12%	23	65%	125	7%	14	4%	8	7%	13
humanistic studies	4%	8	12%	23	63%	120	11%	21	4%	7	6%	12
arts	2%	4	7%	13	49%	94	32%	61	6%	11	4%	8
health and physical well-being	2%	3	5%	10	59%	112	18%	34	12%	23	5%	9
electives	2%	3	5%	10	40%	77	19%	36	27%	52	7%	13

Table 9: Perceptions of the credit-load requirements for each GE category

OPEN-ENDED QUESTIONS

While the full text of every response to the open-ended questions is publicly available at https://ql.tc/IK07vw, this report does not list every response but rather attempts to find meaningful commonalities within these responses. The committee cautions that this analysis is not a sufficient ground for formulating policy, but rather understands that these data are best used as a starting point for future deliberations related to changes to the General Education program.

The survey included 5 open-ended questions. The General Education Committee broke into three ad-hoc subgroups each of which was assigned either one or two questions to analyze. Each of these subcommittees was instructed to list every them that any single response identified and then to code each response according to which theme (or themes) that response mentioned. Please note that using this technique means that a single response might be counted in multiple themes.

Question 9: 'Please share any comments that you have about the stated purpose of the General Education program'. Given the wide array of comments on this question, the General Education Committee struggled to find commonalities among the wide variety of responses.

Question 11: 'Please share any comments related to the number of required credits in the General Education program.' A total of 75 of the 207 overall respondents of the 207 survey respondents replied to this question. The analysis is shown in Table 10 where the responses are broken down by the answer given to Question 7 which is related to the credit-load of the program.

Reason	Far too large	Somewhat too large	Neither too large nor too small	Somewhat too small	Far too small	Total
Too much of overall education, allow for other choice in major	11	9	1			21
More than peer institutions	8	2				10
Perfect balance			9			9
Quality rather than quantity		1	5			6
Streamline redundancy	2	2				4
GE program makes university stronger				3		3
Major programs reinforce skills creating redundancy	1	1				2
Lack of inquiry based learning		1	1			2
Should be determined by program goals and assessment data		1	1			2
Imbalance of category requirements		1	1			2
Political concerns		2				2
Make student centered rather than faculty centered, department turf wars	2					2
Too prescribed and no freedom		1				1
Delete elective credits	1					1
Students dislike GE	1					1
Restricts major and program development	1					1
Broad experience for students			1			1

Should be more		1		1
Overlap with college core		1		1

Table 11: Analysis of opened ended question related to credit load

Question 11 Commentary: The following patterns emerged in the open-ended responses for this item:

- Concern about the impact the GE program has on majors
- Concern that the program is larger than comparable institutions
- Assertion that the program is perfectly balanced in terms of credit load

Further inquiry into these patterns is needed to determine the extent to which they represent faculty and staff perceptions across campus.

Question 13: 'Please share any comments that you have related to the number of courses in the General Education program.' A total of 65 of the 207 overall survey respondents replied to this question. The analysis is shown in Table 12 where the responses are broken down by the answer given to Question 12 which is related to the number of courses included in the General Education program.

Reason	Far too many	Somewhat too many	Neither too many nor too few	Somewhat too few	Far too few	No opinion	Total
Students need many choices			8	1			9
Just right			7			2	9
Some categories have limited choices		3	4		1		8
Courses are designed to fit categories not best for students	4	1					5
Courses do not meet goals of independent learning and thinking	1		3				4
No shared experience for students	1	2					3
Courses do not meet category SLOs	1		1			1	3
Too diverse of classes in each category	1				1		2
Add course sequences		1			1		2
Look at course enrollment history to assess			2				2
Too many choices to be effective	1	1					2
Courses with prerequisites should not be in GE		2					2
Too many "fluff" courses	1						1
Restricting course to single category is problematic						1	1
Too hard to ensure quality of program		1					1
Too many choices for student to see idea of GE	1						1
Some categories are redundant	1						1
More courses would help meet the goals of GE				1			1
Not enough sections offered for students			1				1

The illusion of choiceit seems that	1	1		2
students have choice but in reality they				
do not				

Table 12: Perceptions of the number of courses in the General Education program

Question 13 Commentary: The following patterns emerged in the open-ended responses for this item:

- Concern about student's ability to make choices within the program (flexibility)
- Assertion that the number of courses in the program is just right
- Concern about whether the categories are aligned with the purpose of the program

Further inquiry into these patterns is needed to determine the extent to which they represent faculty and staff perceptions across campus.

Question 15: Please share any comments related to the number and structure of the categories. A total of 75 of the 207 overall survey respondents replied to this question. The analysis is shown in Table 13 where the responses are broken down by college affiliation.

Theme	СВА	CLS	CSH	Other	Total
Combine categories		5	11		16
Increase number of courses in specific areas	4	7	5		16
Eliminate/reduce elective category	2	3	7	1	13
Current structure is good as is		9	2		11
Math and language shouldn't be in same category		3	6		9
Decrease categories/credits	1	2	3		6
Eliminate health related courses	2	1	3		6
Allow students more choice within categories		1	4		5
Equalize category requirements		4			4
Unsure of purposes of elective category		3			3
Other/Need more information		1	2		3
Keep elective category		1	1		2
Organize by SLOs		2			2
Courses in major shouldn't be part for GE program		2			2
Some courses/categories too specific			1		1
GE should provide only basic skills	1				1
Philosophy/logic should be required		1			1
Wording should be changed		1			1
classes don't address stated goals		1			1
Unsure of how courses added to GE program		1			1

Table 13: Perceptions related to category structure

Question 15 Commentary: The following patterns emerged in the open-ended responses for this item:

- Suggestions that the number of categories be reduced and/or simplified with specific concern related to the electives, math/logical systems and languages, and the health-related courses and category.
- Concern about the per-category credit requirements.

Further inquiry into these patterns is needed to determine the extent to which they represent faculty and staff perceptions across campus.

Question 16: 'Do you have any other comments related to the size, structure, or purpose of the General Education program?' A total of 56 of the 207 overall survey respondents replied to this question. The analysis is shown in Table 14 where the responses are broken down by college affiliation. Note that the counts in this table are an average of three independent reviewers.

Response	СВА	CLS	SAH	Total
States that the program needs to be updated/changed	3.3	4.7	8.3	16.3
States that the program credit load is too large	1.3	0.3	7.3	9.0
States that the program must not be changed	0.3	6.0	0.0	6.3
States that there are too many classes in the program	1.3	0.3	3.0	4.7
States that changes should be made based on data	0.0	3.3	1.0	4.3
Suggests consolidating/simplifying categories	0.3	0.7	3.3	4.3
Expresses an interest in students opinions about the program	0.3	0.0	2.7	3.0
Expresses a concern related to insufficient resources to support the program	1.0	1.7	0.0	2.7
States that the program should increase its interdisciplinary focus	0.3	2.3	0.0	2.7
Prefers that the program focus on skills/practical	2.7	0.0	0.0	2.7
States that concerns of quality are more important that concerns related to quantity of classes or credits	0.0	1.3	1.3	2.7
Expresses a concern related to how politics shape/affect the program	0.3	1.3	0.7	2.3
States that the purpose should include increasing awareness of diversity	1.0	1.0	0.0	2.0
States that any changes should focus on the mission and ensure alignment with program structure	0.0	1.7	0.3	2.0
Is concerned that students have a low view of the program	1.0	0.0	0.7	1.7
States that the program has a good category structure	0.7	0.3	0.7	1.7
Questions whether the Health Ed courses should be included in the program	1.0	0.7	0.0	1.7
States that the program should not move to a skills/practical focus	0.3	1.3	0.0	1.7
States that the program should emphasize critical thinking and intellectual discernment	0.0	1.0	0.3	1.3
States that a more robust campus-wide discussion is required before any changes are made	0.0	1.3	0.0	1.3
Expresses concern that changing the program will affect tenure lines	0.0	1.3	0.0	1.3
Expresses concern about the Math/Language (GE2) category	0.0	1.0	0.0	1.0
Expresses an interest in team-taught big-idea courses	0.0	1.0	0.0	1.0
States that the program should include courses having similar credit loads	0.0	1.0	0.0	1.0
Expresses a concern about layering college-level requirements on top of the program	0.0	1.0	0.0	1.0
States that faculty fail to adequately communicate the importance of the program	0.0	1.0	0.0	1.0
Expresses concern about how the program affects EDS students	0.0	1.0	0.0	1.0

Expresses a preferences that one class be allowed to satisfy multiple program outcomes	0.0	0.0	1.0	1.0
Suggests bringing in outside consultants	0.0	0.0	1.0	1.0
States that elective credits from transfers should be increased	0.0	0.0	1.0	1.0
States that all faculty should teach GE courses	0.0	1.0	0.0	1.0
Expresses a preference for a common UWS program	0.0	0.0	0.7	0.7

Table 14: Any other comments

Question 16 Commentary: The following patterns emerged in the open-ended responses for this item:

- There may be support for changing the program (although the broader survey data indicates that the direction in which those changes should be made are often oppositional).
- A significant number of those who replied to this question indicate that the program should not be changed.

Further inquiry into these patterns is needed to determine the extent to which they represent faculty and staff perceptions across campus.

SIZE OF THE GENERAL EDUCATION PROGRAM AT COMPARABLE INSTITUTIONS

The General Education Committee gathered data related to the size of the General Education programs of all University of Wisconsin System schools (including UW Madison and the UW Colleges). This data is shown in Table 15.

School	Credits		Categories	Courses
	Min	Max		
UW Colleges	35	44	6	756
Eau Claire	39	45	5	428
Green Bay	37	37	7	271
La Crosse	48	48	9	165
Madison	22	30	6	228
Milwaukee	24	36	5	680
Oshkosh	41	41	7	?
Parkside	36	36	5	130
Platteville	33	54	11	512
River Falls	38	38	5	142
Stevens Point	31	52	9	311
Stout	40	46	9	188
Superior	42	48	6	288
Whitewater	36	49	6	89

min	22.0	30.0	5.0	89.0
average	35.9	43.1	6.9	321.0
max	48.0	54.0	11.0	756.0

Table 15: Comparison of the size of the general education program with respect to UW System schools.

Tables 16 through 20 show the same data as Table 15 but broken down by specific quantities.

Minimum Credits Required					
School	Credits				
Madison	22				
Milwaukee	24				
Stevens Point	31				
Platteville	33				
Colleges	35				
Parkside	36				
Whitewater	36				
Green Bay	37				
River Falls	38				
Eau Claire	39				
Stout	40				
Oshkosh	41				
Superior	42				
La Crosse	48				

Table 16: Comparison by minimum number of required GE credits

Maximum Credits Required					
School	Credits				
Madison	30				
Milwaukee	36				
Parkside	36				
Green Bay	37				
River Falls	38				
Oshkosh	41				
Colleges	44				
Eau Claire	45				
Stout	46				
La Crosse	48				
Superior	48				
Whitewater	49				
Stevens Point	52				
Platteville	54				

Table 17: Comparison by maximum number of required GE credits

"Average" Credits Required					
School	Credits				
Madison	26.0				
Milwaukee	30.0				
Parkside	36.0				
Green Bay	37.0				
Stevens Point	37.0				
River Falls	38.0				
Colleges	39.5				
Oshkosh	41.0				

Eau Claire	42.0
Whitewater	42.5
Stout	43.0
Platteville	43.5
Superior	45.0
La Crosse	48.0

Table 18: Comparison by the midway point of the minimum and maximum required GE credits.

Number of Courses					
School	Courses				
Whitewater	89				
Parkside	130				
River Falls	142				
La Crosse	165				
Stout	188				
Madison	228				
Green Bay	271				
Superior	288				
Stevens Point	311				
Eau Claire	428				
Platteville	512				
Milwaukee	680				
Colleges	756				
Oshkosh	?				

Table 19: Comparison by the number of courses in the General Education program.

Categories				
School	Categories			
Eau Claire	5			
Milwaukee	5			
Parkside	5			
River Falls	5			
Colleges	6			
Madison	6			
Superior	6			
Whitewater	6			
Oshkosh	7			
Green Bay	7			
La Crosse	9			
Stevens Point	9			
Stout	9			
Platteville	11			

Table 20: Comparison by the number of categories in the General Education program.

The General Education Committee also gathered data related to the size of the General Education programs with respect to comparable institutions across the country. These institutions were culled from the UW-La Crosse performance peer and aspirant institutions³. This data is shown in Table 21.

Peer School	Cre	dits	Categories
	Min	Max	
La Crosse	48	48	9
Appalachian State	44	44	7
Montclair State	42	42	8
Rowan U	42	42	5
Salisbury U	36	48	5
State U of New York	36	48	4
SUNY Brockport	43	43	7
SUNY Cortland	30	30	12
U of Mary Washington	43	43	10
U of Minnesota Duluth	39	39	10
U of North Car Wilmington	42	42	11
U of Northern Iowa	45	45	6
UW Eau Claire	36	36	4
West Chester U of Penn	48	48	5
Winona State	40	40	10
College of Charleston	47	53	7
James Madison U	41	41	5
SUNY Geneseo	32	52	9
College of New Jersey	41	53	3
Truman State U	31	58	4
	ı	1	

min	30	30	3
max	48	58	12
average	40.3	44.75	7.05

³ https://www.uwlax.edu/institutional-research/peer-performance-aspirant-institutions/

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