

**Annual Report (2024 – 2025)**  
**General Education Improvement and Assessment Committee (GEIAC)**  
*Cora Neal, Chair*

**GEIAC members**

Cora Neal, Chair, QL Area Chair (COS)  
Paul Neiman, AI & SS Area Chair (SBS)  
Michelle Paustenbaugh, PS Area Chair (COS)  
Diego Batista, CA/HU Area Chair (A&H)  
Matt Gnagey (B&E)  
Matt Crook, LS Area Chair (COS)  
Melinda Russell-Stamp, SS Area Chair (SBS)  
Luke Fernandez (EAST) (sabbatical spring)  
Dylan Zwick (EAST) (spring proxy)  
Seokwoo Song (B&E)  
Stacie Wing-Gaia (ED)  
Connie Merrill (HP)  
Jamie Weeks (LIB fall)  
Angela Beatie (LIB spring)

**Others regularly invited**

Roy Kwon, Administration  
Leigh Shaw, Director of Gen Ed  
Mary Beth Willard, Faculty Senate Liaison  
Carrie Jeffrey, Ex Officio (UCC Chair)  
Cori Horne, Registrar  
Sari Byerly, Ex Officio (Student Success)  
Gail Niklason, OIE  
Courtnee Goodwin, OIE  
Mackey Lin, Student Representative  
Tylar Hall, Student Representative

**Accomplishments of the committee and objectives yet to be addressed**

**Charge 1.** Review the recommendations of the Shared Governance task force related to the GEIAC committee, in September, to prepare for a vote of the Faculty Senate on October 10th 2024 and share feedback with the Executive Committee to facilitate the vote.

GEIAC reviewed recommendations of the Shared Governance task force related to the GEIAC committee. The recommendations pertaining to GEIAC were minimal, with the exception that the language suggested changing the committee's acronym to GE, to which we disagreed.

**Charge 2.** Given the changes to the R470 and the Gen Ed re-alignment, GEIAC is charged with a) investigating the merits and drawbacks of adding a unique institutional requirement (up to three credits) as part of the general education requirements (a.k.a 27 or 30) and b) developing, as appropriate, positive proposals for a unique institutional requirement; and c) bringing the decision and/or proposal to Faculty Senate for approval. (September November)

GEIAC considered the pros and cons of adding a unique institutional requirement (Institutional Area, or IA) as part of the general education requirements at WSU. The considerations are included in the GEIAC presentations to FS in October and November. In December, FS voted to not include an IA as part of the gen ed requirements.

During the process of considering whether to require an IA, GEIAC considered five potentially viable proposals: Weber Ethics, Education Matters, Interdisciplinary Education, Sustainability, and Computing Literacy. GEIAC was working on creating a proposal incorporating positive aspects of the proposals received when the IA was voted down in December.

**Charge 3.** Revise Weber's Area Learning Outcomes to align with the R470-directed changes to USHE area learning outcomes.

A subset of GEIAC members (see list under Special Assignments below) were tasked with reaching out revise Area Learning Outcomes based on new USHE level outcomes specified in R470. Each individual sent emails to all chairs of departments that offer gen ed classes in the designated area, collected feedback as to whether the USHE area outcomes were acceptable as written or if modifications were recommended. EN added a learning outcome that focused on reading comprehension. LS relabeled the outcomes, providing names that were more indicative of the topics and made some minor wording changes. All other areas accepted the USHE area outcomes as written in R470.

**Charge 4.** GEIAC will analyze Area Learning Outcomes assessment data of Gen Ed and WSU courses and make recommendations for the improvement of said courses and/or assessments. The Office of Institutional Effectiveness will collect Gen Ed assessment data from Biennial reports submitted in November of each year and provide it to GEIAC, who will review it, give feedback to OIE for the report contributors, and provide a summary report to Faculty Senate sometime during the following academic year. (Ongoing)

The Committee reviewed Area Learning Outcome (ALO) assessment data from biennial reports provided by the Office of Institutional Effectiveness (OIE) for 46 general education courses. Feedback was provided to the OIE for department chairs/programs during Spring 2025, including recommendations to departments for the improvement of their assessment processes.

**Charge 5.** GEIAC will support the analysis of General Education Learning Outcomes assessment information from GE and WSU courses. The Office of Institutional Effectiveness will collect Gen Ed assessments from Signature Assignments in Canvas and provide them to the Director of Gen Ed, who will organize them for the Signature Assignment Assessment Workshop, give feedback to Gen Ed instructors, and post a summary report on the Gen Ed website. This report will also be embedded in GEIAC's ALO assessment report to the Faculty Senate during the following academic year. (Ongoing)

The Director of General Education and OIE organized the Signature Assignment Assessment Workshop that was performed by multiple volunteer faculty teams in January 2025. At the end of fall 2024, the OIE selected ~30 SAs from the spring and fall semesters of 2024 for assessment of student achievement on GELOs 2-4. In collaboration with the Director of General Education, OIE intentionally pulled 15 SAs from an on-campus course and a CE course for more direct comparisons of student performance. The Director of General Education applied rubrics derived from the operational definitions of the GELOs to each SA. The OIE then extracted from Canvas the SAs from ~10 students in each course. One of the five teams of three faculty reviewers coded each student on the rubric in January 2025. The full update on Signature Assignment assessment is currently underway and the Director of General Education will post it to the Gen Ed Assessment webpage upon completion during summer 2025. All faculty and their chairs who had their Signature

Assignment reviewed during this workshop received detailed and individualized feedback letters from the Director of General Education in March 2025.

**Charge 6.** GEIAC and University Curriculum Committee will review for approval, and make recommendations for the improvement of new WSU course proposals as well as courses seeking general education (GE) designation, including CC (Cultural Competence) designation, to be taught in the following catalog year. (Ongoing; moratorium until Fall 2025)

No WSU course proposals or requests for GE designation were received by GEIAC this AY due to the moratorium.

**Charge 7.** GEIAC will review and propose updates (as necessary) to the Gen Ed Program and related policies bearing on the fulfillment of Gen Ed requirements as related to student success, the integrity of the Gen Ed Program and other graduation requirements, and/or issues relating community, state, or accreditation needs. (Ongoing)

The Gen Ed Program requirements have been updated to comply with USHE policy R470. These changes were communicated to faculty senate in Fall 2024, and have been implemented for the 2026 catalog year (which begins Summer 2025).

**Charge 8.** GEIAC and the GE Director will investigate and implement ways to improve Gen Ed assessment in CE courses (work with the Executive Director of Dual Enrollment and Academic Director of High School Dual Enrollment, sponsoring departments, and other stakeholders) (Ongoing)

This charge was not actively tackled during the 2024-2025 AY.

**Charge 9.** Continue to take inventory of Gen Ed courses taught by adjuncts and develop a plan and schedule for assessing general education courses taught by adjunct instructors (Ongoing)

This charge was not actively tackled during the 2024-2025 AY.

### **Meetings & Attendance**

GEIAC met 13 times during the 2024-2025 AY. Each meeting was approximately 1.5 hours long, and all meetings were held over zoom. GEIAC member attendance was good with very few unexcused absences.

### **Special Assignments**

The GEIAC members that were tasked with supporting impacted department chairs in proposing area learning outcomes that complied with USHE policy R470 (see Charge 3) were:

AI - Matt Gnagey

EN - Leigh Shaw (not a GEIAC member)

QL – Cora Neal

CA - Stacie Wing-Gaia

HU - Diego Batista

LS - Matt Crook  
PS - Michelle Paustenbaugh  
SS - Paul Neiman

### **Suggestions regarding future directions**

One of the tasks that GEIAC will be tackling in the next two academic years is the reapproval of gen ed designations for ALL gen ed courses. This is caused by the revised USHE level gen ed area learning outcomes, along with the new WSU gen ed area learning outcomes adopted to be in compliance with the USHE policy R470. We will be reviewing courses in the core areas (AI, EN, and QL) during the 2025-2026 AY followed by the breadth areas (CA, HU, LS, PS, SS) during the 2026-2027 AY.

To facilitate the reapproval of all gen ed course designations, the size of GEIAC may need to be temporarily increased.

Outside of this need to temporarily expand GEIAC, it would facilitate succession plans and knowledge transfer if an assistant chair for GEIAC were designated.