



To: Dr. Sarah Harris & Dr. Jennifer Vega La Serna, Co-Chairs Outcomes & Assessment Committee  
From: Dr. Mehmet “Dali” Ozturk, Dean, Research, Planning and Institutional Effectiveness

Date: April 25, 2022  
Subject: Institutional Learning Outcomes Feedback Survey Report

District-wide feedback is valued and it is integral to our improvement efforts at the College of the Sequoias (COS). During Spring 2022, COS full-time and adjunct faculty were invited to participate in the *Institutional Learning Outcomes Feedback Survey* of which 45 participated between April 4, 2022 and April 22, 2022. This survey provided faculty members an opportunity to provide feedback on the Outcome and Assessment Committee's newly proposed General Education Learning Outcomes (GELOs) and Institutional Learning Outcomes (ILOs). The feedback received from faculty is valuable for the continuous improvement efforts at COS.

Attached for your review and use, is the Institutional Learning Outcomes Feedback Survey Report with comments.

The survey report only provides results in the aggregate so that the privacy of the respondent is protected. Disclosure of the personally identifiable information to unauthorized parties violates the Family Education Rights & Privacy Act ([FERPA](#)). **It is expected that employees/administrators exercise the privilege of using such data/information with care and integrity, and protect the confidentiality and privacy of individuals.** Please use this information only for its intended purpose and handle it in a professional and careful manner as required by the District's General Ethical Standards ([COS AP 3050](#)). If the survey results and comments indicate that there may be a personnel issue that requires attention, **please contact your immediate supervisor** and Human Resources (HR), as appropriate.

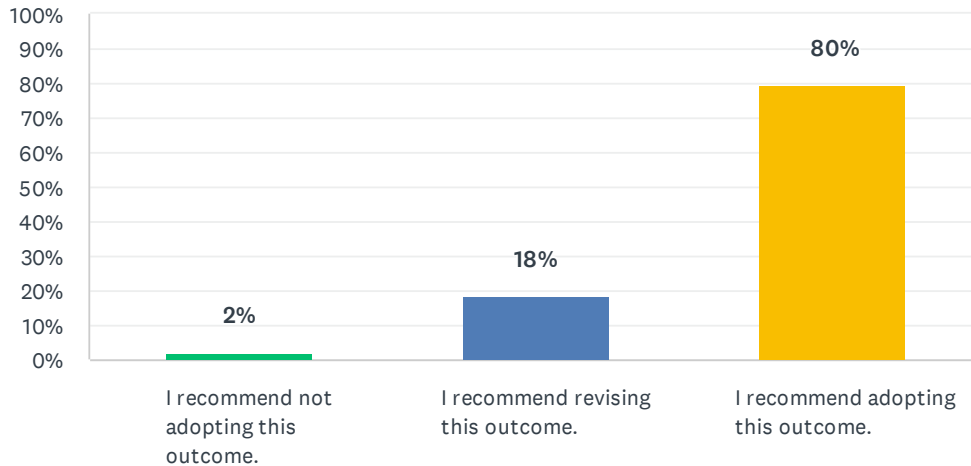
The Office of Research, Planning and Institutional Effectiveness is happy to provide assistance with interpretations of the survey results, if needed. For additional survey data and analysis, please submit a Data/Research Request Form: <http://www.cos.edu/About/Research/Pages/Data-Request-Form.aspx>

Sincerely,

Dr. Mehmet “Dali” Ozturk  
Dean, Research, Planning and Institutional Effectiveness

**Q1 ILO 1/GE Area A1: Written Communication: Students will be able to express ideas clearly in writing and intentionally engage with the audiences, genres, analysis and purposes of written expression across multiple expressive modes and formulations.**

Answered: 44 Skipped: 1



ANSWER CHOICES	RESPONSES	
I recommend not adopting this outcome.	2%	1
I recommend revising this outcome.	18%	8
I recommend adopting this outcome.	80%	35
<b>TOTAL</b>		<b>44</b>

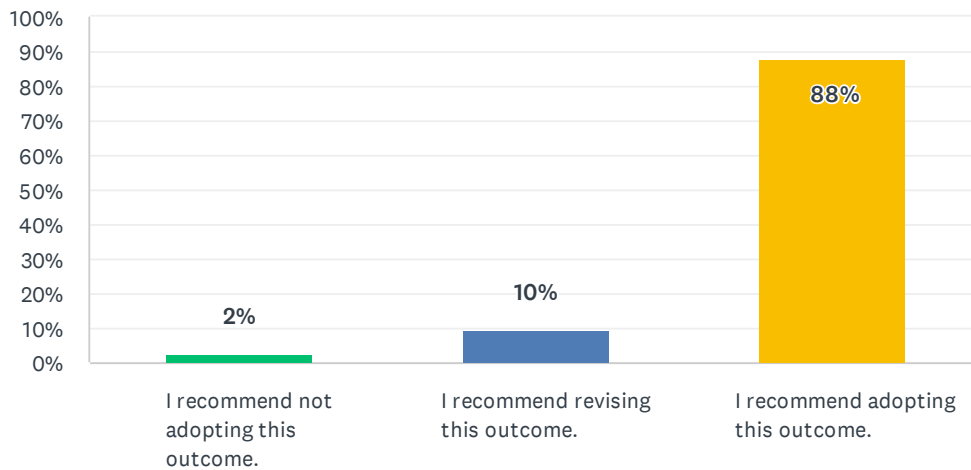
**Q2 Please provide any feedback or suggestions for revising ILO 1/GE Area A1: Written Communication: Students will be able to express ideas clearly in writing and intentionally engage with the audiences, genres, analysis and purposes of written expression across multiple expressive modes and formulations.**

Answered: 5 Skipped: 40

#	RESPONSES	DATE
1	Where is the mention of diverse perspectives? DEI needs to be included in area A1	4/22/2022 11:41 AM
2	It is a bit convoluted and unclear. Breaking out the items in the list, what is "the analysis of written expression"? The other rhetorical elements make sense, but this is unclear. It sounds like an attempt to turn a verb/action (we want students to analyze) into a noun for parallel structure of the list, but it seems less clear to me. Also, how are "modes" and "formulations" different? Do we need both? Isn't a mode of writing a formulation?	4/19/2022 9:23 AM
3	Should have the plural for analysis: "analyses".	4/6/2022 11:39 AM
4	Students will be able to express ideas clearly in written form by intentionally engaging with the audience about genres, analysis, and purposes of written expression across multiple expressive modes and formulations.	4/5/2022 9:15 AM
5	Precision (esp. in a statement about teaching clarity!): what do we mean by "multiple expressive modes and formulations"? Do we simply mean "genres"? How about "Students will be able to write effectively and cogently in a variety of situations, including academic and civic contexts"?	4/4/2022 3:15 PM

**Q3 ILO 2/GE Area A2: Oral Communication/ Analytical Thinking: Students will demonstrate the ability to solve problems using analysis of data, interpretation and critical thinking by applying qualitative and quantitative reasoning skills and be able to express the results to others in a variety of formats.**

Answered: 42 Skipped: 3



ANSWER CHOICES	RESPONSES	
I recommend not adopting this outcome.	2%	1
I recommend revising this outcome.	10%	4
I recommend adopting this outcome.	88%	37
<b>TOTAL</b>		<b>42</b>

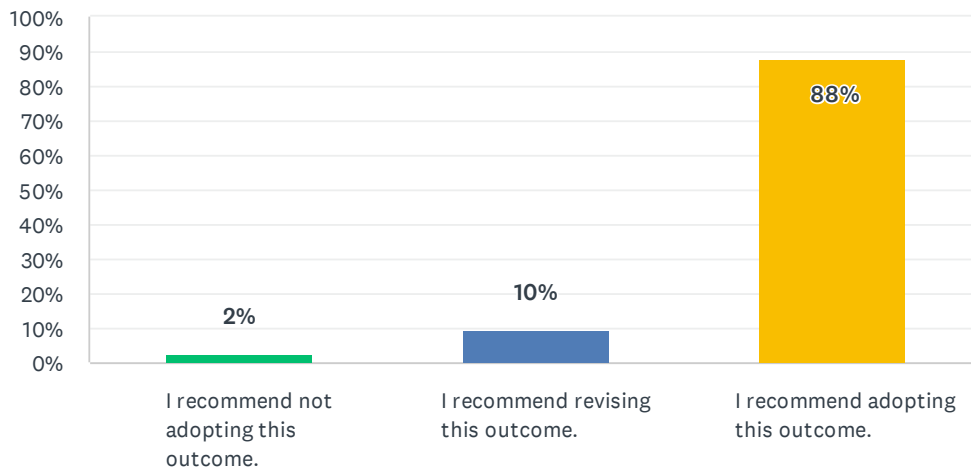
**Q4 Please provide any feedback or suggestions for revising ILO 2/GE Area A2: Oral Communication/ Analytical Thinking: Students will demonstrate the ability to solve problems using analysis of data, interpretation and critical thinking by applying qualitative and quantitative reasoning skills and be able to express the results to others in a variety of formats.**

Answered: 4 Skipped: 41

#	RESPONSES	DATE
1	Sounds good - a small suggestion. Instead of ending with "a variety of formats" change to "a variety of communication methods." Mathematical equations, speeches, research presentations, etc are all ways to communicate findings!	4/22/2022 9:15 AM
2	should the "variety of formats" be more specific?	4/6/2022 6:37 PM
3	Not sure how to fix this one. The skills being assessed and many and the product being produced is very diverse.	4/5/2022 9:19 AM
4	"Critical thinking" means everything and nothing, and do we really mean "interpretation" as a general process without reference to the object of interpretation? Precision of language: If we want students to be able to analyze and interpret data and to use both qualitative and quantitative reasoning, why not just say that?	4/4/2022 3:16 PM

**Q5 ILO 3/GE Area B: Natural Science: Students will demonstrate understanding of the physical universe, its lifeforms and natural phenomena and will apply basic scientific principles to their daily lives and evaluate problems according to the scientific method (questioning, research, hypothesis, observation, experimentation, results analysis).**

Answered: 42 Skipped: 3



ANSWER CHOICES	RESPONSES	
I recommend not adopting this outcome.	2%	1
I recommend revising this outcome.	10%	4
I recommend adopting this outcome.	88%	37
<b>TOTAL</b>		<b>42</b>

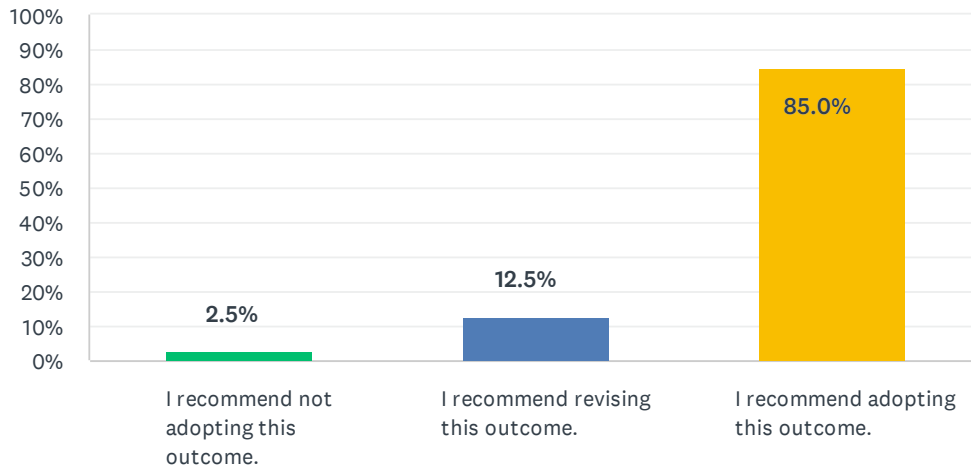
**Q6 Please provide any feedback or suggestions for revising ILO 3/GE Area B: Natural Science: Students will demonstrate understanding of the physical universe, its lifeforms and natural phenomena and will apply basic scientific principles to their daily lives and evaluate problems according to the scientific method (questioning, research, hypothesis, observation, experimentation, results analysis).**

Answered: 3 Skipped: 42

#	RESPONSES	DATE
1	"Apply scientific principles to daily lives" is too general and weak	4/19/2022 9:49 PM
2	Do we need to define the scientific method in the ILO/GELO? Also, the successive "ands" make the outcome more convoluted. Suggested revision: "Students will demonstrate understanding of the physical universe, its lifeforms, and natural phenomena, applying basic scientific principles to their daily lives and evaluating problems according to the scientific method. (Also I am definitely a proponent in the oxford comma in all the lists present here :D)	4/19/2022 9:28 AM
3	Including some sort of language around discerning credible sources and science from un-credible sources and misinformation.	4/19/2022 1:10 AM

**Q7 ILO 4/GE Area C: Humanities: Students will demonstrate awareness of the ways in which people, in a variety of times and cultures, respond to themselves and the world around them in artistic and cultural creation, and the ability to use critical and imaginative thinking to make informed value judgments about creative works and/or create works through diverse forms of expression.**

Answered: 40 Skipped: 5



ANSWER CHOICES	RESPONSES	
I recommend not adopting this outcome.	2.5%	1
I recommend revising this outcome.	12.5%	5
I recommend adopting this outcome.	85.0%	34
<b>TOTAL</b>		<b>40</b>



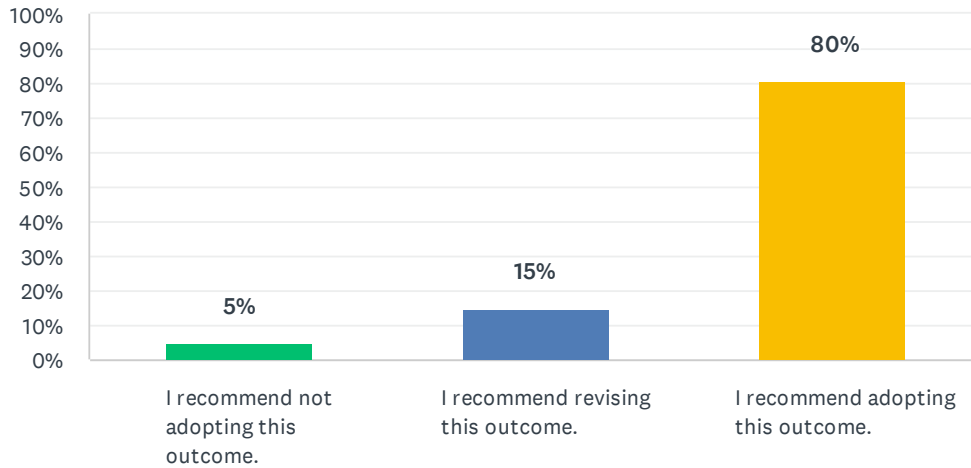
**Q8 Please provide any feedback or suggestions for revising ILO 4/GE Area C: Humanities: Students will demonstrate awareness of the ways in which people, in a variety of times and cultures, respond to themselves and the world around them in artistic and cultural creation, and the ability to use critical and imaginative thinking to make informed value judgments about creative works and/or create works through diverse forms of expression.**

Answered: 5 Skipped: 40

#	RESPONSES	DATE
1	Also seems a little convoluted, perhaps making assessment difficult. Suggested revision: "Students will demonstrate awareness of the ways in which people, in a variety of times and cultures, respond to themselves and the world around them through artistic and cultural creation, including the ability to make informed value judgments about creative works and/or create works through diverse forms of expression."	4/19/2022 9:34 AM
2	"Respond to themselves" is an odd phrase. As I think about it further, I can't even make out what it would mean for me to respond to myself. May I suggest instead: "...respond to each other and the world around them..."	4/6/2022 11:41 AM
3	Respond to themselves... what does that mean? Remove make informed value judgments... art is art and its worth whatever someone will pay for it.	4/5/2022 4:06 PM
4	As is, this sentence is very confusing. I am not sure as to what is trying to be measured and how. If the GELO is about looking at other cultures and trying to see the world through their eyes, then see the two options below: ILO/GELO 4 (C): Students will demonstrate awareness of the ways in which people, from a variety of times and cultures see the world around them in their artistic creations. This awareness will demonstrate the student's ability to use critical and imaginative thinking to make informed value judgments about creative works and/or create works through diverse forms of expression. ILO/GELO 4 (C): Students will demonstrate critical thinking skills by making informed value judgements based on objective studies about creative works, in diverse forms, from a variety people, times and cultures. (Notes – I love the idea of including imaginative thinking, but that is not something that is easily quantifiable and objectively measured)	4/5/2022 9:26 AM
5	This one tries to do a lot of things. Is this one about "demonstrating awareness," "us[ing] critical and imaginative thinking," and making "informed value judgments about creative works"? Or is it about CREATING such works? Or since it's and/or, are we essentially saying that painting well or working with a particular medium is the EQUIVALENT of learning how to make value judgments about the cultural and artistic practices of others in other times and places? I think the committee might not be sure what, exactly, they are wanting in this one outcome. Is it about awareness only, critical and evaluative judgments, or producing art? These hardly seem compatible in one outcome.	4/4/2022 3:20 PM

**Q9 ILO 5/GE Area D: Social/ Behavioral Sciences: Students engage in information gathering of diverse perspectives to facilitate a comprehensive exploration of issues and events and use ethical reasoning to formulate an opinion or conclusion.**

Answered: 41 Skipped: 4



ANSWER CHOICES	RESPONSES	
I recommend not adopting this outcome.	5%	2
I recommend revising this outcome.	15%	6
I recommend adopting this outcome.	80%	33
<b>TOTAL</b>		<b>41</b>

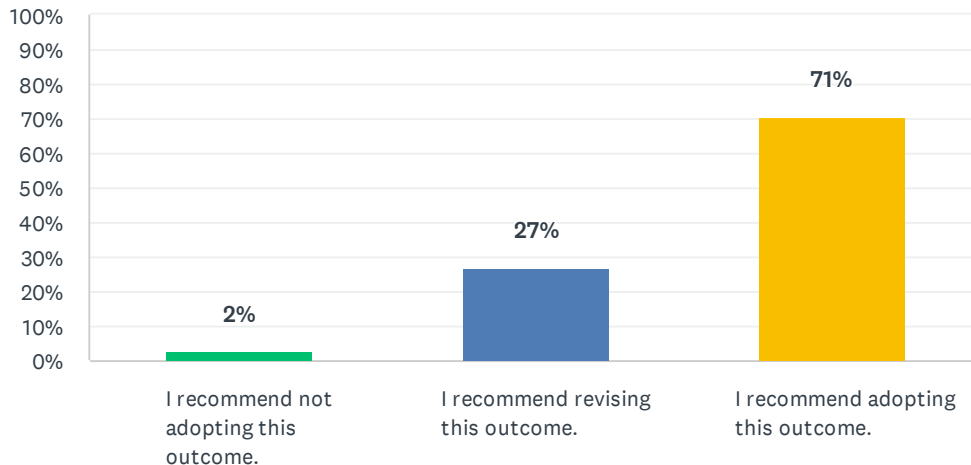
**Q10 Please provide any feedback or suggestions for revising ILO 5/GE Area D: Social/ Behavioral Sciences: Students engage in information gathering of diverse perspectives to facilitate a comprehensive exploration of issues and events and use ethical reasoning to formulate an opinion or conclusion.**

Answered: 5 Skipped: 40

#	RESPONSES	DATE
1	The string of prepositional phrases ("in _____", "of _____", etc.) and infinitives make this hard to decode, particularly the first half of the sentence. I am not exactly sure what would be assessed. Would it be "information gathering"? Could there be a more direct and clear way to say this? Maybe: "Students engage diverse perspectives to facilitate a comprehensive exploration of issues and events, using ethical reasoning to formulate an opinion or conclusion."	4/19/2022 9:41 AM
2	Feels much too vague in comparison to other ILOs.	4/19/2022 1:12 AM
3	"ethical reasoning" [to formulate an opinion or conclusion] doesn't reflect behavioral sciences well	4/18/2022 2:41 PM
4	Mere opinion is cheap and can be had *without* the hard work of information gathering and ethical reasoning. I suggest we replace "opinion" with "considered judgment". Or if you don't like that phrasing, let's at least make it an "informed opinion".	4/6/2022 11:42 AM
5	Precision. How is this different from the previous outcome dealing with "qualitative and quantitative reasoning"? What is different about this one? If we mean "students will be able to gather relevant information from a variety of sources in order to develop informed opinions and to draw reasonable conclusions," can we just say that?	4/4/2022 3:22 PM

**Q11 ILO 6/GE: Subject Requirements (Health and Wellness, Information Literacy, Lifelong Learning):** Students will demonstrate self-awareness by setting individual goals for personal, professional, and academic success, responsibly consuming information, and using technology for complex situations in a changing world, inclusive of their responsibility with respect for cultural diversity.

Answered: 41 Skipped: 4



ANSWER CHOICES	RESPONSES	
I recommend not adopting this outcome.	2%	1
I recommend revising this outcome.	27%	11
I recommend adopting this outcome.	71%	29
<b>TOTAL</b>		<b>41</b>

**Q12 Please provide any feedback or suggestions for revising ILO 6/GE: Subject Requirements (Health and Wellness, Information Literacy, Lifelong Learning): Students will demonstrate self-awareness by setting individual goals for personal, professional, and academic success, responsibly consuming information, and using technology for complex situations in a changing world, inclusive of their responsibility with respect for cultural diversity.**

Answered: 10 Skipped: 35

#	RESPONSES	DATE
1	With the number of skills addressed in the outcome and assessing them all may be impossible. Maybe listing measurable outcome(s) under each requirement might be best?	4/22/2022 4:02 PM
2	This outcome worded in a confused, conglomerate manner. When I first read it, I thought we wanted students to set goals for "personal, professional, and academic success", and to set goals for "responsibly consuming information", and so forth. Instead, I think the intent is that students set goals for a few things, consume information responsibly [move the adverb to the end of the phrase], and so forth. All of this is under the broad goal of self-awareness, which seems only tangentially related related to technology use and information consumption. The phrase at the end "inclusive of their responsibility with respect for cultural diversity" expresses an important aspiration, but in an unclear or confusing way. The diversity phrase at the end feels like an afterthought or addendum and not an important value, nor a value that needs to be taught. We should break this conglomerate outcome into several outcomes so that important learning outcomes like respect for cultural diversity (and its importance for ethical and critical thinking) can be emphasized better in our assessments.	4/21/2022 10:40 AM
3	I am not sure how to revise this. I did not want to select "Do not adopt" because I think the outcome is valuable, but as it is currently written it doesn't seem to address the subject requirements in the COS GE (physical education, health and wellness, and American institutions). Maybe it is trying to cover too much ground, both subject requirements and competency requirements? I'm sorry I can't be more helpful here. It just seems so broad as to be potentially problematic in assessment.	4/19/2022 9:46 AM
4	I'm not really clear what you mean by "inclusive of their responsibility with respect for cultural diversity", can you rephrase? This is modifying using technology?	4/6/2022 6:41 PM
5	First, I have a few questions: Will this GELO be affected if GE committee decides to go with the option c for the Ethnic Studies incorporation to the GE pattern and removes Health and Wellness competency? The outcome seems too complex and difficult to measure. How will the goals that student set be measured? The outcome sounds wordy, e.g. "using technology for complex situations in a changing world". Having both responsibly and responsibility may be redundant. Students are not only consumers, but also creators of information. They write essays and research papers, prepare and give speeches and presentations, etc. My suggestion for a shorter version (with the first par intact) is below. However, I feel that this is still too wordy and complex: "Students will demonstrate self-awareness by setting individual goals for personal, professional, and academic success, consuming and producing information legally and ethically with respect for cultural diversity." Lastly, I would encourage the committee to simplify this outcome and/or consider having more than one outcome that would be easier to measure.	4/6/2022 1:26 PM
6	"...inclusive of their responsibility with respect for cultural diversity," feels like it was tacked on in a perfunctory way.	4/6/2022 11:45 AM
7	Information literacy/lifelong learning should be an outcome on its own. Not sure why it is stuck in there with health and wellness. Responsibility consuming and contributing information to the	4/6/2022 8:27 AM

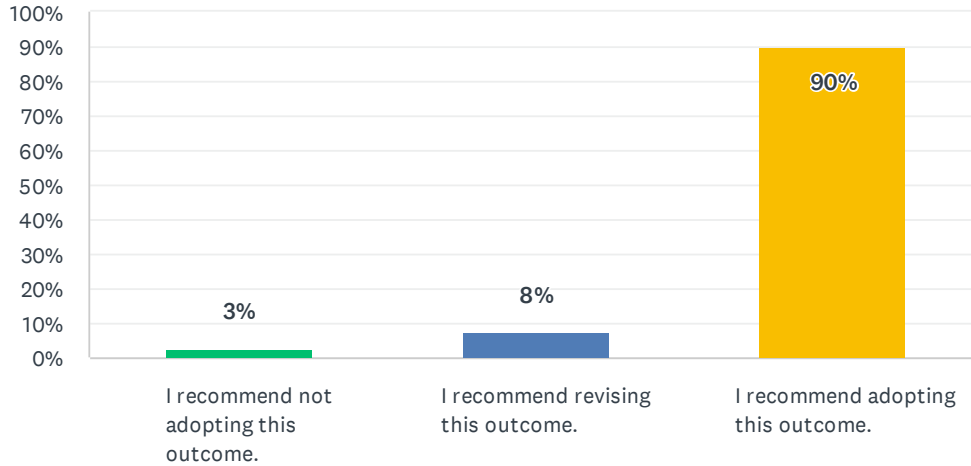
## Institutional Learning Outcomes Feedback Survey

world seems unrelated to the ability to set personal and professional goals. If both a library course and a PE course can fulfill this learning outcome...we need to rethink this one.

8	"Responsibly consuming information" doesn't go far enough in capturing the information literacy skills needed to be a successful student and citizen, which include being able to effectively and efficiently locate, evaluate, and utilize a variety of information sources for academic, professional, and personal pursuits.	4/5/2022 11:16 AM
9	This seems like a lot to assess, and the areas to be assessed don't seem totally connected (There seem t be five: (1) demonstrate self-awareness; 2) set individual goals for success 3) responsibly consume information 4) use technology 5) respect cultural diversity. Also, in wording this, it might be good to get right to the verbs: Students will set personal, professional, and academic goals; will responsibly consume information; will use technology to solve complex problems; and will demonstrate cultural humility.	4/4/2022 3:49 PM
10	Precision (but I repeat myself). What does much of this mean? Self awareness and goal setting seem fair enough. But if we are already saying students should learn reasoning and how to find information, why are we repeating "consuming information"? And what does "inclusive of their responsibility with respect for cultural diversity" mean even grammatically? If we mean "Students will demonstrate self-awareness and goal setting when it comes to their education and professional lives," let's just say that. If we mean, "Students will learn to use evolving technology as it relates to their professional and/or educational goals," then let's just say that. Of course, this last one is already covered in the next listed outcome!	4/4/2022 3:26 PM

**Q13 New ILO 7: Specialized Knowledge (preparation for transfer and career): Students will demonstrate preparation for transfer and/or careers through proficiency in the use of technology and specialized techniques appropriate to their discipline.**

Answered: 40 Skipped: 5



ANSWER CHOICES	RESPONSES	
I recommend not adopting this outcome.	3%	1
I recommend revising this outcome.	8%	3
I recommend adopting this outcome.	90%	36
<b>TOTAL</b>		<b>40</b>

**Q14 Please provide any feedback or suggestions for revising New ILO 7: Specialized Knowledge (preparation for transfer and career): Students will demonstrate preparation for transfer and/or careers through proficiency in the use of technology and specialized techniques appropriate to their discipline.**

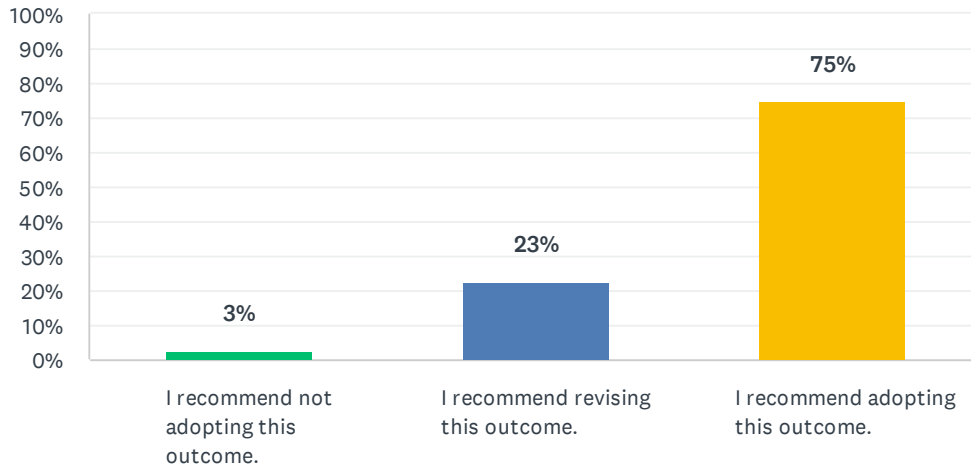
Answered: 3 Skipped: 42

#	RESPONSES	DATE
1	The language ("technology and techniques") seems to align more toward career goals. I wonder if adding the word "methodology" would signal students have gained skills for transfer (esp. in social sciences and humanities areas).	4/5/2022 8:58 AM
2	Students will demonstrate preparation for transfer and/or careers through proficiency in the use of technology and specialized techniques appropriate to their discipline. Just a wording suggestion: Students will demonstrate preparation for transfer and/or careers through proficient use of technology and specialized techniques appropriate to their discipline.	4/4/2022 3:50 PM
3	It seems like transfer and career prep may be met in additional ways that may not be included in the above statement as it appears to be only through technology and specialized techniques. Might it be broader than that? e.g. Students will demonstrate preparation to enter or advance in the workforce, support educational progression, and/or promote personal growth.	4/4/2022 3:09 PM



**Q15 New ILO 8: Diverse Perspectives and Global Learning: Students will demonstrate ethical and cultural awareness through appropriate and effective modes of social interaction and the ability to understand and interpret events and issues within a global perspective.**

Answered: 40 Skipped: 5



ANSWER CHOICES	RESPONSES	
I recommend not adopting this outcome.	3%	1
I recommend revising this outcome.	23%	9
I recommend adopting this outcome.	75%	30
<b>TOTAL</b>		<b>40</b>

**Q16 Please provide any feedback or suggestions for revising New ILO 8: Diverse Perspectives and Global Learning: Students will demonstrate ethical and cultural awareness through appropriate and effective modes of social interaction and the ability to understand and interpret events and issues within a global perspective.**

Answered: 9 Skipped: 36

#	RESPONSES	DATE
1	A more responsive term is cultural competence; not just awareness of other perspectives but being competent is key.	4/22/2022 11:44 AM
2	I like what this is getting at, but framing diversity only as "global perspectives" suggests that diversity is primarily tied to geography. This framework underappreciates more immediately relevant forms of diversity students experience in Central California, such as gender, socioeconomic, and local cultural diversities. Global perspectives are important and deserve a place in the outcome, but we should reword this to broaden the outcome's definitions and ambitions.	4/21/2022 10:44 AM
3	I am wondering how students will fulfill 'Global Learning'. Although we will soon have an Ethnic Studies requirement, a student can earn a degree without taking a 'global' course.	4/19/2022 5:01 PM
4	Possible revision for concision: "Students will demonstrate ethical and cultural awareness through appropriate and effective modes of social interaction, understanding and interpreting events and issues with a diverse, global perspective." I am also not exactly sure what "effective modes of social interaction" are, but that might be my lack of knowledge, so just thought I'd mention it if it is helpful.	4/19/2022 9:51 AM
5	Not sure what appropriate models would entail	4/18/2022 2:43 PM
6	what are "appropriate and effective modes of social interaction"? do you mean students will demonstrate ethical and cultural awareness in their social interactions?	4/6/2022 6:43 PM
7	It would be nice if this explicitly mentioned the *value* of diverse perspectives.	4/6/2022 11:47 AM
8	This seems very similar to the outcome (can't remember the number...6?) that sociology courses already fulfill. Can we revise the other one instead of adding an additional outcome?	4/6/2022 8:28 AM
9	Precision. This feels like word salad. What ethics, exactly, founded on what system? And do we mean ethical awareness only ("I know what is ethical!"), or ethical decision making ("I will behave ethically")? What, exactly, is an "appropriate and effective mode of social interaction"? If we mean something like "Students will learn what it means to be a citizen in a democratic society and in an increasingly globalized world" (which seems clearer to me), then let's just say that.	4/4/2022 3:28 PM

## Q17 Please provide any additional comments, suggestions or feedback regarding GELOs and ILOs.

Answered: 9 Skipped: 36

#	RESPONSES	DATE
1	We now live in a global society. College graduates need to develop cultural competence and ability to work with diverse perspectives and life stories as a basic foundational skill.	4/22/2022 11:44 AM
2	These outcome statements are great! I look forward to using several of these outcomes in my courses.	4/18/2022 2:45 PM
3	NA	4/18/2022 10:49 AM
4	I love these outcomes they cover a huge variety of topics needed for students' success.	4/18/2022 9:41 AM
5	Thank you for your hard work!	4/6/2022 6:43 PM
6	Thank you!	4/6/2022 1:27 PM
7	Trying to write measurable outcomes for a broad range of courses is very difficult. I appreciate the work done by all the committee members involved.	4/5/2022 9:30 AM
8	The GELO's and ILO's look good, but how will we assess them?	4/5/2022 8:12 AM
9	I know these are written by committees, but I think if we are going to have institutional goals that mean anything, they need to be precise in their wording, aspirational in content, and pared down to essentials. When ILOs start feeling like word salad, then they mean virtually anything (and hence, nothing in particular), which means they probably won't be taken seriously by anyone. I'd strongly suggest paring down unnecessary phrasing and using precise language. I also suggest not overburdening outcomes with multiple and sometimes incongruent goals. If our first outcome has to do with teaching students how to write clearly, then our goals should reflect that very ideal in their precision, concision, thoughtfulness, and eloquence.	4/4/2022 3:32 PM