



October 20, 2016

RE: New Guaranteed Transfer (GT) Pathways Review/Approval Process

Dear Colleagues:

Please be advised the Colorado Department of Higher Education (CDHE), on behalf of its governing board, the Colorado Commission on Higher Education (CCHE), is implementing a new GT Pathways course review/approval process with which all institutions shall comply. The resubmission of GT Pathways courses for re-approval is necessitated by revised GT Pathways content criteria and competencies that Colorado faculty worked on for the past several years and that were approved by CCHE on June 2, 2016.

Though there was not unanimous support for this new process amongst the state General Education (GE) Council members, a decision needed to be made to comply with Colorado Revised Statute and CCHE policy requirements. After consulting with faculty, Directors of Assessment, GE Council, Association of American Colleges & Universities (AAC&U) LEAP project, and a review of best practices, CDHE made the decision to implement the process described on the appended document, "New GT Pathways Review/Approval Process: Front-end Honor System & Back-end Accountability."

The timeline for re-submission of GT Pathways courses is as follows:

Due Date	GT Pathways Content Areas & Courses
February 28, 2017 <ul style="list-style-type: none"> <li>• Written Communication</li> <li>• Mathematics</li> </ul> TOTAL: ~160 courses	<ul style="list-style-type: none"> <li>• GT-CO1: ~14 courses</li> <li>• GT-CO2: ~26 courses</li> <li>• GT-CO3: ~20 courses</li> <li>• GT-MA1: ~100 courses               <ul style="list-style-type: none"> <li>○ Math for Liberal Arts/Quant Reasoning: ~16 courses</li> <li>○ Stats (&amp; Probability): ~9 courses</li> <li>○ College Algebra: ~15 courses</li> <li>○ Pre-calc &amp; Calculus I, II, III: ~41 courses</li> <li>○ Trig (&amp;Analytic Geometry): ~6 courses</li> <li>○ Finite: ~3 courses</li> <li>○ Educator Preparation math: ~2</li> </ul> </li> </ul>
May 15, 2017 <ul style="list-style-type: none"> <li>• Natural &amp; Physical Science w/Lab</li> </ul> TOTAL: ~169 courses	<ul style="list-style-type: none"> <li>• GT-SC1: ~169 courses               <ul style="list-style-type: none"> <li>○ BIO: ~48 courses</li> <li>○ CHEM: ~46 courses</li> <li>○ PHYS: ~75 courses</li> </ul> </li> </ul>
November 24, 2017 <ul style="list-style-type: none"> <li>• Natural &amp; Physical Science w/Lab (continued) and Natural &amp; Physical Science - lecture only</li> </ul> TOTAL: ~143 courses	<ul style="list-style-type: none"> <li>• GT-SC1: ~33 courses               <ul style="list-style-type: none"> <li>○ GEOG: ~5 courses</li> <li>○ GEOL: ~22 courses</li> <li>○ Other (meteorology, oceanography, etc.): ~6</li> </ul> </li> <li>• GT-SC2: ~110               <ul style="list-style-type: none"> <li>○ BIO: ~16 courses</li> <li>○ CHEM: ~19 courses</li> <li>○ PHYS: ~14 courses</li> <li>○ GEOG: ~1 course</li> <li>○ GEOL: ~14 courses</li> </ul> </li> </ul>



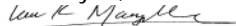
	<ul style="list-style-type: none"> <li>○ ASTRONOMY: ~12 courses</li> <li>○ ENV: ~10 courses</li> <li>○ Other (meteorology, oceanography, etc.): ~6 courses</li> </ul>
<p>May 15, 2018</p> <ul style="list-style-type: none"> <li>• Arts &amp; Expression</li> <li>• Ways of Thinking</li> </ul> <p>TOTAL: ~164 courses</p>	<ul style="list-style-type: none"> <li>• GT-AH1: ~104 <ul style="list-style-type: none"> <li>○ ART: ~36 courses</li> <li>○ MUS: ~30 courses</li> <li>○ THE: ~23 courses</li> <li>○ DANCE: ~5 courses</li> </ul> </li> <li>• GT-AH3: ~60 <ul style="list-style-type: none"> <li>○ PHI: ~49 courses</li> <li>○ REL: ~10 courses</li> </ul> </li> </ul>
<p>November 24, 2018</p> <ul style="list-style-type: none"> <li>• Literature &amp; Humanities</li> <li>• World Languages</li> </ul> <p>TOTAL: ~176 courses</p>	<ul style="list-style-type: none"> <li>• GT-AH2: ~114 <ul style="list-style-type: none"> <li>○ What are the right categories to put here?</li> </ul> </li> <li>• GT-AH4: ~62</li> </ul>
<p>May 15, 2019</p> <ul style="list-style-type: none"> <li>• History</li> <li>• Economic or Political Systems</li> </ul> <p>TOTAL: ~222 courses</p>	<ul style="list-style-type: none"> <li>• GT-HI1: ~146 courses (all HIS)</li> <li>• GT-SS1: ~76 courses <ul style="list-style-type: none"> <li>○ ECON: ~33 courses</li> <li>○ POL: ~29 courses</li> </ul> </li> </ul>
<p>November 24, 2019</p> <ul style="list-style-type: none"> <li>• Geography</li> <li>• Human Behavior, Culture, or Social Frameworks</li> </ul> <p>TOTAL: ~188 courses</p>	<ul style="list-style-type: none"> <li>• GT-SS2: ~23 courses (all GEOG)</li> <li>• GT-SS3: ~165 courses <ul style="list-style-type: none"> <li>○ ANT: ~28 courses</li> <li>○ SOC: ~41 courses</li> <li>○ Women's, LGBT and Gender Studies: ~20 courses (a little overlap with SOC &amp; PSY)</li> <li>○ PSY: ~30 courses</li> </ul> </li> </ul>

Please note this timeline is flexible and CDHE will allow for individual institutions' time constraints and other specific circumstances. Eligible Courses must be part of the institution's general education core and must be offered at least once every two years (for Colorado Community College System, course can be offered anywhere in the system). Courses can be submitted on the forms provided at <http://higherred.colorado.gov/Academics/Transfers/> under "GT Pathways" and in the folder labeled "Submission/Verification Forms."

CDHE expects to implement the "Back end Accountability" in fall 2017 with a random pull of syllabi that will be audited for the requirements listed in the appended "[New GT Pathways Review/Approval Process: Front-end Honor System & Back-end Accountability](#)." If the syllabus does not contain the requirements, the institution will have an opportunity to fix the problem and if the problem is not fixed then the course will be pulled from GT Pathways until it meets the requirements. \*Note: If one instructor does not comply with the requirements then they jeopardize the course's GT Pathways status for everyone else at their institution.

Answers to more frequently asked questions can be found in the appended document, "[FAQ's: GT Pathways & Front-end Honor System & Back-end Accountability](#)." Please do not hesitate to call or email if you have any questions.

Thank you,



Ian K. Macgillivray, Ph.D.

Director of Academic Affairs

[ian.macgillivray@dhe.state.co.us](mailto:ian.macgillivray@dhe.state.co.us)

303-862-3008



## New GT Pathways Review/Approval Process: Front-end Honor System & Back-end Accountability

Old GT Pathways Review Process	New GT Pathways Review Process: Front-end Honor System & Back-end Accountability
<p><b>Front-end:</b> In addition to the Nomination Form, submit a <u>course syllabus</u> that contains:</p> <ol style="list-style-type: none"> <li>1) a course description;</li> <li>2) a course outline/schedule;</li> <li>3) student learning outcomes (SLOs) from the required GT Pathways content criteria and competencies (identify how the SLOs will be met);</li> <li>4) a description of how the assignments meet the SLOs, and the value/weight of the assignments; and</li> <li>5) the state-approved statement that this course is a GT Pathways course.</li> </ol>	<p><b>Front-end:</b> CAO submits Submittal/Verification form that:</p> <ol style="list-style-type: none"> <li>1) Lists the courses the institution wants approved for GT Pathways;</li> <li>2) Notes the required GT Pathways content criteria and competencies for each course;</li> <li>3) Signs off assuring that every instructor of every section of the course will include these items in their syllabus:               <ol style="list-style-type: none"> <li>a) Required GT Pathways content criteria and competencies either 1) copied &amp; pasted verbatim into syllabus <u>OR</u> 2) mapped to institution's own content/competencies/student learning outcomes including the number and the narrative text;</li> <li>b) The statement, "The Colorado Commission on Higher Education has approved [Course prefix, number] for inclusion in the Guaranteed Transfer (GT) Pathways program in the [GT-@@#] category. For transferring students, successful completion with a minimum C- grade guarantees transfer and application of credit in this GT Pathways category. For more information on the GT Pathways program, go to <a href="http://higher.ed.colorado.gov/academics/transfers/gtpathways/curriculum.html">http://higher.ed.colorado.gov/academics/transfers/gtpathways/curriculum.html</a>;" and</li> </ol> </li> <li>4) Identifies the process used by the institution to ensure #3 above.</li> </ol>
<p><b>Eligible Courses:</b> Course must be part of the institution's general education core.</p>	<p><b>Eligible Courses:</b> Course must be part of the institution's general education core;</p> <p>Course must be offered at least once every two years (for Colorado Community College System, course can be offered anywhere in the system).</p>
<p><b>Back-end:</b> No accountability.</p>	<p><b>Back-end:</b> Syllabi pulled randomly and audited for #3 under "Front-end." If syllabus does not contain #3, the institution has an opportunity to fix the problem and if the problem is not fixed then the course is pulled from GT Pathways until it meets the requirements. CDHE staff, in collaboration with GE Council, will conduct initial reviews of randomly pulled syllabi. *Note: If one instructor does not comply with the requirements then they jeopardize the course's GT Pathways status for everyone else at their institution.</p>
	<p><b>Possible Faculty Peer Review:</b> CDHE and GE Council reserve the right to convene faculty to conduct in-depth reviews if circumstances call for it (such as to resolve complaints about a particular course).</p>



# FAQ's: GT Pathways & Front-end Honor System & Back-end Accountability

## 1. Will our course syllabi need to contain the CCHE SLOs verbatim? Will we need to change our institution's gen ed student learning outcomes (SLOs) to match those of GT Pathways verbatim?

Answer: Syllabi are required to have the GT Pathways content criteria and competencies either 1) copied & pasted verbatim into the syllabus OR 2) mapped to the institution's own content/competencies/student learning outcomes. The mapping must contain the number and text of the content criterion, and of the student learning outcome from the competency (examples of mapped syllabi are available from [ian.macgillivray@dhe.state.co.us](mailto:ian.macgillivray@dhe.state.co.us) or 303-862-3008). A link to the GT Pathways content criteria and competencies alone is not sufficient. Institutions are not required to change their Gen Ed SLOs to match GT Pathways. There are campuses already engaged in this process that can serve as examples. Another requirement is the state-approved statement that it's a GT Pathways course.

Reasons for these requirements include:

- a) The GT Pathways curriculum and its faculty-developed, CCHE-approved content criteria and competencies is a statewide program of study shared by faculty at all public institutions who rely on one another to align their courses with these minimum requirements to ensure the transferability of the courses and to help ensure students learn what they need to be successful.
- b) GT Pathways aligns with institutions' equity initiatives. Though a consistent, transferable, rigorous liberal arts & studies general education has benefits for all students it can especially benefit students from traditionally underrepresented racial and ethnic groups, as well as adults returning to college.
- c) Education shouldn't be a hollow promise and students have the right to know what they are expected to learn in a course as well as how a strong LAS education, with its associated student learning outcomes, can help them be successful academically, personally, professionally, civically, and economically. It is valuable for students to have this information on the syllabus so that they understand why the course qualifies for GT Pathways.
- d) A significant percentage of GT Pathways courses are taught by adjunct instructors and teaching assistants, and there is considerable turnover from year-to-year as to who teaches these courses.
- e) Requiring the GT Pathways content criteria and competencies on the syllabus provides a mechanism to prevent "drift" over time and from instructor to instructor.
- f) It helps to remind chairs that when they are hiring/assigning instructors to these courses they need to have a conversation about the syllabus and what it means to be teaching a GT Pathways course.
- g) It also reinforces that courses with multiple sections taught by different instructors should have a common core of content criteria and competencies to ensure that students have equitable access to learning the content and developing the competencies faculty have identified as essential for GT Pathways.
- h) The GT Pathways competencies and content criteria are in place to ensure that when a course transfers, the expectation is that, at minimum, the GT Pathways SLOs have been met. Requiring that these be listed on the syllabus helps to remind faculty of this fact.

## 2. Will the campus be responsible for providing GT Pathways course syllabi to a CDHE repository?

Answer: No. There will be no repository. Campuses would only provide a syllabus when asked to do so as part of the back-end random audit.

## 3. Will CDHE staff or 2-yr and 4-yr faculty conduct the proposed oversight of GT Pathways courses?

Answer: CDHE staff could do the first review of randomly audited syllabi for back-end accountability. Any syllabi flagged by CDHE as possibly being out of compliance could go to GE Council or a subcommittee of GE Council. Faculty peer reviewers would probably only be utilized in rare cases where there's a large disagreement, such as if several institutions think another institution's GT-CO2 courses are really GT-CO1 courses.



**4. Will CDHE work with campus liaison or chief academic officer when an oversight review identifies problems?**

Answer: CDHE will work with the GE Council rep from the institution and may convene faculty peer reviewers.

**5. Will CDHE have the authority to remove a course from the approved GT Pathways list?**

Answer: CCHE would have final authority in any dispute; however, CDHE, in collaboration with GE Council (and/or faculty peer reviewers if needed), would make the recommendation to remove a course from GT Pathways. Institutions will have the opportunity to fix a compliance issue before a course is escalated to GE Council, faculty reviewers, or is removed from GT Pathways.

**6. Could placing additional responsibilities at the program and campus levels result in fewer general education courses at 4-yr institutions being nominated/approved for GT Pathways status?**

Answer: Yes. This is not necessarily a bad thing as most agree there are currently-approved courses that are not appropriate for a general education curriculum. There will always be GT Pathways courses at all public institutions because all institutions must offer a full GT Pathways curriculum (per CCHE Performance Contracts, Addendum B) and §23-1-108.5 and §23-1-125, Colorado Revised Statute.

**7. Is it your understanding that COMM and Math reviews at the institutional level would be completed by Jan-Feb and we would begin SC1/SC2 review in the spring? Is it up to us to determine the timeline?**

Answer: We should stick with the plan to start with Written Communication and Mathematics courses and try to have those finalized by spring 2017. Based on how that goes, we might learn there is no point in having a timeline for taking on the other content categories and just let institutions “submit” their courses as they are able. We probably should have 3 years from now as the deadline for “re-submission” of all courses but let’s see how this first round goes. Most importantly, we want to reduce any burden as much as possible and respect individual institutions’ time constraints and other specific circumstances.

**8. Can new GT Pathways courses be submitted for initial approval during this process while the current courses are being re-submitted for re-approval?**

Answer: Yes.

**9. It was stated in the power point that, “If one instructor does not comply with the requirements then they jeopardize the course’s GT Pathways status for everyone else at their institution.” Will that include all of the Colorado Community College System colleges or one institution at a time? (added October 28, 2016)**

Answer: It seems unreasonable to include the entire system. The focus should be on the institution where that instructor teaches.

