

Cañada ASGC Resolution: Opposition to the Use of Student Learning Outcome Attainment in Faculty Evaluation

WHEREAS, The evaluation of faculty is a contractual issue whose process is governed by the Collective Bargaining Agreement between the SMCCCD and the faculty, represented by the San Mateo Community College Federation of Teachers, AFT 1493;

WHEREAS, Standard III.A.1.c of the 2002 Accreditation Standards states, “Faculty and others directly responsible for student progress toward achieving stated student learning outcomes have, as a component of their evaluation, effectiveness in producing those learning outcomes;”

WHEREAS, Varying and conflicting interpretations of Standard III.A.1.c have caused concern among faculty and institutions and have not been clarified by the “Questions to Use in Institutional Evaluation” provided by the ACCJC *Guide to Evaluating Institutions*, 2011;

WHEREAS, The Academic Senate of Cañada College declared that SLOAC will not be used “punitively or as a means of determining faculty or staff salaries or rewards” (*Instructional SLOAC Philosophy Statement for Cañada College*, 2005);

WHEREAS, The Academic Senate for California Community Colleges states that “using SLOs as a basis for faculty evaluations (III.A.1.c) demonstrates an egregious disregard for local bargaining authority and interjects a threatening tone into what the ACCJC claims is a collegial peer process” (*The Accreditation Standards: Implementation*, 2004);

WHEREAS, The Academic Senate for California Community Colleges affirmed its “opposition to including the attainment of student learning outcomes as an aspect of individual faculty evaluations,” and declared its intent to work with ACCJC “to ensure that accreditation recommendations do not use student learning outcomes in any manner that would undermine either local bargaining authority or the academic freedom of individual faculty members” (Resolution 2.01, 2008);

RESOLVED, That the Academic Senate of Cañada College affirms that the attainment of student learning outcomes should not be used as an aspect of individual faculty evaluation;

FURTHER RESOLVED, That the Academic Senate of Cañada College will work with the ACCJC and with other concerned statewide faculty organizations to ensure that accreditation recommendations do not use student learning outcomes in any manner that would undermine either local bargaining processes or the academic freedom of individual faculty members.