



**SAN DIEGO MESA COLLEGE ACADEMIC SENATE**

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**RESOLUTION 04.3.1 - Distinction between Student Learning Outcomes Measurements and Faculty/Staff Tracking:**

March 8, 2004

Move: Specht  
Second: Brothers

Whereas, Western Association of Schools and Colleges (WASC) accreditation standards mandate the measurement of student success in the form of Student Learning Outcomes (SLOs), and

Whereas, California Community Colleges Academic Senate (CCCAS) Resolution 2.02F02 articulates the principle that initiatives to measure SLOs should originate with the faculty (subject matter experts), and

Whereas, the purpose of SLO measurements by definition is exclusively for identifying the basis for optimizing students' educational endeavors, and

Whereas, the CCCAS Resolution 2.01F03 calls on local senates to work with bargaining agents "to create security barriers between collected data and individual instructors, students, and class sections," so as to prevent the misapplication of SLO data to the evaluation of individual faculty, and

Whereas, due consideration of the purposes of SLOs and adherence to the integrity of faculty and classified staff evaluation under contract necessitates that a categorical distinction be made between data collection on student performance and any tracking of particular faculty or classified employees, therefore, be it

RESOLVED that when the recording and interpreting of SLO data extends beyond assessment of the foundations for student learning into faculty and staff tracking, then all such tracking shall be halted immediately until such time as shared governance parties, including the collective bargaining agent and the Academic Senate, negotiate a reasonable resolution on the specific procedure in question that is consistent with the collective bargaining agreement (CBA) and professional academic standards.

M/S/U Specht/Brothers 3/8/04

res04.3.2