**Whereas,** The Academic Senate of Ventura College is a body that supports open dialog on pedagogy that leads individual faculty to seek out improvements that work in their classes;

**Whereas,** The success of program review and Student Learning Outcome (SLO) assessment rely on honest reporting and open dialog;

**Whereas,** The threat of punitive use of student success statistics, numerical SLO assessment results and Institutional Effectiveness (IE) metrics acts to restrict open dialog and honest reporting;

**Whereas,** Arbitrary measures of student success and numerical results from SLOs assessments and IE metrics do not provide a useful picture of instructor effort and effectiveness;

**Whereas,** Evaluation procedures already exist in our contract;

**Therefore, be it Resolved,** That the Academic Senate of Ventura College opposes any punitive use of measures of student success and numerical results from SLO assessments or IE metrics in instructor evaluations or to determine instructor assignments or to determine an individual faculty member’s performance.