

**SAN JOSÉ STATE UNIVERSITY
ONE WASHINGTON SQUARE
SAN JOSÉ, CA 95192**

**F19-2, University Policy, Rescinds University Policy F85-8,
Performance Evaluation Procedures and Criteria for
Employees in Unit 4 - Academic Support**

Rescinds: University Policy F85-8

Legislative History:

At its meeting of November 18, 2019, the Academic Senate approved the following policy recommendation presented by Senator Peter for the Professional Standards Committee. This policy recommendation rescinds University Policy F85-8 which is obsolete.

**Signed and Approved by
Mary A. Papazian, President,
San José State University
on May 4, 2020.**

Resolved: That F85-8 be rescinded.

Rationale: F85-8 is a rather basic set of evaluation procedures and criteria for members of Unit 4, some of whom happen to be classified as members of the General Unit of the Academic Senate. Since this policy was implemented in 1985, however, Unit 4 has collectively bargained system-wide evaluation procedures and criteria that supplant any previous local policies. Furthermore, there is no provision in the Unit 4 CBA (as there is in the Unit 3 CBA) for Senate involvement in recommending implementation policies. Therefore, F85-8 has been defunct for a very long time, and its presence “on the books” is confusing at best and deceptive at worst.

Professional Standards would have liked to consult, if only as a matter of courtesy, the affected staff before recommending the appeal of this old policy. However, we were informed that any effort to reach out to Unit 4 to seek their input on evaluation procedures “would be considered direct

dealing/bargaining with represented employees” and thus a violation of their CBA.

Approved: October 21, 2019.

Vote: 8-0-0

Present: He, Riley, Chin, Cargill, Peter, Monday, Kumar, Mahendra, Kemnitz, Birrer

Absent: Riley, Kemnitz

Financial Impact: No direct impacts

Workload Impact: No direct impacts