



CALIFORNIA STATE UNIVERSITY, FULLERTON™

A RESOLUTION TO AMEND ASI POLICY CONCERNING PERFORMANCE MANAGEMENT

Sponsor: Mahak Ahmad, Chair, Governance Committee

WHEREAS, The Associated Students, Incorporated (ASI) is a 501(c)(3) nonprofit organization that operates as an auxiliary organization of California State University, Fullerton; and

WHEREAS, ASI is governed by ASI Board of Directors, sets policy for the organization, approves all funding allocations to programs and services, and advocates on behalf of student interests on committees and boards; and

WHEREAS, ASI corporate policy provides guidance for how ASI works to achieve the mission and goals of the organization; and

WHEREAS, ASI Policy Concerning Performance Management provides guidance for professional development, goal setting, and accountability of staff and student employees in service to the organization; and

WHEREAS, a review of the policy identified changes to modernize terminology by replacing all mentions of "evaluation" with "review," updating "performance objectives" to "performance goals," and formalizing the guidelines for both formal and informal employee check-ins; and

WHEREAS, further amendments include updates to the Rating Scale definitions to reflect the current scale of, Exceeds Expectations (EE), Meets and Frequently Exceeds Expectations (MFEE), Meets Expectations (ME), Needs Improvement (NI), and Does Not Meet Expectations (DNME); and

WHEREAS, additional revisions were identified to outline the review process of the Executive Director, adjust the probationary period for student employees from 1000 hours to 90 days, and incorporate a section explaining the at-will nature of employment; therefore, let it be

RESOLVED, ASI approves the amendments to the Policy Concerning Performance Management; and let it be finally

RESOLVED, that this resolution be distributed to the ASI Executive Director, Chief Financial Officer, and applicable ASI departments for appropriate action.

Adopted by the Board of Directors of the Associated Students Inc., California State University, Fullerton on the fifth day of May in the year two thousand and twenty-six.

A handwritten signature in black ink, appearing to read 'Joe Morales'.

Joe Morales
2026-05-05 05:47 UTC

Chair, Board of Directors

A handwritten signature in black ink, appearing to read 'Luca Romero'.

Luca Romero
2026-05-05 19:29 UTC

Secretary, Board of Directors