

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

**F25-4, University Policy Student Field Experiences During
Strikes and Other Field Experience Site Disruptions**

Legislative History:

On December 8, 2025, the Academic Senate approved University Policy, Student Field Experiences During Strikes and Other Field Experience Site Disruptions, presented by Senator Vogel for the Instruction and Student Affairs Committee.

Rescinds: S79-4

Action by University President:

Date: December 16, 2025

Signed and approved by: 
**Cynthia Teniente-Matson, President,
San José State University**

**University Policy, Student Field Experiences During Strikes
and Other Field Experience Site Disruptions**

- Whereas: Field experiences include service learning courses, practical applications within the curriculum of a program, required off-site industry engagement for certifications, student teaching, and/or major requirements, and
- Whereas: Timely completion of field experiences is critical to degree completion in certain undergraduate, graduate, and credential programs, and
- Whereas: The policy is still relevant as it is the foundation for programs in several departments and colleges across campus, however was created at a time when attitudes towards strikes were generally unfavorable, and

Whereas: Other potential field experience site disruptions as well as emergence of diverse field experiences since University Policy S79-4 was implemented in 1979 have necessitated an update and revision of current policy to be more inclusive of various possible disruptions and field experiences; therefore be it,

Resolved: That University Policy S79-4 be rescinded and replaced with the following and be it further

Resolved: That the following language be adopted as the new policy relating to how San José State University handles student field experiences during all strikes and other field experience site disruptions.

Approved: November 10, 2025

Vote: 15-0-0

Present: Akin, Brown, Chisholm, Currin-Percival, Dao, Fryer, Giampaolo, Johnson, Lee, Leisenring, Mathur, Masegian, Meniketti, Sullivan-Green, Vogel

Absent: Gambarin

Financial Impact: No financial impacts are anticipated.

Workload Impact: In the event of a disruption, college offices may have to support students through the transitions linked to field placements. Templates, existing agreements, department guidelines, and student learning plans have to be reviewed to ensure compliance with the new policy.

University Policy, Student Field Experiences During Site Strikes and Other Field Experience Site Disruptions

San José State University has an obligation to protect its students and to provide them with instruction. In the event of a strike or other disruption at the assigned field experience site, an immediate re-assignment normally will not be initiated. Rather, San José State University department chairs or their designee shall assign related duties under the assumption that the strike or other field experience site disruption will be settled within a short period of time. Such duties shall be integral parts of the program and shall constitute assignments in a San José State University course.

If a disruption impedes student field experiences for 5 consecutive work days or for a shorter period of time that would prevent attaining the program goals, San José State University department chairs or their designee can initiate reassignment or approved alternatives, with flexibility for 5 days to be determined based on accreditation requirements, field experience site constraints, and student safety and learning outcomes. If it appears, however, that a student will be deprived of adequate field experience, the student may be reassigned, under consideration of other existing contracts and obligations. Students are not to be coerced into returning to a field experience site where they feel unsafe. Students are asked to report to their San José State University supervisor if they feel unsafe at their field experience site.

If no reassignment is possible, the San José State University department chairs or their designee can provide an alternative assignment to meet the program goals, so as not to disrupt student progress toward their degree. The San José State University department chairs or their designee is responsible for identifying an alternative assignment, while the student can provide input.

The student has the responsibility for notifying their San José State University supervisor that a strike or other field experience site disruption has begun, or will begin at a certain time. San José State University department chairs or their designee should notify students if they know about a disruption, as appropriate. The student may request re-assignment. If any questions arise about disruptions and/or repercussions, students should contact their San José State University supervisor for guidance. San José State University supervisors should verify the full extent of disruptions with the assigned field experience site, as appropriate.

Special Provisions for Field Experience Site Strikes

San José State University shall maintain a position of neutrality¹ in any strike² involving school districts or other agencies with which it has contracts for the placement of student teachers, interns, or other students engaged in supervised field experiences. As used further in this statement, "student" is understood to include those engaged in student teaching internships, or other field experiences.

No student/intern/field worker shall assume responsibilities in lieu of a professional staff member at the field experience site during a strike or other field experience site disruption. Should a student take steps to change the original agreement with respect to tasks or roles, be it paid or unpaid, in such a situation, student's field assignment must be reviewed by the San José State University department chairs or their designee to identify the impact on curricular requirements. Students are free to enact their own labor rights, if applicable. Students are not to be coerced into crossing picket lines, nor are they to be coerced into joining a strike. Students and others with knowledge of an alleged coercion are asked to report the coercion to the student's San José State University supervisor.

San José State University faculty shall not reference a student's involvement in a strike action when evaluating the student's performance for the purpose of granting credit or when calculating a student's grade.

The respective rights and responsibilities of students and San José State University department chairs or their designees are repeated below for clarity.

Student Rights and Responsibilities

In the case of a strike or any other field experience site disruption:

- The student is asked to notify the San José State University supervisor that a strike has begun, or will begin at a certain time.
- The student is free to enact their own labor rights, if applicable, free of coercion from their field experience site supervisor or their San José State University supervisor. If the student experiences coercion, they are asked to report it to their San José State University supervisor.
- The student should consult with the San José State University supervisor to ensure that the curricular requirements of the placement will still be met, despite the strike or field experience site disruption.

¹ Neutrality for the purposes of this policy will be defined as the state of not supporting or helping either side in a conflict, disagreement, etc.; impartiality (Oxford Dictionary)

² Strike for the purposes of this policy will be defined as an organized and intentional stoppage or slowdown of work by employees, intending to make the employer comply with the demands of the employees. (<https://www.law.cornell.edu/wex/strike>)

- The student may request reassignment if the field experience site disruption is expected to, or has, lasted 5 consecutive work days, or if the student feels unsafe.
- The student should contact the San José State University supervisor regarding any questions related to field experience site disruptions and/or repercussions.
- The student should not assume responsibilities in lieu of a professional staff member at the field experience site.
- The student must notify the San José State University supervisor if they have taken steps to change the original agreement with respect to tasks or roles, be it paid or unpaid.

San José State University Department and Supervisor Rights and Responsibilities

San José State University department chairs or their designees and supervisors represent San José State University, and thus have an obligation to protect its students.

In the case of strike or any other field experience site disruption, San José State University department chairs or designee (i.e., supervisor, director of field experiences)

- can assign related duties under the assumption that the strike or field experience site disruption will be resolved within a short period of time.
- should notify students if they know about a field experience site disruption, as appropriate.
- should be available and provide guidance if any questions arise about disruptions and/or repercussions.
- should verify the full extent of disruptions with the assigned field experience site, as appropriate.
- must review the student's field assignment to identify the impact on curricular requirements if a student takes steps to change the original agreement with respect to tasks or roles, be it paid or unpaid, during a strike or other field experience site disruption.
- shall not reference a student's involvement in a strike action when evaluating the student's performance for the purpose of granting credit or when calculating a student's grade.
- If the strike or other field experience site disruption impedes student field experiences for 5 consecutive work days or for a shorter period of time that would prevent attaining the program goals, San José State University department chairs or their designee
 - can initiate reassignment or approved alternatives.

- can provide an alternative assignment to meet the program goals, so as not to disrupt student progress toward their degree.
- are responsible for identifying an alternative assignment, while the student can provide input.