

## General Frequently Asked Questions (FAQs):

This FAQ document is designed to provide campus with information and resources to navigate the transition.

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- **How/when will I know if I'm losing my job?** Those affected by the staff reduction received direct communication from Sonoma State on Wednesday, January 22, in compliance with applicable collective bargaining agreements.
- **Will students in the eliminated programs still be able to graduate from SSU?** Yes, Sonoma State is committed to the timely graduation of all of our students. Students who are within 60 units of graduating from completing a program that is planned for discontinuance will be able to complete their program. Students who are not within 60 units of completion will be advised to change to a related major so that SSU can support them.
- **Why did the Chancellor's Office require SSU to make these cuts?** The university had a structural deficit that it had to resolve in order to balance the budget.
- **Are other campuses being required to make these cuts?** Other campuses are also being required to have a balanced budget.
- **How did the budget deficit get so large?** The University has had a budget deficit for several years. It is attributable to a variety of factors – cost of personnel, annual price increases for supplies and utilities, inflation – but the main reason is declining enrollment. Student tuition and fees, combined with enrollment-based funding from The California State University, are the major sources of revenue in the university budget. Sonoma State's enrollment has dropped 38% since its peak 2015.
- **Has the Chancellor's Office signed off on this plan?** Yes.
- **Is it possible that funding from the CSU or the Legislature could change this plan?** The state budget is not finalized until the summer, so it is possible.
- **If the state budget improves and the CSU gets more funding, will people be hired back? Will programs/majors/athletics return?** It is possible. Resources will be reinvested in accordance with applicable CBA language and as the University identifies priorities.

- **If faculty and staff resign from the university before the next fiscal year, will some jobs be saved?** It is possible. The layoff process is dictated by the provisions outlined in the applicable collective bargaining agreement(s). These agreements provide clear direction on the order of layoff and how such decisions are made.
- **Won't eliminating degrees and programs and athletics have a negative effect on future enrollment?** We anticipate that it may have short-term effects. Eliminating some programs will allow us to retain and grow programs that prospective students have demonstrated the most interest in entering.
- **What happens to student-athletes' scholarships?** Student athletes who choose to remain at SSU will remain eligible to receive scholarships, as long as they meet the current terms of the scholarship..
- **Will the university have any sports at all?** Sonoma State will not offer NCAA II sports next academic year. For those student-athletes who remain at Sonoma State to complete their academics, we have a robust Club Sports program and Intramural sports, offered through Campus Recreation. Currently, there are 19 active club sports and 15 intramural sports.
- **What will be done with unused classrooms, offices, and the gymnasium/athletic department building?** We will be looking for opportunities for the University to repurpose them and use them for other activities.
- **What happens to non-renewed/laid off faculty and staff who live on campus?** Employees living on campus may continue to live on campus through the end of their lease agreement.
- **What happens to non-renewed/laid off faculty and staff who have children in the Children's School?** Their children may remain at the School through the end of the academic year. **ave**
- **Why can't employees be furloughed to save jobs?** Furloughs offer one-time savings and do not provide a permanent solution to balance the budget.
- **Will there be any additional funding cuts due to not meeting enrollment targets?**  
No, the Chancellor's Office has agreed to hold us harmless for three years (i.e., there will be no funding cuts for the next three years as a result of low enrollment).

- **Will the school keep its accreditation?**

Sonoma State University is and will continue to be institutionally accredited by the [Western Association of Schools and Colleges Senior College and University Commission](#) (WSCUC). The WSCUC is one of the seven regional agencies in the United States recognized by the federal government to accredit institutions of higher learning.

For questions not answered in this document, please send an email to [questions@sonoma.edu](mailto:questions@sonoma.edu).