

FAQs: Reassignment of Laid-Off Tenure/Tenure-Track Faculty

1. How many laid-off faculty are being reassigned?

Six tenured/tenure-track faculty are being offered reassignment to existing, continuing departments with predicted unmet instructional needs. Departments receiving these faculty have made recommendations in support of these reassignments.

2. Why are some laid-off faculty being reassigned now?

Enrollment in certain courses is projected to exceed our instructional capacity, even as soon as next fall, resulting in students enrolled in classes that lack instructors. This on-going unmet instructional need qualifies as “work available,” prompting reassignment of laid-off faculty to meet this demand.

3. What does "work available" actually mean?

“Work available” refers to instructional need—specifically, courses with anticipated enrollment—that aligns with faculty expertise and institutional priorities as determined by the appropriate administrator and budget.

4. How are reassignment decisions being made?

Decisions are based on a combination of enrollment trends, departmental needs, and available funding. Academic Affairs leadership in the Colleges and the Provost’s Office conducted a thorough analysis to determine where foreseeable instructional gaps exist and where faculty can be effectively reassigned. Ultimately, reassignment decisions are based on ensuring students graduate in a timely fashion.

5. Are the faculty involved in the reassignments being forced to do so?

No. This past spring, Faculty Affairs and Success asked laid off faculty to signal their interest in reassignment, which is permitted by the Collective Bargaining Agreement. Many did so, indicating preferred matches with their areas of disciplinary expertise. Departments of interest to the faculty were asked to review reassignment requests and indicate their recommendation to the President. We have only offered reassignments in situations where there was agreement on the disciplinary fit and departmental need.

6. Where is the funding coming from for these reassignments?

Funding is primarily sourced from:

- Instructional budget lines that would have been used for lecturer hiring.
- Permanent base salary savings from faculty who entered the Faculty Early Retirement Program (FERP).

Funding is not coming from the Governor’s proposed reduction of the 7.95% budget cut to the CSU. That proposal has not yet made its way through the budget process in the legislature.

7. Is this a permanent reinstatement of these faculty positions?

Student demand for the areas to which we have reassigned faculty has been determined to have long-term need for staffing. Reassignments are classified as "temporary" or "permanent" according to guidelines in the CBA.

8. Couldn't you have anticipated instructional needs and saved at least some faculty the trauma of the layoffs?

We did not know who might opt to retire, participate in the FERP program, or take part in other layoff mitigation options. The salary savings from those actions is central to allowing the reassignments, which are permitted by Article 38 of the CBA in lieu of layoffs.

9. In allowing these reassignments, are we reducing the capacity of Academic Affairs to provide its share of the \$24 million budget cut?

The departments with foreseeable unmet instructional needs would have to hire lecturers to fill those gaps. In addition, we had salary savings from faculty who are participating in FERP. Between the anticipated lecturer cost and the salary savings, we can afford to reassign a very limited number of tenured/tenure-track faculty who were laid off.

10. Why can't we reassign all laid off faculty?

The campus must still close its budget deficit by July 1. The Governor's revised budget may result in some lowering of that deficit, but the Governor's proposal has not yet been through the legislative process or the CSU allocation process. Academic Affairs must still make its share of the cuts to the budget. Unanticipated salary savings and some savings in the instructional budget allow us to provide for student demand in a very limited number of existing, continuing departments.

11. Why not just hire lecturers instead? Aren't they ultimately less expensive?

Reassigning laid-off tenured/tenure-track faculty honors the original commitment to these faculty for continuous employment at SSU. It maximizes the investment already made in faculty development and institutional knowledge, and provides vital continuity for students. Salary savings from faculty who are choosing to participate in FERP and instructional funds allocated for lecture hiring affords us this opportunity.

12. Does this affect current lecturer assignments or appointments?

In some cases, yes. When work is limited, collective bargaining agreements may prioritize tenure-line faculty for available assignments before hiring or rehiring part-time lecturers.

13. Will more faculty be reassigned if additional "work available" emerges?

We do not anticipate any additional changes based on internal reallocation of funds alone. The current reassignments are based on work available for the fall 2025 semester and beyond.

14. Who can I contact for more details about the reassignment process?

Questions can be directed to Academic Resources (funding), Academic Programs (course demand), or Faculty Affairs and Success (collective bargaining agreement).