

# Employee FAQs

## About the Decision

**Q: Why was my position selected for elimination?**

A: Decisions were based on organizational needs, budget constraints, and alignment with university priorities—not individual performance.

**Q: Who made this decision?**

A: This was a difficult decision made by leadership within the college/division as part of the university-wide budget reduction process.

**Q: Is this related to my performance?**

A: No. This decision is not a reflection of your performance.

**Q: Are other positions being eliminated?**

A: There are additional impacts across the university. At this time, I don't have information beyond what has been shared.

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## Possibility of Change

**Q: Can this decision be reconsidered?**

A:

- **AP/Faculty:** The proposal has been accepted by administration, but the final decision rests with the President.
- **State Classified:** If you have information to support reconsideration, you may submit it in writing by April 20. It will be reviewed before finalizing the plan.

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## Next Steps & Timeline

**Q: When will this take effect?**

A: If approved, the position elimination is expected to be effective July 1, 2026.

**Q: What happens next?**

A: The decision will be finalized the week of April 27. If the proposal moves forward, you will receive official notification at that time.

**Q: Will I continue working during the notice period?**

A: Yes, absent extenuating circumstances, you will continue working during the transition period, though you may use accrued leave if appropriate.

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## **Pay, Benefits, and Leave**

### **Q: Will I receive severance?**

A: While a severance package is not provided, employees will receive a 60-day paid notice period.

### **Q: Will CSU grant me unemployment insurance if I'm laid off?**

A: Eligibility for unemployment insurance is determined by the state of Colorado, not CSU. In general, layoffs can qualify since they are considered a separation through no fault of the employee. The state will also look at factors like earnings during a base period and whether you are actively seeking work.

### **Q: How long do my benefits continue?**

A: If you remain employed through July 1, 2026, active medical, dental and vision benefits will continue through July 31, 2026.

### **Q: What happens to my accrued leave?**

A:

- Annual leave is paid out according to policy limits.
  - AP/12 Month Fac – up to 24 days
  - SC – up to maximum accrual
- Sick leave is not paid out unless retirement is initiated.

### **Q: Can I use accrued leave during the notice period?**

A: Yes, eligible leave requests will be honored absent compelling business reasons to deny the time off.

### **Q: If I am utilizing Employee Study Privilege, how is it affected by being laid off?**

A: If you are enrolled in a course and active past census, you are eligible to remain enrolled/complete course.

### **Q: Will my dependents continue to receive tuition discounts?**

A: The discount will not be available for courses that begin after separation of employment.

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## **Career & Employment Options**

### **Q: Can I resign or retire instead of being laid off?**

A: Yes, that is your decision (provided you meet retirement eligibility). You are encouraged to speak with Human Resources to understand your options.

**Q: Can I apply for other CSU jobs during the notice period?**

A: YES! In fact, for the next few months, searches for all positions will have a one-week internal posting requirement before the opportunity can be made available to external applicants.

**Q: Will I be eligible for rehire in the future?**

A: There is currently nothing that would prevent you from being rehired at the university.

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## **Support & Resources**

**Q: What should I do first after learning my position is ending?**

A: Start by reviewing CSU's [Separation Resources](#), which provides a checklist of recommended next steps, benefit information, job search support, and well-being services. This page is designed to help you navigate the transition in an organized way.

**Q: Who can I contact with questions?**

A: Human Resources is your primary resource for detailed information about benefits, options, and next steps. Your supervisor can help connect you.

**Q: What job search support is available to me?**

A: CSU offers job search resources including resume and interview support, career courses, and the opportunity to apply for other positions at CSU. You can also request a job search support meeting and connect with external workforce resources through CSU's Separation Resources page. [CSU Separation Resources](#)

**Q: What mental health or emotional support is available?**

A: CSU's [Well-Being Hub](#) offers a wide range of support, including:

- Confidential counseling and coaching
- Financial and legal resources
- Crisis support services
- Self-guided tools focused on stress, resilience, and well-being

These services are available to support your emotional, physical, and financial well-being during this transition

**Q: What if I have concerns about how this decision was made?**

A: Your concerns will be taken seriously. You will be connected with HR or the appropriate office to ensure your concern is reviewed.