Temporary Lecturer Concerns

Ineligibility for many basic employee benefits regularly afforded to board appointed and other staff such as:

- health benefits
- sick leave
- retirement savings plan (cannot even set up a 100% employee funded plan)
- life insurance
- tuition reduction
- Gold Pass parking permit
- SRC membership

Exclusion from professional development opportunities and commendations such as:

- Leadership Academy
- Teaching awards
- Excellence in Research awards
- NEH grants like Public Scholar Program, seed grants etc.

Effectiveness is compromised and marginal status is reinforced by

- delayed contracts
- lack of communication regarding potential schedules
- sponsored email accounts requiring yearly renewal
- no access to offices and other facilities between semesters
- delayed access to bblearn and creation of course sites
- cannot order textbooks by bookstore deadline
- denial of incremental deductions from paycheck to pay for memberships, permits etc.
- reapply every two years

Quality of life is diminished by

- being effectively “fired” at the end of each semester
- missing paychecks and ineligible for 12-month pay schedule
- uncertainty of employment from semester to semester
- inability to qualify for loans