Because there is no other college or university in the U.S. where:

1) If you teach 40% of full time (6 units) you get the same subsidized medical, dental, optical, life, and disability insurance as full-time, tenured faculty.

2) If you teach at least half-time (7.5 units) for 3 consecutive semesters or 4 consecutive quarters, you become a member of CalPERS and can retire with only 5 years of service credit and receive a defined benefit pension as well as life-long medical and dental benefits for yourself, a legal spouse or domestic partner and any dependent children up to age 26.

3) Three of the four Lecturer salary ranges are identical to the salary ranges of tenure-track faculty.

4) If you have the same terminal degree as a probationary hire, you are placed in the assistant professor salary level.

5) There is a contractual process that allow you to move into the associate and even full professor salary ranges.

6) You’re eligible for the same bargained raises as full-time, tenured faculty.

7) If you teach at least 1 semester or 2 quarters in 6 consecutive academic years in a single department you’re eligible for a renewable 3-year appointment with formal entitlement and higher preference for work.

8) If your entitlement has been met, your department is contractually obligated to offer you additional classes—up to and including 15 units/full time—before they can hire a brand new Lecturer.

9) You’re eligible for the same CSU grants for research, scholarly, and artistic endeavors as full-time, tenured faculty.

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Because there is no other college or university in the U.S. where:

10) You can vote for your department chair.

11) You can serve on the Academic Senate.

12) Two of the nine statewide CFA officers are Lecturers.

13) Five of the members of the statewide bargaining team are Lecturers.

14) The union by-laws require that all statewide CFA committees have at least one Lecturer member.

15) The Chair of CFA’s Contract Development & Bargaining Strategy Committee (CDBS) is a Lecturer.

16) As a member, you will not be paying one cent more than you’re already paying in agency fee/fair share, but will have all of the benefits of membership.

17) As a member, you will be able to vote for or against a bargained contract, for or against a strike, and be able to vote for chapter officers.

18) We as Lecturers are the majority of the bargaining unit by headcount, but a minority of the members.

19) You will have a voice in the Union and know that you are standing together with your colleagues to improve working conditions for all faculty, including Lecturers.

20) All of these gains for Lecturers were hard-fought for by CFA and none were due to managerial largesse.

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