

Talent Tip

Human Capital Services
Talent Acquisition

May 1, 2018

Differences Between Employment Types

Check out the below charts to see the differences between Regular, Term and Temporary.

Unclassified				
Unclassified Temporary	Less than 90 days; or longer than 90 days at an FTE of less than .5	Temporary position (non-budgeted)	Must have an Appointment End Date	No benefits
Unclassified or Faculty Regular	Longer than 90 days at an FTE of .5 or more	Regular position (budgeted)	No Appointment End Date	Benefit Eligible
Unclassified Term	Longer than 90 days at an FTE of .5 or more	Regular position (budgeted or non-budgeted)	Must have an Appointment End Date	Benefit Eligible

University Support Staff (USS)				
USS Temporary	Limited to 999 hours in a year; any FTE	Temporary position (non-budgeted)	Must have an Appointment End Date	No benefits
USS Regular	Regular position; benefit eligible	Regular position (budgeted)	No Appointment End Date	Benefit Eligible
USS Term	Same as a USS Regular with the exception it has an Appointment End Date based on grant funding	Regular position (budgeted)	Must have an Appointment End Date	Benefit Eligible

Hiring Highlight - Tips and Trends in Hiring

83% of employees/job seekers are likely to research company reviews and ratings when deciding on where to apply for a job. *Source: Glassdoor*

*Let's Get Social! Follow us on Facebook and Twitter
@KStateCareers*