

Hello Rep. McIntire,

As per your inquiry about HB3115 and the impact of the mandated increases to FT faculty, Randy wanted me to share the following information with you. We are happy to provide you with any additional information and to answer follow-up questions you may have, so please don't hesitate to reach out.

We have highlighted a very concerning provision of the bill in red below and are including a list of "real world" implications from the proposed mandates. **ROGUE COMMUNITY COLLEGE AND OREGON COMMUNITY COLLEGE ASSOCIATION (OCCA) OPPOSE THIS BILL.**

Summary of HB 3115

Requires each community college and public university to have at least 45 percent of total number of credit hours offered taught by full-time employee during 2024-2025 academic year, at least 55 percent of total number of credit hours taught by full-time employee during 2025-2026 academic year, at least 65 percent of total number of credit hours offered taught by full-time employee during 2026-2027 academic year and at least 75 percent of total number of credit hours offered taught by full-time employee every academic year thereafter. **The bill imposes a 50% reduction in CCSF funding for colleges who do not meet the targets by year 2 and a 100% reduction in CCSF funding for colleges who do not meet the targets by full implementation.** This bill includes a funding mandate and the fiscal impact will be assessed within the next few weeks through OCCA staff and provided to the legislature through statewide aggregate data from all community colleges.

WHY WE OPPOSE THIS BILL

THIS BILL REMOVES A KEY STAFFING TOOL FOR COMMUNITY COLLEGES TO MEET THE NEEDS OF OUR STUDENTS.

HERE ARE SOME EXAMPLES OF ANTICIPATED NEGATIVE IMPACTS:

- Small colleges who do not have enough enrollment in certain programs to fill FT faculty schedules must be able to employ adequate PT faculty to respond to the existing student demand, and to be able to offer a breadth of courses. Here is a small example of how FT faculty staffing can carry a downside for smaller schools: One small Oregon community college noted that when they tried maintaining a FT faculty in Spanish they had to offer more Spanish classes to fill that FT faculty's schedule per union regulations. They were then financially unable to respond to ongoing student demand for American Sign Language instruction.
- Career Technical Education programs in particular – which lead to high-paying jobs – often need to hire faculty who are working FT in their fields to staff highly specialized courses. These faculty often are not able to work FT for colleges. We already have great difficulty in maintaining CTE faculty. This would increase the challenges of staffing these programs to meet high student demand.
- This state mandate imposes "urban-size thinking" about staffing and programming -- Urban areas have large pools of faculty applicants, big enrollments, and dispersed impacts from

industry shifts since their regional economies are not as narrowly focused. This bill removes local control and the ability of smaller and more rural colleges to respond to variable program enrollments that rapidly change with smaller local economies, and removes our ability to address local faculty staffing availability.

- Most CCs would appreciate being able to sustain additional FT positions and do not choose PT faculty staffing models as simple cost-cutting action. Rather, PT faculty staffing models are a key tool in our ability to respond to the demands for rising or falling program enrollments and allow us to respond to changing workforce needs that our industry partners ask us to address.
- Many CC instructors have additional jobs and are ONLY available to us on a part-time basis by choice. Many indicate that PT work at CCs gives them flexibility to pursue other career demands.
- The “penalties” imposed by this rigid recipe for staffing would cripple or potentially dissolve many smaller colleges who simply do not have the ability to meet the minimum program enrollments required to justify the mandated FT faculty. Many rural colleges already face staffing challenges due to low applicant pools for either FT or PT positions.
- **Because of our dependency on CCSF – we would have to comply with this new mandate and we would end up not being able to offer some critical courses based on the required ratio. This could impact our students’ ability to complete their programs on time, or at all.**

Thank you for your review and interest in the impacts of this bill to the students of our region.

Julie Raefield, M.A.

Community and Government Relations Coordinator, Public Information Officer

Pronouns: She, Her, Hers

Rogue Community College

