

Date: March 21, 2023

To: Senate Committee on Education  
From: Hollie Oakes-Miller, Portland Community College  
RE: Support for SB 416 and Pay Equity

Chair Dembrow, Vice-Chair Weber, and Members of the Committee:

My name is Hollie Oakes-Miller, Adjunct Faculty of Geology and General Science, and I am writing to express **support for Senate Bill 416**, which will help bridge the widening gap between the pay for part-time and full-time faculty members in our higher education system and bring better equity, stronger retention, and increase overall outcomes for students.

- *Part-time and adjunct faculty are currently paid much less on a per-course basis than full-time faculty, even though we do the same work.*
- *Institutions of higher education are increasingly reliant on contingent faculty, turning education into a "gig economy." Faculty working conditions are student learning conditions.*

I've been teaching at the community college level for 13 years and have held adjunct positions at three different community colleges, including 11 years at Portland Community College. During that time all my teaching reviews have been stellar, yet most years I make less than \$25,000, even though I do the same job and have the same degrees and many of my full-time peers. To add insult to injury, my student loan payments average about \$10,000 per year because my partner is fortunate to have a good paying job. My position requires advanced degrees, yet there is no way I'll ever be able to pay the full amount of my student loans which makes it impossible to contribute meaningfully to our household budget or to save for the future, including retirement. This is not sustainable for me and my family, or for the majority of my faculty peers who are trying to make a living doing what we love and excel at, teaching students.

*This bill adds a pay ratio between full time and part time faculty that is a first step towards improvements to our higher education system that will benefit students, faculty, and the community. Therefore, I urge your yes vote on HB 2002.*

Thank you for your time.

Sincerely,

Hollie Oakes-Miller