

Date: March 21, 2023

To: House Committee on Higher Education  
RE: Support for HB 2611 and Adjunct Faculty Healthcare

Chair Lively, Vice Chairs Ruiz & McIntire, and Members of the Committee:

My name is Dr. Brittany Barker 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. I am a Research Associate at Oregon State University (OSU) with duties related to producing predictive models for agriculture as well as instructing courses in the Department of Horticulture.

The following bullet points describe why I support SB 416:

- Part-time and adjunct faculty are currently paid much less on a per-course basis than full-time faculty, which is unacceptable.
- Ensuring pay equity will increase the quality of life for faculty in poverty.
- Ensuring pay equity will allow faculty to work long-term at institutions, and be a consistent source of mentorship over the years for students, increasing student outcomes.

I am fortunate to currently have a full-time position at OSU. However, I have struggled for years to find a well-paying full-time position as a scientist and instructor. I am not alone among my colleagues and friends in earning a Ph.D. only to discover that universities and colleges are increasingly hiring temporary and part-time faculty so that they can save money while taking advantage of poorly paid instructors and researchers who have no job security. Having poorly paid part-time instructors also negatively impacts college students. Students are likely to receive lower quality education and not receive adequate mentorship because adjunct instructors are likely to leave due to being overworked and underpaid.

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.

This is why I urge your yes vote on SB 416. Thank you for your time.

Sincerely,



Brittany Barker, Ph.D.