



ASSOCIATION OF OREGON FACULTIES

March 23, 2023

To: Senate Committee on Education

Re: SB 416 – Support

Chair Dembrow, Vice Chair Weber and members of the committee,

My name is Greg Monahan, and I am the Vice President of the Association of Oregon Faculties. Let's talk about the kids. Well, ok, the students—not ALL of them are young! But, young or not so young, they come to us for an education that will advance them in life, that will make them knowledgeable and active citizens, leaders of our society, our institutions, our culture. We owe them the best. And the best is not taking otherwise well-qualified, highly motivated part time faculty members and paying them far less than we pay our equally qualified full-time folks and overworking them until they drop. And without much in the way of benefits. The very least we can do, is pay them what they're worth. We should not pay someone less who is equally qualified than someone else for doing the same work!

SB 416 starts to fix that nasty bit of inequality. It promises to pay them better. Will it do everything we'd like it to do? No, but it's a good start, and maybe, just maybe, it will help university administrators to do the right thing—to hire some of these people as full-time faculty members, so that they can really do what they have been trained and educated to do and will have the time to do it—to give our students the education they truly deserve.

Anything worth having isn't necessarily free, but what we have to ask ourselves is simply this: Are Oregon's students—young or old!—worth it? I think they are. Over a twenty-six year career I got to know a lot of them pretty well, and I got to do that because I was full-time. Let's give all our students the benefits that mine had. Let's give them equally paid faculty with the time and wherewithal to give them the education they so richly deserve.

Thank you,

Greg Monahan, Vice-President
On behalf of the Board
Association of Oregon Faculties

Association of Oregon Faculties, 740 Oakway Circle, Ashland, OR 97520

<http://oregonfaculties.org>