

Date: March 22, 2023

To: Senate Committee on Education  
From: Micah Walker Western Oregon University  
RE: Support for SB 416 and Pay Equity

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

My name is Micah Walker, 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. There are two major reasons why I believe this bill is necessary:

- Part-time and adjunct faculty are currently paid much less on a per-course basis than full-time faculty. If their classes are not full, they often are dropped.
- 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. This would also allow space for further learning, innovative work, and colleague collaboration for long term projects.

Personally, pay equity would allow me to increase the amount of time invested into my institution, further learning, and overall student success. Currently, I also work as a substitute teacher, while also participating in BIPOC and equity work with the Regional Educator Network. These two additional sources of income allow me to maintain my current position at Western Oregon and receive a livable wage.

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,

Micah Walker  
Division of Education and Leadership  
Western Oregon University