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Committee: House Committee On Higher Education and Workforce
Development
Measure, Appointment or Topic: HB2669

As a community college instructor with more than 35 years of experience in Oregon as both an associate and a full-time faculty member, I strongly support this measure. I served as an associate faculty for seven years before having the good fortune of securing a more permanent position. During the years that I was an associate faculty, I felt demoralized and disrespected. While worrying about whether I would have a work assignment every term was a cause of anxiety, of greater concern were the poor working conditions: a lower rate of pay, despite having the same qualifications as full-time faculty members (and smaller contributions to PERS as a result), no medical benefits, fewer professional development and professional engagement opportunities at the institutions where I was employed, and the challenge of becoming knowledgeable about multiple higher education institutions in order to serve students well.

Community colleges are chronically underfunded, and use that as justification for maintaining these poor working conditions. This rationale is not logical. Why should two groups who are equally qualified and necessary to the mission of the college be compensated so differently? I support HB 2669. It's time to bring equity to this system.