

Hello Chair Hudson, Vice Chairs Fragala and Harbick and members of the committee,

For the record, my name is Jennifer Sacklin, and I am a part-time faculty member and a part-time classified staff member at Lane Community College (LCC). I am here in support of HB 2669, which would require pay parity for part-time faculty members at community colleges.

One myth that you may have heard is that part-time faculty members don't have the same responsibilities as full-time faculty members. This is simply not true. My teaching responsibilities are identical to those of my full-time faculty colleagues. Full-time faculty at LCC and part-time faculty at LCC are expected to do exactly the same work for exactly the same number of hours for exactly the same courses, including class prep, grading, and office hours. Full-time faculty may teach additional courses or may have additional committee work that they're paid separately for, but the per-hour teaching work is identical.

It is also a myth that part-time faculty members aren't as qualified as full-time faculty members. My qualifications are identical to those of my full-time faculty colleagues.

And yet, I make 81.5% per teaching hour of what a full-time faculty colleague at the same step makes for that same teaching hour. And I'm lucky – that's one of the least unequal rates in the state.

We are asking for equal pay. For EQUAL work.

Pay parity for part-time faculty is a necessity because it will increase the amount of time and energy that part-time faculty can spend on students. At LCC, 37% of part-time faculty have two or more jobs. Research shows that student success increases when students have meaningful and lasting relationships with their professors. It is impossible to build those relationships when a faculty member can't spend time on campus because they're needing to commute to a different job.

When I first started working for community colleges a decade ago, I worked at 3 different campuses in the Portland area every day: Lewis & Clark College in SW Portland in the morning, PCC Willow Creek Center in Hillsboro in the afternoon, and PCC Cascade in North Portland in the evening.

Later, I had four jobs: two at LCC and two at Linn-Benton Community College (LBCC). I had to commute for a total of two hours each day to teach a two-hour class at LBCC while also teaching those same days at LCC. I say all this because my story is not uncommon. To pay bills and provide for our families, part-time faculty have to take multiple jobs.

Today, I'm lucky to only have three jobs, and they're all at LCC in Eugene. I love my jobs, and I love my students. By passing pay parity, faculty like me will be fairly compensated and will have more time to spend with our students.

Thank you for your time, and I hope that I can count on your support of HB 2669.