

Feb, 6th, 2025

To: House Committee on Higher Education and Workforce Development

From: Marion E. Mann

Re: Support of HB 2669, Pay Parity

Good morning, Chair Hudson, Vice Chair Fragala and Harbick and members of the Committee

My name is Marion Mann and my background is in the biological sciences. **I am testifying here to support a fully funded HB 2669**

I started at Oregon Coast Community College (OCCC) as 3/4 faculty in 2006, and became PT in 2016. I did serve on committees, sub-committees and workgroups, mentored students, and developed curriculum, worked cooperatively with other organization, wrote letters of recommendation, engaged in program level work and professional development, and even recruited practicum spaces...the list goes on. I since retired in 2023.

Part time faculty is one of the largest workforce in education, serving many educational institutions. Small Community Colleges in particular, absolutely depend on this workforce. Young professional faculty cannot generate a sustainable salary within just one institution, and thus contract with multiple schools. They frequently teach three or more classes, in effect working full time **or more**, without health benefits and at a **lesser pay rate**.

Pay Parity will create greater equity for P/T faculty. It will facilitate greater job satisfaction, give a sense of belonging, and reduce stressors thus helping students succeed.

Moreover, younger faculty members often start out as P/T but hope to move into F/T positions. Equal wages can reduce the number of institutions they contract with, creating closer associations with those they do, ultimately increasing stability for themselves and their employers.

Working for multiple schools is often accomplished through remote platforms. There is less or no "in-class" time. Vulnerable students and older adults need contact and interaction as added support. Thus, teaching through remote

platforms diminishes seeing the true qualities and abilities in our students and reduces the ability of faculty to offer advice and guidance.

Pay Parity also gives Colleges greater opportunities for recruitment, attracting younger faculty and reducing turn-over rates. It will allow Colleges to request P/T faculty to participate beyond teaching, such as committee work, etc. which is critically needed. Generally, a small handful of faculty employees are responsible for and serving on almost all activities outside of teaching. The ratio of P/T to F/T faculty at 2-4 year colleges in Oregon is 15.40 to 1 according to Univstats. [Student to Faculty Ratio Statistics for Oregon Colleges](#). Although many P/T members also engage in those activities at a lower rate, it is not required of them and many do not.

Pay parity also needs to be fully funded by our congressional leaders especially for Community Colleges. As institutions are already struggling with declining revenue, an additional financial burden may not be sustainable for them.

Our country today faces immense challenges, due to large economic disparities, vulnerabilities, and broken systems. Public education has been under assault for nearly 40 years, and the consequences are profound. We need a strong education system to generate critical thinkers, problem solvers, and leaders. I believe fixing our societal problems starts with fully funding education and offering respect and equity to all faculty. HB 2669 is a step in that direction. Please support this bill. Thank you!