



American Association of University Professors

Academic Freedom for a Free Society

Representative Lively, Chair
Members of the House Committee on Higher Education
Oregon State Capitol
Salem, OR 97301

Re: House Bill 3115 - Support

Chair Lively, Vice-Chairs McIntire, Ruiz, and members of the Committee,

My name is Steve Shay, and I am the President of AAUP Oregon. On behalf of the more than 6,300 members of the American Association of University Professors in Oregon, our collective bargaining chapters at the University of Oregon, Portland State University, Oregon State University, and Oregon Institute of Technology, and our faculty members across Oregon, I ask that you please support HB 3115.

Higher education institutions across Oregon and the United States disproportionately rely on part-time faculty who are often paid less than their peers, receive no benefits, and are forced to cobble together a living by taking appointments at multiple different institutions. Faculty working conditions are directly linked to student learning conditions, and neither university students nor faculty can thrive under these unstable conditions.

When faculty have stable, full-time positions, they are empowered to provide the level of attention and professionalism that may be difficult to achieve when one is forced to divide their professional lives across multiple institutions. University administrators recognize this, and yet their damaging hiring practices have continued unabated for years. HB 3115 can accomplish what administrators won't: a stronger commitment from universities to its students and faculty. By requiring a gradual increase in the percentage of courses taught by full-time faculty, this bill affords Oregon's higher education system time to adjust while also signaling a better, more stable future for our state's educators.

An entire generation of students and instructors have suffered due to academia's addiction to adjunctification. Your leadership in passing HB 3115 can help ensure that the next generation will not.

Thank you for your consideration,

Steve Shay

A handwritten signature in black ink that reads 'Steve Shay'.

President, AAUP Oregon