



UNIVERSITY OF OREGON



March 13, 2023

House Committee on Business and Labor
900 Court St. NE
Salem, OR 97301

Re: Support for HB 3205

Chair Holvey and Members of the Committee:

The University of Oregon and Oregon State University support HB 3205 and encourage the committee to pass this important bill.

Like many sectors across the state, our universities must have the ability to respond to national and international market dynamics that impact the universities' workforce. It is critically important that universities have flexibility to respond in ways that enable hiring and retention of world class faculty and staff.

It is common practice for universities to seek premier faculty from other institutions, their research teams and associated federal research dollars, particularly research-active faculty, with offers of higher compensation. Not surprisingly, women and people of color in STEM are highly sought after and at the most risk of being lured away by another university with promises of higher compensation.

At the University of Oregon and Oregon State University, research-active faculty are valuable to the student experience and to state at large. They bring in direct resources to our state every year and prepare our students to be future leaders while also conducting research that benefits the lives and economy of the state. The additional flexibility around hiring and retention bonuses provided by HB 3205 would enable our universities to keep high-value, nationally and internationally in-demand faculty and programs. The inability to compete is a strategic disadvantage to the universities which may impact the student experience and advancements discovery research provide the state.

Thank you for your consideration and we urge your passage of HB 3205.

Mark Schmelz
Chief Human Resources Officer and Vice President
University of Oregon

Heather Horn, Associate Vice President and Chief Human Resources Officer
Oregon State University