

Date: March 21, 2023

To: Senate Committee on Education
From: Lisa A. Mazzei, Professor of Education Studies, University of Oregon
AAUP/AFT Local 3209, AFL-CIO
RE: Support for SB 416 and Pay Equity

Chair Dembrow, Vice-Chair Weber, and Members of the Committee:

My name is Lisa Mazzei, Professor at the University of Oregon and I am writing to express **support for Senate Bill 416**, which will help bridge the widening gap between the pay for part-time and full-time faculty members in our higher education system and bring better equity, stronger retention, and increase overall outcomes for students. There are two core reasons why I support this bill:

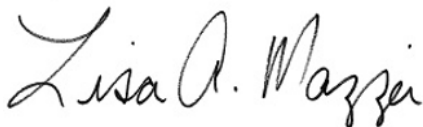
- Part-time and adjunct faculty are currently paid much less on a per-course basis than full-time faculty, further this rate of pay has been consistently held low for far too long.
- Ensuring pay equity will allow faculty to work long-term at institutions, and be a consistent source of mentorship over the years for students, increasing student outcomes.

I am one of the lucky ones since I now have a full-time position with benefits and stability. I started my career as an adjunct faculty member, spending the first 4 years of my academic life teaching part-time as a K-8 teacher and as an adjunct faculty member, picking up courses at the last minute as possible. This existence is not sustainable, but it is the fate of many of my colleagues who are underpaid and often working at multiple institutions. It is unfortunate that our state does not value those who do this critical work of educating our citizens.

This bill adds a pay ratio between full time and part time faculty that is a first step towards improvements to our higher education system that will benefit students, faculty, and the community. Pay parity means that students will receive a better education because their instructors do not need to take whatever comes their way in order to keep food on the table.

This is why I urge your yes vote on HB 2002. Thank you for your time.

Sincerely,



Lisa A. Mazzei