

Chairman Dembrow, and members of the committee,

My name is Susan Caisse and I'm an adjunct faculty member at Clackamas Community College. I have been with the college since 2016. I teach in the English for Speakers of Other Languages (ESOL) department. I am here in support of SB 416 advocating for equal pay.

At Clackamas, there is no cap on hours that adjunct or part-time faculty may teach. As a result, I've averaged 12 credit hours per term for at least the last one year. I teach 4 terms per year, for a total of approximately 48 credit hours per year. I just finished teaching 18 credit hours in winter term, and I've accepted 12 credits for next term. I'm also writing an OER Beginning Reading and Writing book due to be published in June. I teach more than my full-time faculty colleagues, but I do that for significantly lower pay. In order to increase my income, I volunteer for every registration event, every professional development opportunity, for every meeting, every paid committee or advisory board opportunity, or any event that the college agrees to pay me. I still make significantly less than my full-time faculty colleagues who do not often attend these events or opportunities. Additionally, I don't have any personal days and no terms off. I have not taken a vacation term in the 7 years of my employment.

My department can't get along without me or any of the adjuncts who work with me. We are not extra, or superfluous in any way. **We are a cost savings measure, pure and simple.** I don't have as many health care dollars to spend as my colleagues. This prevents me from providing health care coverage for my spouse, a cancer survivor.

A friend asked me recently why I even want a full-time job. I told them that I would make roughly double my income now and get summers off.

It's not the work. I love my job, and I love helping students grow as English language speakers. I love watching them reach their goals and watching these adult learners develop persistence and drive as they rise through the levels of classes.

I do dislike the hours of unpaid planning for classes and grading that accompanies this work. According to the American Association of University Professors, instructors spend 3 hours out of class planning and grading for every 1 hour they spend in the classroom with students. For a new class that ratio increases 5:1. **My full-time faculty colleagues are paid a salary that covers all of their teaching hours, not just their classroom hours.**

What would it mean to be paid equally? Well, it would mean everything that I mentioned above. It would mean that I could take a term off without fearing the loss of 25% of my annual income. It would mean letting my overworked husband work less. It would mean that I have a real choice to say no to opportunities to work registration events that happen between terms thereby shortening my breaks to mere days. It would mean that I was on an even playing field with my full-time faculty colleagues. It would remove the impetus to cut more full-time faculty jobs that get replaced with more adjunct jobs. When that happens, we lose the faculty who do so much of the work of the college, the collaboration and the program planning, the advising, and the standards alignment. Those jobs get replaced by more administrators who don't require a full vote of the faculty to add new positions, and who also don't teach.

Equal pay would make so many lives and jobs better.

