

Date: March 23, 2023

To: Senate Committee on Education

From: Savannah Keenan-Kroff, MS Portland State University

RE: Support for SB 416 and Pay Equity

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

My name is Savannah Keenan-Kroff, MS, 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.

Part-time and adjunct faculty are currently paid much less on a per-course basis than full-time faculty. 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 have been adjuncting for 5 years and have prepared at least one full course mostly from scratch per year of teaching. I take pride in the quality of my courses and the experience of students in my course, which means I spend several hours a day prepping each lecture, on top of my teaching, grading, and mentoring responsibilities. During the semesters where I prep a new course at PSU, I work upwards of 35 hours/week between each of the responsibilities I mentioned. This comes out to be less than \$13/hr, a meager amount especially considering how much money I bring into the university for just that one course. As it is, I barely make enough to pay for gas and parking and childcare to teach the courses I teach.

I absolutely love being in the classroom and I love my students, which is why I do it anyway. I deserve to be paid for what I am worth and 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.

This is why I urge your yes vote on SB 416. Thank you for your time.

Sincerely,

Savannah Keenan-Kroff, MS