

HB 2669 Requires community colleges to pay part-time faculty at the same rate

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Good Morning

I am Reverend Kimberly Puttman. I teach Sociology and English for Speakers of other Languages at Oregon Coast Community College and Chemeketa Community College.

Even my introduction begins to describe the problem. In addition to my two adjunct appointments, I work as a grant writer, proposal editor, book author, non-profit leader, and digital literacy instructor. Last Spring and this Fall Term, I worked 6 days a week just to pay my bills.

Why do I work so hard? Pay inequity between part time and full time instructors.

At Chemeketa, I get paid just 65% of the FT faculty rate. At Oregon Coast Community College, the pay scale for Part Time instructors is also significantly lower. I am the last to be scheduled, and the most likely to get my classes cancelled. This is a precarious existence.

But I am just as qualified. I've been Teacher of the Year, and Open Pedagogy Innovator of the Year. I publish papers in my discipline and speak at conferences. Sociologists across the state are teaching using the book I co-wrote, [Interdependence and Inequality: Social Problems and Social Justice](#).

Also, I do the same work as full time instructors. I must design and teach my courses to the same high standards as they do. Like full time instructors, I work with students who face the barriers of poverty, housing instability, interrupted educations, and low literacy skills. These students are passionately committed to their own success, but they need strong supportive relationships with their instructors to learn and grow.

Unlike full time instructors, my capacity to show up for my students is limited. You can change that.

The Oregon Equal Pay Act became law in June 2017. Eight years later, we are still failing to reach this goal for college faculty in Oregon.

And beyond my story, the employment outlook is bleak for academics. Forty years ago, 70 percent of academic employees were tenured or on the tenure track. Now, only 20% of community college instructors in Oregon are in tenure track positions. (Baumhardt, 2022 in Puttman, Blicher and Esbensen, 2025).

If we look even more deeply at these numbers, we see that this economic instability hits women and people of color the hardest. According to CUPA-HR, the College and University Professional Association for Human Resources, greater shares of women

and faculty of color work in the lowest-ranking faculty positions, which results in lower pay. Today, women in higher ed earn an average of [just 82 cents](#) for every \$1 that White men make, That gap widens to 76 cents for Black women and 72 cents for Hispanic and Latina women, CUPA-HR found. ([McLean](#) 2024)

Oregonians care about education. However, Oregon ranks 39th nationwide in community college completion rates. Only 40% of our students get their degrees, partially because of high faculty turnover. At OCCC alone, the union reports that nearly 35% of the teaching faculty left in a 6 month period. This turnover is fueled in large part by low salaries. We must do better.

With your support of this bill, you create better lives for students, faculty and all Oregonians.