

Date: February 6, 2025

To: House Committee on Higher Education and Workforce Development  
From: Hollie Oakes-Miller, American Federation of Teachers - Oregon  
RE: Support for HB 2669 and Pay Equity

Chair Hudson, Vice-Chairs Fragala and Harbick, and Members of the Committee:

My name is Hollie Oakes-Miller and I serve as Vice President of Political Action at American Federation of Teachers - Oregon (AFT-OR), which represents thousands of members in higher education across the state. I am also part-time faculty at Portland Community College (PCC) and I am writing to express our **support for House Bill 2669**, 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 faculty are currently paid much less on a per-course basis than full-time faculty.*
- *Institutions of higher education are increasingly reliant on part-time faculty, turning education into a "gig economy."*
- *Oregon relies more heavily on part-time faculty than most other states.*

I've been teaching at the college level for 17 years and have held part-time faculty positions at three different community colleges in Oregon, including 13 years at PCC. During that time all of my teaching reviews from students and peers have been stellar, yet most years I make less than \$25,000, even though I do the same work and have the same degrees as full-time faculty. Work that includes; course development, creating assignments, planning field trips, taking students on field trips, assessing student outcomes, meeting with students outside of class, supporting students through the challenges they face in school and in their personal lives, writing letters of recommendation for students, and more. As someone born, raised, and educated in Oregon, I never dreamed I'd find myself in a position where there is no path to a full-time faculty career with livable wages in the Oregon higher education system.

- *Part-time faculty often struggle with high student debt payments and few paths to loan forgiveness.*

My student loan payments average about \$10,000 per year because my partner is fortunate to have a good paying job and both our incomes are included in payment calculations. My position requires advanced degrees, yet there is no way I'll ever be able to pay the full amount of my student loans which makes it impossible to contribute meaningfully to our household budget or to save for the future, including for retirement. This is not sustainable for me, my household, or for the majority of my peers who are trapped in these part-time contingent positions with little hope of ever getting a full-time position doing what we love and excel at, teaching our students and preparing them for their futures.

- *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 HB 2669. Thank you for your time.

Sincerely,

Hollie Oakes-Miller  
VP of Political Action  
AFT-Oregon