

Chair Hudson, Vice Chair Fragala, Vice Chair Harbick, and members of the House Higher Education Committee,

My name is Mariah Tilman, and I am currently a full-time faculty member at Portland Community College. I am submitting written testimony in support of HB 2669, which would require community colleges to pay part-time faculty at the same rate, on a per-hour basis, as the community college pays full-time faculty to prepare for and teach a course.

Although I am currently a full-time instructor, I was an adjunct (part-time) instructor at multiple colleges for 10 years. With experience in both positions, I am uniquely qualified to speak to the current pay inequality for part-time instructors.

Each college uses their own system to calculate part-time and full time faculty pay. The systems are confusing with different numbers of steps and different step-increase rates. I think they are intentionally confusing to prevent faculty from easily determining the pay difference, but the one thing that I can guarantee is that part-time workload is not as different as the pay would suggest. Part time faculty are consistently underpaid (between 30-70% of full-time pay) for the work they do for their students.

As a part-time instructor I reached the top pay step in 8 years. After that, I had to depend on COLA increases. At the same college the full-time faculty have 16 steps which equates to 16 years full time work before they reach the top step. I worked predominantly at one college so I was able to climb the pay scale a little faster than some, however, that also meant, despite my 8 years equivalency of experience, I was still making Step 1 at my second adjunct position at a different college. For comparison, when I was hired full-time at that same college, my experience accorded me a higher step that they based on *all* my teaching experience. I am very grateful for that, but it highlights the disparity in how part-time faculty are valued despite the critical role they fill at the college.

Being hired for a full-time position does not require any more specialized training, qualifications, or experience than being hired for a part-time position.

Now for work parity. Yes, there are additional expectations of full-time faculty that are not “required”, but unions have calculated that part-time faculty do about 80% of the workload that full-time faculty do, but as noted above they make between 30-70% less than pay. In addition, part-time faculty usually end up doing additional work for the benefit of their students. Here is a list of work that part-time faculty do for which they are either underpaid or unpaid.

- Office hours - now required in the part-time faculty contract for both colleges that I worked at, yet not paid.
- Course development - if part-time faculty want any say in what material they teach or how they teach it, they must be involved in course development and that is seldom paid. Occasionally the department is able to scrounge up a small stipend.
- Mandatory training - most mandatory training carries a small stipend, much less than the hourly wage for teaching. And as a part-timer you usually have to do the same training at all colleges you teach so you could be taking annual training in the same topic, multiple times per year.

- Professional development - professional development is critical to keep your skills up to date and for improving student outcomes. Professional development again, sometimes carries a very small stipend and often nothing at all.
- Sabbaticals and conferences - Sabbaticals and conferences are important opportunities to recharge and explore opportunities that can greatly improve student experiences in a way that can be done when you are teaching. I don't know of any part-timers that are allowed sabbatical and only as I was leaving did we negotiate the ability for a part-time instructor to take a leave of absence without losing their step status. Professional development funds are also limited for part-time instructors.

I could probably go on for a few more pages, and that is not even considering benefits, or lack thereof! I appreciate your willingness to read this far so I will just wrap up by reminding you that the majority of part-time faculty want a full time position so they will continue to do unpaid work and let administration take advantage of them in hopes of impressing someone enough to get that full-time position. However, if I was paid the same rate for part-time work as I am currently paid for full-time work, I may have been happy to keep working part-time and using my spouse's benefits, which would have saved the government money in the long run.

Thank you for your time, and I hope that I can count on your support of HB 2669.

Respectfully,
Mariah Tilman