



American Association of University Professors

Academic Freedom for a Free Society

February 11, 2025

House Committee on Higher Education and Workforce Development

Re: House Bill HB 3011 – Support

Chair Hudson, Vice-Chairs Fragala and Harbick, and members of the committee:

On behalf of the more than 6,300 members of the American Association of University Professors in Oregon, our collective bargaining chapters at the University of Oregon, Portland State University, Oregon State University, and Oregon Institute of Technology, and our faculty members in advocacy chapters across Oregon, we urge you to support HB 3011.

Everyone in our state benefits when public funds are invested into providing the best education possible to the next generation of Oregonians. By passing HB 3011, the legislature can ensure that our state has a well-trained and diverse workforce ready to meet the needs of our increasingly diverse state. According to [research from the US Department of Health and Human Services](#), there are clear cognitive and developmental benefits for children who have access to high-quality early childhood education, and these benefits are compounded for children who come from low-income families, speak a language other than English in the home, or have disabilities that require educators with special training. Children who receive high-quality early childhood education carry these benefits with them throughout their lives, so initiatives to incentivize Oregonians to pursue this field are a prudent investment in our state's future.

Furthermore, due to low-pay and high turnover in this field and the crushing student debt that many Oregonians face, this legislation is necessary for the continued growth of this workforce. If left unsupported, [the childcare crisis affecting Oregon's working families will only worsen](#), negatively impacting not just individuals but the entire state's economy. The First Five Years Fund finds that each year, [Oregon's economy loses \\$1.4 billion due to lost productivity as a result of child care challenges](#). Therefore, it is essential that our legislature pass HB 3011 this session so that they may explore ways

to improve remuneration and retention of this valuable workforce in future legislative sessions.

Please support HB 3011. Thank you for your consideration.

Victor Reyes
Executive Director, AAUP Oregon