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OSU Foundation

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ForOregonState.org

Testimony in Opposition to House Bill 3213

Beverly Park, Vice President, Talent Management, Oregon State University Foundation

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

Thank you for the opportunity to submit testimony in opposition to HB 3213. My name is Beverly Park, and I serve as Vice President of Talent Management for the Oregon State University Foundation. With over 30 years of experience in human resources across the public, private, and nonprofit sectors, I have seen firsthand the sensitive and complex nature of managing staff compensation data. Across all sectors, employee salary data remains the most delicate and potentially divisive information human resources professionals handle. I believe the requirements of HB 3213 – mandating the publication of all employee salaries, including name, salary, and place of work – would have significant negative impacts on our organization and our ability to attract and retain top talent.

As a nonprofit organization, the OSU Foundation already discloses salary information for several employees in compliance with the IRS Form 990 annual tax return. This includes the five most highly compensated employees and all officers of the organization. Expanding this disclosure to include the entire staff represents a fundamental procedural and cultural shift. Such release of private financial information would undoubtedly raise serious concerns among our employees, many of whom never anticipated this level of personal disclosure when they joined our organization. In an era of heightened sensitivities regarding data privacy, identity theft, and personal safety, this requirement would exacerbate fears and create an environment of discomfort and insecurity. I am particularly concerned by HB 3213's invasive requirement to make employees' work locations public – a level of disclosure that seems to exceed what is required even of state employees in Oregon.

Moreover, the potential impact on our workforce's morale and retention cannot be overstated. Transparency in compensation is important, but the broad publication of individual salaries often fosters unnecessary comparisons and dissatisfaction, even when pay structures are equitable and thoughtfully designed. I am concerned about the effects on our recruitment and retention efforts with job candidates and even existing employees choosing to seek opportunities at other nonprofit fundraising organizations not subject to such disclosure requirements. HB 3213 would put us at a disadvantage in terms of workforce development, with prospective candidates hesitating to apply for positions with the OSU Foundation, fearing a loss of privacy that is not customary in the nonprofit sector.

The administrative burden this bill would place on my team is also of concern. Maintaining an up-to-date public salary directory, addressing staff concerns, and managing the cultural shift that

would accompany this level of disclosure would require resources. These efforts would divert attention from our core mission – raising funds to support OSU’s students, faculty and programs.

Finally, it is important to note that OSU Foundation employees are not public employees. They do not receive the protections or benefits afforded to public-sector workers, such as participation in the Public Employees Retirement System (PERS). Subjecting them to the same public disclosure requirements without the corresponding advantages is inequitable and would place them at a distinct disadvantage compared to their peers in other nonprofit organizations.

For these reasons, I respectfully urge you to oppose HB 3213. The bill’s unintended consequences would undermine employee privacy, morale and retention while imposing administrative costs. I appreciate your consideration.