

PAY PARITY FOR PART-TIME COMMUNITY COLLEGE FACULTY



LEGISLATIVE
PRIORITIES

Same Students, *Same* Courses, *Same* Expertise, *Less* Pay?

CORE ISSUE

Over the past several decades, institutions of higher education have increasingly come to rely on part-time faculty to prepare and provide instruction to Oregon's students. This trend should come as no surprise, as part-time faculty members are currently paid significantly less than their full-time counterparts, despite having the same qualification and providing the same education to students. Shockingly, during the 2023-2024 academic year, the average part-time faculty member only earned 58% of what a full-time faculty member earned for the same credit load.

Because part-time faculty members aren't paid appropriately for their work, many of them must juggle multiple positions at multiple institutions – or pick up part-time jobs outside of education – just to make ends meet. This can take time away from centering student success.

To make matters worse, this issue compounds over time, meaning the longer a part-time faculty member works at a community college the less they earn when compared to a full-time faculty member. Because the wage gap widens the longer a part-time faculty member stays at an institution, high turnover is more likely at Oregon's community colleges. This means students aren't as likely to build a long-term relationship with members of their faculty, and our communities and institutions lose out on the invaluable resources and knowledge that long-term faculty can provide.

SOLUTION

Pay Parity for Part-Time Faculty | HB 2669

HB 2669 would appropriate funds to the Higher Education Coordinating Commission and 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.

The result would be that part-time faculty members are paid appropriately for the critical work they do educating our local communities, and that part-time faculty members would be able to focus on their work instead of piecing work together and build meaningful relationships with students and communities at their institutions.

CONTACTS:

Kevin Sullivan, OEA
kevin.sullivan@oregoned.org

Hayley Banyai-Becker, AFT-OR
hayleyb@aft-oregon.org

Nick Keough, AFT-OR, nick@aft-oregon.org

