

OREGON'S PART-TIME FACULTY PROBLEM

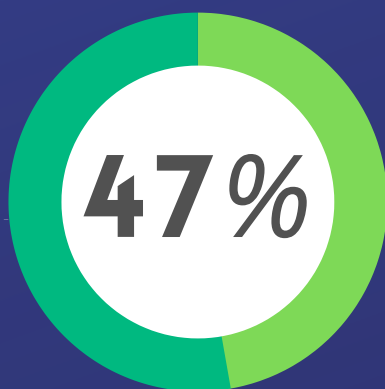


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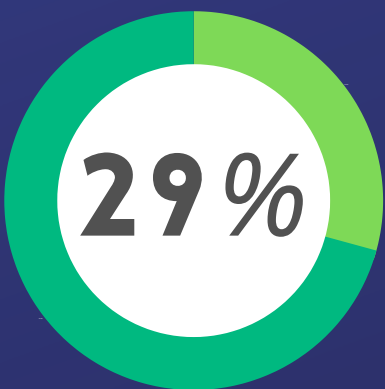
part-time
faculty
positions in
Oregon's public
universities &
community
colleges



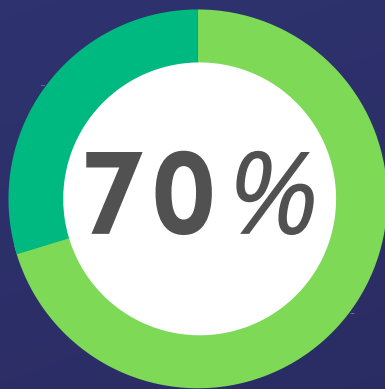
part-time positions make up:



of faculty positions at
all Oregon public
universities &
community colleges



of faculty positions at
all Oregon public
universities



of faculty positions
at all Oregon
community colleges

women faculty are
29% more likely
than men
to be employed part-
time at Oregon's
public universities



Source: 2018 institutional data reported to IPEDS regarding the number of instructional, research, & public service faculty

WHAT'S THE PROBLEM WITH PART-TIME?

FOR FACULTY:

- Lower wages
- Job instability
- No eligibility for health insurance & retirement benefits

FOR STUDENTS:

- Part-time positions leave instructors without the time or work space necessary for office hours, advising, & other tasks outside of the classroom
- Housing, food, & health care insecurity make it harder for instructors to deliver quality instruction
- Job instability makes it likely an instructor will no longer be employed when a student needs a recommendation letter for an internship, job, or grad school application
- High turnover results in less consistent curriculum that makes progress toward degree completion more difficult

THE SOLUTION

LIMIT THE NUMBER OF PART-TIME POSITIONS

- **HB 2876** would develop minimum ratios of full-time to part-time faculty for each public university & community college

MAKE PART-TIME POSITIONS LESS PRECARIOUS

- **HB 3007** would subsidize OEBA benefits for "part-time" faculty who work more than half-time when their hours are pooled across multiple community colleges & public universities
- Guarantee public universities & community colleges follow the Oregon Equal Pay Act by prohibiting the use of part-time/full-time status as a basis for justifying different salaries or per course full-time equivalencies (FTEs)