

April 26, 2017

Oregon Legislative Assembly  
Senate Workforce Committee  
900 Court St. NE  
Salem, OR 97302

Re: HB 2005

Dear Chair Taylor, Vice-Chair Knopp, and Members of the Committee,

Oregon public universities are committed to ending persistent pay disparities faced by women, people of color, LBGTQ workers, workers with disabilities, veterans, and all other protected classes in Oregon. On all of our campuses, we continually work to implement hiring and human resources practices that ensure all employees are compensated adequately and equitably. Pay equity is a key factor in attracting and retaining the best and the brightest talent at Oregon's universities.

We support the underlying concept embodied in HB 2005, but would like to flag questions around how this bill will be implemented at our institutions. Over the next week or so, we would like to work with the proponents of HB 2005 to address our questions and unique issues – possibly through potential amendments.

Some of the questions we have include ensuring that the definition of comparable work accounts for the differences between faculty members and staff working in different fields or disciplines. Additionally, because our institutions compete for faculty members at the national and international level, it will be important to understand how we can work within the framework of this legislation while also remaining competitive. Finally, we will want to understand how our practice of offering stipends in the form of endowed chairs and the like to high performing faculty members fits under this bill.

Again, universities are supportive of the intent of HB 2005. We would, however, like to pursue further discussions about how language could be altered to accommodate the unique circumstances of public universities.

Thank you for your consideration.